



Making Glodynners Future Ready

-HR Training and Development

Glodyne Technoserve Limited

Presented by : Talent Development

Day Month 2010



Company Overview

A Technology Management Services Company



Since 1997 when Glodyne started operations, we've been focused on- delivering operational excellence through 'technology management services' to our clients.

And we prove it every day by committing our people, processes, partners, technology, tools and skills to fulfill our client's needs.



Vision Statement

“ To be a globally respected organisation, delivering best technology services, using innovative insights, delivered by best in class people.”

Mission Statement

“ To achieve quantum leaps in productivity by creating innovative and efficient solutions for our esteemed customers and maintain control through the implementation of excellent quality services.”



Glodyne - Recognized for Excellence in Services

- Winner of 'Maharashtra IT 2010' award
- Glodyne ranked 5th in the "Top 10 Profitable Enterprises of the Decade" -Business Today 500,2009
- Winner in the Deloitte Technology Fast 50 in 2010, 2009,2008,2007,2005 Programs
- Business Standard Ranked 32 in the Top 500 Indian Companies.
- Recipient of "Award for Excellence" by Institute of Economic Studies.
- Excellence Awards from Sun Microsystems
- Government Recognition for its work in the Social Cause of using Technology for Inclusive Growth
- An ISO 9001:2000 certified Company
- An ISO 27001 certified Company
- A CMMi certified Company

Special feature on Glodyne in Inc India

- [India Inc article](#)
- [Aadhar](#)

Labor Management System

Empowering Maharashtra's Labor Force

MAHASHR^{AMM}



Glodyne Technoserve Limited

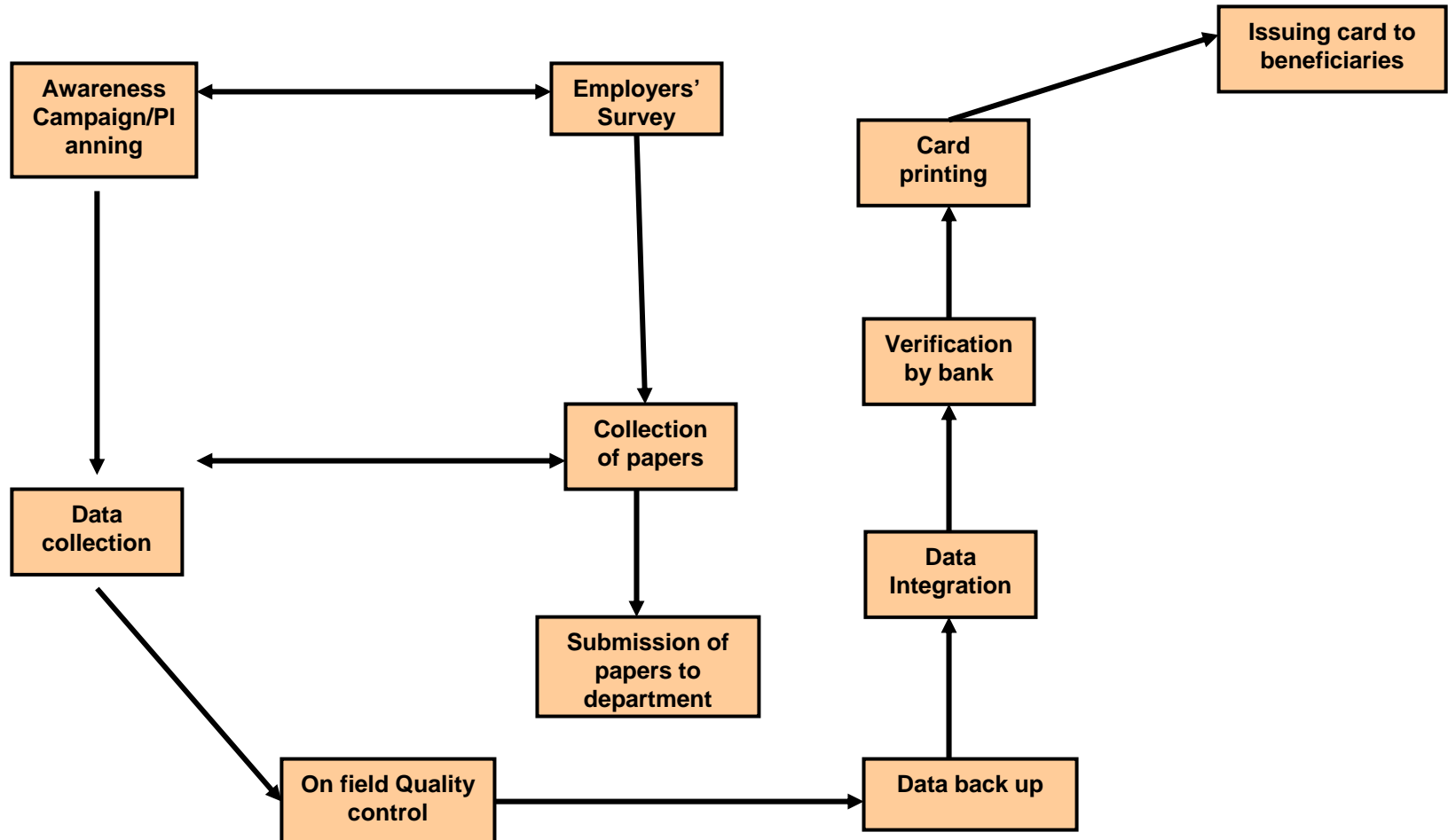
Salient features of Project

- Mahashramm an initiative by GoM & Glodyne
- Automation of all departmental processes
- Online web-based portal for business users
- No Frills Bank account linked wage card for laborers
- Coverage of 20 million labor force (Excluding agriculture, fisheries and household) in the state
- Biometric data capture of laborers
- Ensuring transparency & accountability in the system for better implementation of labor laws

Activity targets for LMS

- Completion of Thane district as pilot within 5 months (no of taluqas to be covered - 15)
- Cover 20 Lakh laborers in Thane
- Capture basic information of employers and route it to labor data collection
- Capture data from organized and unorganized sector
- Obtain authenticated data from government officials
- Liaison with concerned Government officials for quick decision making across all stages of project
- Activity includes A & S, planning, data collection, MIS, issuing smart cards
- Pilot block Dahanu to be completed in two weeks period

Process involved in LMS implementation



Backend processes involved

- Digitization of demographic data
- Match demographic data with biometric details of beneficiary through unique barcode
- Data back up in hard disk and divert it to a server
- Generation of MIS reports
- Maintaining store & routine logistics
- Documentation of team learning from pilot
- Update process document across all levels of project implementation
- Open bank accounts of laborers
- Issuing smart card to laborers

Pilot plan for Dahanu

- Awareness and Sensitization campaign starts on 1st October 2010
- Data collection starts after 15th October 2010
- Coverage of upto 40,000 laborers in fifteen days
- Extensive coverage of shops, factories and other commercial establishments in Dahanu taluqa

Glodyne receives the 'Maharashtra IT Award 2010'

For outstanding contribution in implementing technology led social initiatives



Mr. Anand Samaaik receiving the award by the Honorable Chief Minister of Maharashtra, Shri Ashok Chavan

Glodyne has been implementing large social initiatives in the areas of NREGS, Financial Inclusion, empowerment of unorganized labour, etc and has acquired a leadership position in this space. With the NREGS implementation the processes of registration, receipts, job demand, muster rolls, works, attendance, calculation and disbursement of wages will be digitalized saving all the paperwork and complexity giving the rightful benefit to the beneficiaries. This will usher in an era of transparency and accountability in the entire program, and lead to fast and convenient transactions for the beneficiaries. Glodyne is also the 'total service provider' for implementing, 'Mahashramm' the Labour Management System which was recently inaugurated by the Honorable Chief Minister of Maharashtra, Shri Ashok Chavan. 'Mahashramm' is India's first labour management system (LMS)

Glodyne rolls out country's largest Rural Financial Inclusion scheme in Bihar



On 26th August 2010, Smaarftech Technologies Limited in partnership with the Government of Bihar rolled out the largest Rural Financial Inclusion services program in the country. The public roll out under this 'e-shakti' project was done by the Honorable Chief Minister of Bihar, Shri Nitish Kumar.

Features:

- Financial Inclusion of 25 million MNREGS beneficiaries in the State
- Opening of "No Frills" Bank Account for every beneficiary as per KYC norms and payment of wages through Banking channel
- Technology Services as the backbone for implementing the scheme
- Before processing payments, fingerprint and other KYC verified for each beneficiary
- Automation of the entire wage distribution under MNREGS through which payments will be delivered in a simple, transparent and quick manner
- Builds overall efficiency, transparency & accountability

Glodyne to launch labour-mgmt system for Maharashtra govt

Nanda Kasabe

Pune, Aug 19: Glodyne Technoserve, a technology management services provider, is all set to launch Maharashtra's largest labour management system. The company previously created the software architecture for the implementation of NREGS in Bihar. The government of Maharashtra hired Glodyne to bring both the unorganised and the organised segments of labour under the ambit of the banking system. "The current system is not automated and therefore there is no seamless integration of labour laws. Ensuring proper management of wages in accordance with the Minimum Wages Act and other labour dues becomes difficult at times," explained Anand Sarnaik, CMD, Glodyne Technoserve.

Through the system 'Mahashramm', over 4.5 crore labourers in Maharashtra, will be brought under the ambit of banking system. The

first phase involves planning the financial inclusion of almost 2 crore labourers in the state, of which close to 1.5 crore beneficiaries are from the unorganised segment. The first phase is expected to be completed in next 18 months and will include all cities and towns in Maharashtra. The project involves the creation of 'no frills' bank accounts for 20 million beneficiaries. "We have tied up with Bank of India for this and are holding talks with other public sector banks as well," he said. "E-governance projects currently account for 24%-25% of the company revenues. We are looking at increasing this source of revenue," Sarnaik said.

The company plans to meet other state governments for e-governance projects and has widened global reach with the recent acquisition of US-based technology company DecisionOne Corporation for \$104 million. At present, over three-fourths of Glodyne's revenue comes from the domestic market.

Power Of Networking

Given the opportunities in infrastructure management services and the operating leverage from its acquisitions, Glodyne looks well positioned in the coming quarters

PARUL BHATNAGAR
ET INTELLIGENCE GROUP

MUMBAI-BASED Glodyne Technoserve, one of the leading IT services company, offers service across two segments — technology infrastructure management services (technology IMS) and application software services. The latter forms a minuscule part of the company's operations.

BUSINESS: Glodyne's operations spread across pan India and the US. The company offers services mainly in six segments including government/PSU, IT/ITES, BFSI, manufacturing and retail, media & telecom and education & research. It has adopted an inorganic route to expand its product base and market reach. In FY07, Glodyne bought Virginia-based Links Group International followed by the acquisition of a New York's Front Office Technologies in FY08. In India, Glodyne bought Broadlyne Technologies, a managed application service provider in the education sector, in FY09. The company merged with Compulink Systems, a project management software services provider. In FY10, it acquired US's DecisionOne a pure-play technology IMS company.

GROWTH DRIVERS: Going forward, Glodyne is expected to benefit from the integration of the acquired businesses. The robust onsite-remote IMS global delivery model of DecisionOne would enhance Glodyne's market reach and product offerings. The company will also be able to make foray into the travel and healthcare space. Moreover, DecisionOne's client base, including Fortune 500 companies, and more than 2,000 highly skilled professionals will strengthen Glodyne's position in the \$524 billion global technology IMS market. Glodyne has witnessed improvement in the government and private education space. The Broadlyne buy lends synergies and benefits the company with tremendous technology, domain expertise and key client relationships to address and tap the opportunities in the education sector. With the growing need for outsourcing of infrastructure management services, Glodyne is left with ever-growing opportunities in the market

FAST FORWARD

Glodyne Technoserve's Consolidated Financials

	Qtr Ended Jun '10	TTM ended Jun '10 ^A	Y-o-Y Chg (%) ^B
Net Sales	213.0	780.5	43.0
Employee Cost	26.1	88.0	42.2
Operating Profit	50.1	176.0	36.3
Interest	3.7	13.6	47.0
Depreciation	4.6	15.0	45.2
Tax Expense	10.0	30.6	42.4
Net Profit	34.2	116.7	32.7
Operating Margin (%)	23.5	15.0	-110 bps
Net Margin (%)	16.1	22.5	-110bps

^A Trailing twelve months ended Jun '10

^B Year-on-year change over TTM ended Jun '09

bps - basis points

Source: Capitaline

FINANCIALS:

Glodyne's topline grew 38% to ₹213 crore in the June quarter. This was mainly on account of the revenue from the company's IMS arm, which almost doubled to ₹187 crore for the same period. The balance was formed by the software services segment, which grew by a marginal 3% to ₹26 crore. Glodyne expects its attrition rate to inch up to 11% from 9% in the June quarter given the fresh recruitment spree in the IT sector.

VALUATION: At the current market price of ₹902,

the scrip is trading at nearly 24 times its trailing 12 months earnings per share. Glodyne is expected to fare well in the coming quarters given the benefits of the inorganic growth. Investors may stay invested in the stock.

CONCERN: More than 25% of the revenue of Glodyne is contributed by the US, making it vulnerable to currency exposure. However, with appropriate hedge positions, the company is expected to weather through forex fluctuations.

parul.bhatnagar@timesgroup.com

FIRST INFO REPORT

place. Moreover, leveraging on the business synergies and the complementary strengths with the acquired firms, Glodyne is all set to build its business. With the acquisitions, integration and absorptions, Glodyne looks to become a billion dollar company within three years.



Glodyne Technoserve to increase headcount this year

Adith Charlie

Mumbai, Aug. 20

Glodyne Technoserve will add around 500 employees to its rolls this year anticipating growth in its infrastructure management services.

"We will add people across functions but the bulk of the hiring will be for our technology delivery operations in India," Mr Annand Sarnaik, Chairman and Managing Director, told *Business Line*.

At present, the BSE-listed company employs around 3,000 people. Earlier this year, it ventured into the US market by acquiring DecisionOne, an IT infrastructure firm, for around \$104 million. It now wants to push more work on-

► *"We will add people across functions but the bulk of the hiring will be for our technology delivery operations in India."*

shore and is, hence, focusing on ramping up headcount.

Infrastructure management services (IMS) are about managing a customer's IT infrastructure such as networks and hardware. Companies such as Glodyne are seeing greater demand for these services with customers pruning their IT budgets. At present, over 90 per cent of Glodyne's revenues come from IMS.

Till few years back, the company used to generate nearly

25 per cent revenue from its applications software services business as against less than two per cent now.

Is it, therefore, moving out of the applications business?

"We have not been focusing on applications at all and that explains why the pure play (applications) business has been shrinking. However, we will not be completely out of this line of activity as it supports our delivery functions and helps us sew together end-

to-end solutions for customers," said Mr Sarnaik.

Business from the Government (where it has projects related to the National Rural Employment Guarantee Scheme) contribute to nearly 30 per cent of Glodyne's revenues. It has recently bagged turnkey projects from Bihar and Maharashtra governments for implementation of NREGS.

The scheme guarantees 100 days of employment in a fiscal to any rural household whose adult members are willing to do unskilled manual work. The company is also bidding for NREGS implementation projects in other States, Mr Sarnaik said.

Mergers and Acquisitions



- DecisionOne is the largest independent IT services provider in North America with more than 2,500 technology professionals
- Clients: Sony, Sun Microsystem, Epson, etc.



- A leading Project Management Products and Services Provider having strong IPR's
- Clients: ICICI Bank, John Deere, Accenture, ABB, etc



- An Application Managed Services Provider for the Education Sector
- Clients: Bharati Vidya Peeth, St. Xavier's, Thakur Group, Indira Group, IIPM

Front Office Technologies

- A New York based IMS Services Company
- Clients : O&M , Bartle Bogle Hegarty, Stancy, Sotheby's, Alchemy, etc.

Links Group International

- A Virginia based IT Services Company
- Clients : Symantec, France Telecom, Openet, Plateau, Equant Inc, etc.



Management Team



Annand Sarnaik
Chairman and Managing Director

The founder and promoter of Glodyne, Annand has led the company since its inception. He leads the Glodyne Team by defining the company strategy and by using technology and innovation continuously to achieve the company's vision.



Divvyani A. Sarnaik
Chief Operations Officer

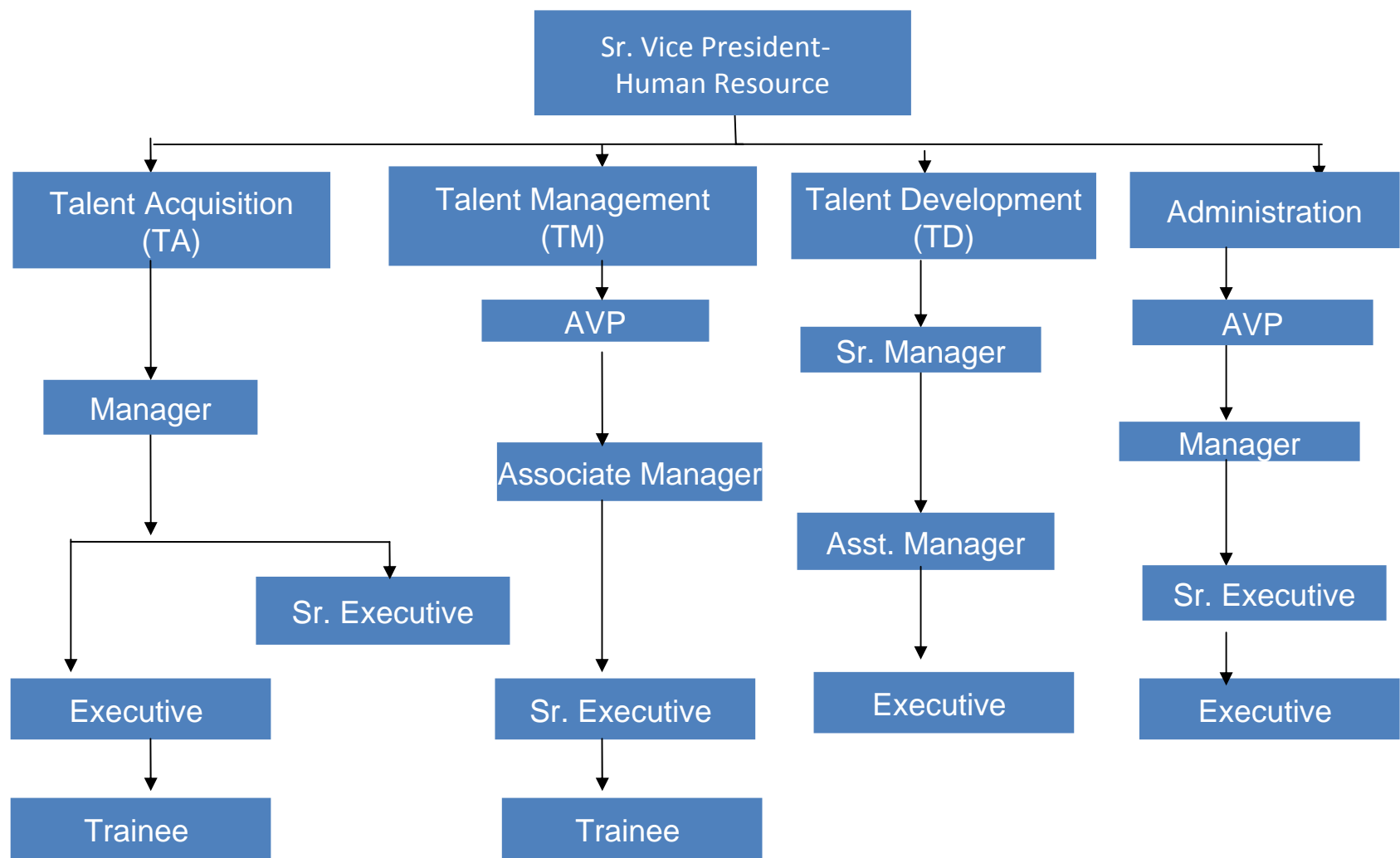
Divvyani is the co-founder of Glodyne, and she oversees all the operating business units of the company. Divvyani is responsible for the overall account delivery, customer management and the overall operations management for the Company.

Induction Program

Human Resource



Organization Chart For Human Resource & Administration



- [Glodyne HR Team 2010 - 2011](#)



Important contact number

Vijay Sonawane	Sr. VP- Human Resource	9321027827
Prajakta Pandit	Associate Manager- Talent Management	9324034435
Neha Jain	Sr. Executive - Talent Management	9869791078
Chandresh Panchal	AVP- Administration	9320193493
Nipul Chauhan	Manager- Administration	9324034477
Pradip Sonawane	IT Administrator	9320361063

Corporate Office (BKC)	022-66963333
Branch office (Kandivali- Mumbai)	022-40783300
Pune- Branch office	020-20251984
Pune- Development center	020- 66528000
Noida office	0120-6496390
Bangalore office	080-41122261
Chennai office	044-32018685
Hyderabad	040-40273028
Patna office	0612-3981300
Gadchiroli	07132-321420

A close-up photograph of a person's hand, wearing a dark pinstripe suit jacket, holding a black fountain pen with a gold nib. The hand is in the process of signing a document. The document is white with some text and lines, though it is out of focus. A dark blue horizontal band is overlaid across the middle of the image, containing the text 'General Policy' in white.

General Policy

General Policy

Hours of work

The working hours are specified as follows

Monday - Saturday	-	09:30 Hours to 18:00 Hours
Lunch Time	-	13:30 Hours to 14:00 Hours
Weekly holiday	-	2 nd and 4 th Saturdays / All Sundays

Late Reporting

Members reporting to work between 09:30 Hours and 10:30 Hours will be marked as "Late".

Reporting between 10:30 Hours and 13:00 Hours will be treated as "Half Day". Reporting later than 13:00 Hours will be marked as "Absent". Four "Late" marks in a month will be treated as "Half Day".

Payroll Processing

- Corporate salary account in HDFC Bank
- Payment of salary is made by bank transfer on the 7th day of every month



Leave Policy

Our leave year is "Calendar Year."

Privilege leave will be credited on accrual basis - 24 days (Monthly) & Casual leave -7 days on prorata basis credited on 1st of every month.

2 PL are credited for each completed month. 4 PL will be added to the PL balance as on 1st December of every year. PL will be carried forward to next year & can be accumulated upto 45 days after which the unavailed leaves will be encashed compulsorily. PL can be encashed on close of year.

Unavailed CL will lapse after close of the year. Adjustment against late coming /Sanction of CL will be done only if CL in credit is 1 or more.

Birthday Leave- ½ day

Strategy Band

The Blue Stands for Vision, foresight and wisdom.

This is a Strategy Band dominated by traits like mastery on subject matter, proven success.

This band represents strategist, power, diplomacy, leadership, compassion, inclusiveness and ability to steer.

Band	Designation	Role
Strategy Band / Blue	AVP and Above	Business or Function Head

Professional Band

The Yellow color stands for maturity and insight.

This is a Professional Band dominated by traits like subject matter experts, leadership, planner, and motivator.

This band represents matured professional, executor, innovator, courageous and able decision maker.

Band	Designation	Role
Professional Band / Yellow	Asst Manager and above	Team Management, Subject Expert, Department Heads

Execution Band

The Orange color stands for Energy, vibration, creativity.
It is an Execution Band dominated by traits like Accuracy, Speed, Aggressively adhering to delivery dead lines, precision and multitasking.
This band represents youthfulness, action and passion

Band	Designation	Role
Execution Band / Orange	Sr. Executive/ Sr. Engineer, Executive/Engineer, Coordinator/ Sr. Coordinator and Trainee	Team Member, Team lead, Module Lead , Task force Members

Health Insurance - Introduction

- We offer Mediclaim to Individuals and families through assistance of **Oriental Insurance Co. Ltd.** and & Group Personal Accident Policy with **TATA AIG Life Insurance**.
- The policy provides for Financial Assistance against Hospitalisation Expenses towards disease / illness / injury in India including
 - Day Care treatment
 - Pre and Post Hospitalisation

Health Insurance - Key Features

Benefits covered under Policy : -

Reimbursement of Hospitalization for illness / diseases.

Expenses heads: - Room / Boarding, Nursing, Surgeons' / Doctors' Fees, Medicines, O.T., Diagnostic Materials.

Electronic Card

Maternity benefit for female employees & female spouse.

Medical expenses incurred upto 30 days prior to and 60 days after discharge from the hospital would be considered for reimbursement.

24 Hrs helpline services and dedicated customer relationship executive from TPA (DHS).

Minimum hospitalization for a period of 24 hours is necessary to avail the benefit.

EMERGENCY HOSPITALIZATION.

Inform TPA within 24 hours of admission with full details as per the form supplied.

If in networked hospital, bills would be settled by TPA with hospital up to policy entitlement.

Mediclaim & GPA- Band Wise Eligibility

Band	Role	Designation	Sum Insurance For GMC	Sum Insurance for GPA
Blue	Business or Function Head	Zonal Manager, AVP and Above	5,00,000	15,00,000
Yellow	Team Management, Subject Expert, Department Head	Project Manager, Regional Manager, Asst Manager, Associate Manager Manager, Sr. Manager.	3,00,000	10,00,000
Orange	Team Member, Module Lead, Task force Member	Business Analyst, Account Manager, Area Manager, Sr. Software Engineer, Software Engineers, Executive, Sr. Executive, Sr. Engineer, Engineer, coordinators, Trainee.	75,000	5,00,000

“Own your Laptop” Policy

- Entitled to buy a brand new laptop of his choice on a monthly EMI mode or use his/her own existing laptop. The company shall pay a monthly fee to the employee for using own laptop for company work and the same will be paid along with his salary, as a reimbursement.
- **Eligibility:** All Account Managers, Sr. Account Managers, Regional Managers, Zonal Managers, Country Heads of Sales Department, Marketing Department, Delivery and Professional Services Department and Customer Relationship Management Department. All assistant managers and above for the IMS delivery and support team. Heads of department. Employees who need it based on deployment in a project or specific need approved by HOD and HR.
- **Laptop Model :** A branded laptop, with Mobile Pentium/Celeron/Intel Dual Core/AMD Athlon CPU, 1.5GHZ, Minimum 1 GB RAM (2 GB Advisable), Minimum 80 GB Hard Disk Drive. We further suggest to buy laptop with wi-fi connectivity, in-built camera, multiple USB ports and built-in 3 years warranty so as to minimize the burden of maintenance.
- **Data Security:** The information security policy of Glodyne will be binding on all the users of the policy. You shall sign the undertaking of Non Disclosure Agreement (NDA) for data security, data confidentiality and data transfer. You shall upload entire official data from your laptop on weekly basis to Glodyne server on specific schedule. As we are complying to ISO 20001 (Information Security Management System) Hence Glodyne reserves all rights to configure/ modify and restrict access to your data and applications as per the ISMS policy.
- **Policy Implementation Owner:** Nipul (nipul.chauhan@glodyne.com)

"Own your Laptop" Policy

Monthly Laptop Rent

<u>Levels</u>	<u>Monthly Fee (Rs.)</u>
Jr. Executive, Executive/ Account Manager/ Engineer, Sr. Executive/ Sr. Account Manager/ Sr. Engineer, Assistant Manager/ Project Leaders	1000
Mangers, Regional Managers, Project Mangers.	1200
Sr. Managers and above	1500

Monthly Data card Rent

<u>Levels</u>	<u>Data card Usage Limit (Rs.)</u>
Jr. Executive, Executive/ Account Manager/ Engineer, Sr. Executive/ Sr. Account Manager/ Sr. Engineer, Assistant Manager/ Project Leaders	600
Mangers, Regional Managers, Project Mangers.	1000
Sr. Managers and above	1500



ADMINISTRATION



What we Hand Grip?

- Facility & Services Management
- Travel Management
- Vendor Management
- Petty Cash Management
- Government Liasoning
- Office up-keeping Management
- Security and Housekeeping Management
- Guest Relation

Intromission of Functional Id...

- corp.admin@glodyne.com- Any administration queries related to corporate office like reimbursement query, assets allocation/reallocation, admin procurement, ID card preparation, Business Card Preparation etc.
- traveldes@glodyne.com- For your travel management like booking, accommodation etc.
- communication@gloyne.com- Any query related to communication department like connection /disconnection, Telephones, Internet, etc.
- mumbai.admin@glodyne.com - Any administration queries related to Mumbai Administration (day to day transaction)





Innovative Insights @ Work

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Employee Portal

- [Check My Mails](#)
- [PeoplePower](#)
- [E-Appraisal](#)
- [Service Desk Management System](#)
- [Sales Management System](#)
[India](#) | [Offshore](#)
- [Project Management System](#)

Media Information

- [Brochure](#)
- [White Paper](#)
- [Technical Paper](#)
- [Case Studies](#)
- [Glodyne News](#)



A A A A

Bookmark this page

Set as Homepage

Login

User Name:

Password:

☐ Click here to use Virtual keyboard for the Password only (Recommended)

Note: Password is case sensitive.

I / We acknowledge and accept the Terms and Conditions applicable and available on the site.

[Forgot your password?](#)

Server response time: 0.0 seconds



SSL

Introducing Secure Access - Protecting your online Access

Taking the "Secure Access" initiative to the next level we are pleased to announce the launch of Secure Access, an online security initiative which will make your online usage more safe.



Privacy Note: There is no mission more important to peoplepower.com than protecting the security and privacy of your data. If you ever receive a suspicious email requesting your Peoplepower account information, please contact us immediately at abuse@peoplepower.com for a prompt investigation and response.



The **revolutionary** way
to manage human capital



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Thought of the day : No great man ever complains of want of opportunities.

Quick Links :

Employee Salary Slip

Task Planner

November 2010

Su	Mo	Tu	We	Th	Fr	Sa
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	1	2	3	4
5	6	7	8	9	10	11

Corporate Communication

- Appraisal Workshop 2009-10
- Glodyne Cricket League 2010
- Blood Donation Camp-2010
- FAQ's on Glodyne Policy for Employee - GloPE

Opinion Poll

Has GlodyneCare services helped to address your concerns?



People power Communication

General Information

- Birthday List
- New Joinee
- Holiday

Welcome Ms Sweta Dikhole ! Employee ID : GTL-AA1316

[Change Theme](#) | [My Configuration](#)



[Home](#) | [My Mails](#) **New** | [VAS](#) **New** | [My Page](#) | [HRM](#) | [Performance Appraisal](#) | [Leave and Attendance](#) | [Payroll](#) | [Taxation](#) | [Administration](#) | [Configuration](#) | [Analytics](#)

Thought of the day : Try not to become a man of success but rather to become a man of virtue - Albert Einstein

[Helpdesk](#) | [Logout](#)

Quick Links :

Employee Salary Slip

Task Planner

April 2010

Su	Mo	Tu	We	Th	Fr	Sa
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1
2	3	4	5	6	7	8

Salary Slip Mis Report

* Indicates Required

Month *: Year *:
Employee :



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to manage human capital



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Thought of the day : No great man ever complains of want of opportunities.

Quick Links :

Employee Salary Slip

Menu List

open all | close all

- Configuration
 - User Settings
 - My Configuration**
 - Application Studio

My Configuration

* Indicates Required

[Password Management](#) | [Change Question Answers](#) | [Change Image and Message](#) | [Set Default Tab](#) | [Configure Email Account](#) | [Authorization Password](#)

Password Management

Employee :


Old Password * :

New Password * :

Confirm New Password * :

Password Strength:
(Password should be Min. 8 and Max. 16 Characters in length)

Save



Empower ▶▶

Manifest the Perfection within

Empower Log In

Empower

Manifest the Perfection within



User Name :

Password :

Login

Powered by  BROADLYNE

Empower Login Information

Date : 27/05/2010
User : Miss. Sweta Dikhole
Company : Glodyne Technoserve Limited
Location : Mumbai Branch
Financial Year : Apr 2010 - Mar 2011

[Mark Attendance](#)

[Home Page](#)

[Logout](#)

Sweta Dikhole

27/05/2010- 3:45 PM

- GDR Calendar
- Task Manager
- Appreciations ▶
- Reports ▶
- Meetings/Reviews ▶

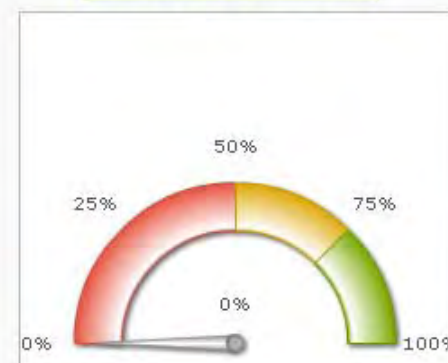
GDR Calendar - May-2010

My Target

View Details

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

☒ MTD ☐ QTD ☐ YTD

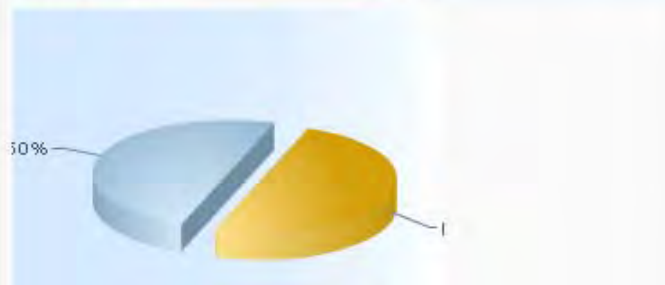


KRA View :

Target ↓

vs

Actual ↓



No points accumulated..!

Sweta Dikhole

27/05/2010- 3:46 PM

- GDR Calendar
- Task Manager
- Appreciations ▶
- Reports ▶
- Meetings/Reviews ▶

Attendance Status : ☐ Leave ☒ Present

	KRA	A/T	Occurrence	Description
<input checked="" type="checkbox"/>	* Training program, induction coordination activities	9/22	1	Induction ppt updates - added empower.
<input checked="" type="checkbox"/>	* Organization development coordination activities	1/4	1	HR Budget finalized - freeze.
<input type="checkbox"/>	* Data Analysis and Report generation	5/2	1	
<input checked="" type="checkbox"/>	* Market research, Presentations	3/2	1	HR Review PPT - Vijay Sir, TCP, Welcome letter.

Upload Doc. :

Browse...


Save

Save & Finalise

GDR Calendar

Go to Tasks

Sales and Marketing Team - Empower



Glodyne

Glodyne Technoserve Limited – Mumbai Branch

Empower
Manifest the Perfection within

My PageEmployeeReportSalesDeliveryKMS

HomeBackLogout




Anil Bhat

22/06/2010- 4:39 PM

- My Team
- Travel
- Travel Expense
- My Payroll
- Suggestion
- Lighter Moments
- Recruitment
- Notice
- Change Password
- My SMS Messenger

Requisitions



- ILead, Kolkata [S0622] - College Excel Order has been sent for Technical Clearance
- Mayfair business School, Kolkata [S0596] - College Excel Order has been sent for Commercial Clearance

[Clear All](#)

News & Events

Lighter Moments

Image Gallery

Today's Poll

- Date :02/02/2010
Title : Its a BIIGGG Catch !!..
Subject :Yes!!! The north zone has achieved one more Victory on the p..
- Date :07/01/2010
Title : Jhor ka DHAMAKA dhire se lage..!!!!..
Subject :Guys, here is the first closure of the year 2010, Yuppieee.....

[More>>](#)

Messages

Date	Subject	Sender
11/06/2010	SRMS Server..	

My Calendar

June 2010						
Mo	Tu	We	Th	Fr	Sa	Su
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	1	2	3	4
5	6	7	8	9	10	11

■ - Holiday
 ■ -Task Viewer

Notices/Suggestion

[View](#) [Assign](#)

SRMS Server..



Anil Bhat

- 22/06/2010- 4:40 PM ▶
- General Settings ▶
 - Executive Settings ▶
 - Search Clients ▶
 - Executive Updates ▶
 - Manager Updates ▶
 - Call Invitations ▶
 - Process Orders ▶
 - Sales Documents ▶
 - Enquiry Management ▶
 - Reports ▶

Select to View : Anil Bhat [GTL-AA1102PP] ▼

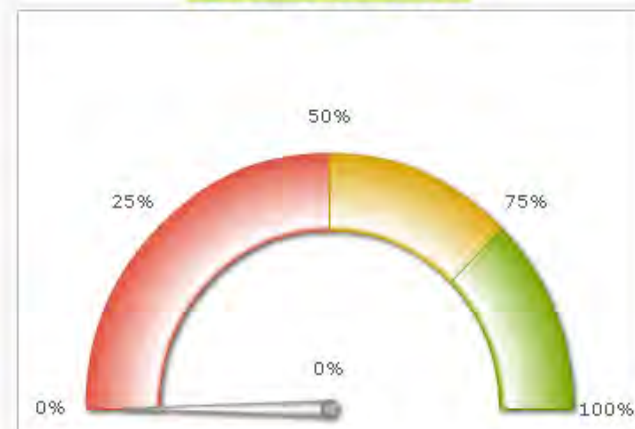
DSR Calendar - Jun-2010

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

My Target

[View Details](#)

☒ MTD ☐ QTD ☐ YTD



My Aggregate Funnel

[View Details](#)



My Funnel

[View Details](#)



General Policy

Code of Conduct

Dress Code

Monday to Thursday - Business Formals.

Fridays / Saturdays (being last day of the week) - Business Casuals.

Employees need to wear ID cards during office hours.

Employees should keep their cell phones on silent mode during office hours.



Grooming Standards for Men



Formal wear: Immaculate, spotless, well ironed

1. Light color Formal shirt, full sleeves/ half sleeves
2. Formal Trouser, front creased
3. Matching Tie

Hair: Conservative and well maintained, short neatly cut

1. Neatly combed, not oily, not premed.
3. Mustaches neatly trimmed.
5. Face clean shaved, Beards only permitted as part of religious sentiments.

Ornaments

1. Only one simple ring on any one hand
2. No bracelets or bands (excepts for religious reasons)
3. Watches should be conservative and not flashy or too large.

Footwear: Well maintained, well polished, in good condition

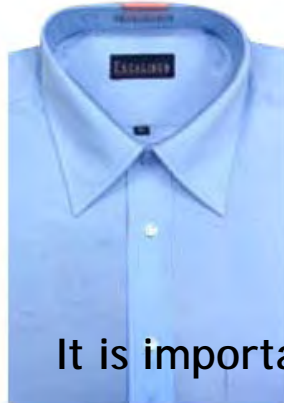
1. Only black shoes are permitted
2. Socks to match the color of the shoes or trousers

GROOMING - MEN

SHIRTS



Colours: White, off white, pale, blue shirts are preferred; though you may wear dark colored shirts too.
(given below are the colours preferred by professionals).



SHIRTS:
Do not wear



TIES

Your tie should co-ordinate with your attire
The knot should be a perfect triangle



It is important to button up your shirt till the collar button

GROOMING - WOMEN

Grooming Standards for Women



Formal wear: Immaculate (perfect and clean) Clean, without creases or stains

1. Light color Formal shirt, full sleeves/ half sleeves, Formal Trouser, front crea
2. Sari to be pinned neatly

Hair: should be neat, well styled and should appear professional

1. Hair should be trimmed regularly, neatly combed and in place always.
2. Shoulder length hair should be neatly pinned to keep away from face.

Makeup: Simple and basic make- up

1. Appropriate foundation suited to each skin type should be used to avoid oily looks
2. Eye shadow to be subtle and not too loud
3. Eyeliner to be thin, straight and applied neatly

Jewellery:

1. Only one set of earrings, Dangling or flashy or large size not permitted
2. Two thin bangles, either of gold or silver, permitted.

Footwear:

1. Shoes with 1 ½ - inch heels are standard.
2. Bling and colorful sandals not allowed Avoid white colored sandals as they get dirty easily. If you do, clean them well

You may wear salwaar kameez or formal shirt/trousers

Preferably choose small prints or self colors.



BAGS

Apart from your working bag if you are carrying an additional bag, preferably, carry a black or a brown one



**Do not wear hoops or
dangling earrings**



The following would be the guidelines for the same,

1. Avoid - Jazzy, funky Prints
2. Avoid - Slippers
3. Jeans – Normal, No Prints or cuts, No shorts/ Capri's
4. Accessories – No funky / Junk jewelry





Performance Appraisal

Performance Appraisal

- Annual Performance Appraisal is done at the end of each financial year (June- July)
- Annual Increment is based on the performance appraisal with effect from 1st May of each year after the yearly performance of company.
- Formal meeting between appraiser and appraisee as on discussion of Appraisal
- Promotion- Department heads recommend the member for promotion based on their annual appraisal

Welcome Ms Aarti Parikh ! Employee ID : GTL-AA0154 Change Theme | My Configuration

Home | My Mails New | VAS New | My Page | HRM | Performance Appraisal | Leave and Attendance | Payroll | Taxation | Administration | Configuration | Analytics

Thought of the day : No great man ever complains of want of opportunities. Helpdesk | Logout

Quick Links :

Employee Salary Slip

Menu List

open all | close all

- Performance Appraisal
 - Appraisal Process
 - My Appraisal
 - Evaluators Panel
 - Appraisal Reports
 - Evaluator Score Backlog

Process Manager Alert

Sr. No.	Application Type	Subject	Date	View Application

A man in a grey suit is standing and pointing at a whiteboard. In the foreground, the backs of three people's heads are visible, suggesting they are an audience. A dark blue banner with white text is overlaid across the middle of the image.

Training Development and Organization Development

Quarterly Training Calendar

Month	Course Type	Name of Training	Target Audience	Internal / External
Nov 2010	Technical	Advance Microsoft Excel	Senior Management, Middle Management	External
	Soft Skill	Team Building- HR Concepts/ HR Process Orientation	HR & Admin	External
Dec 2010	Technical	Advance Microsoft Excel	Customer Support Engineer Printer Engineer- 1-3 yrs)	Internal
	Soft Skill	Communication Skill	Cross Functional	External
		Outbound Training	South Region	External
Jan 2011	Technical	Advance Tally	Accounts & Finance	Internal
	Soft Skill	Team Building	Cross Functional	External
		Outbound Training	Patna Region	External

Outbound Training - Execution Excellence 2010

Execution Excellence'10



Execution Excellence'10





Glodyne Connexions

Event Management Committee Members

Location	Name of Employee
Mumbai- Fortune	Sandesh Shetty, Amit Deshmukh, Bilal Shaikh, Jayesh Kore, Chandresh Panchal, Jasprit Singh Bamrah
Mumbai-Balrama	Vinay Rohira, Chaitanya Karnik, Asghar Abbas
Mumbai- MIG	Nidhi Mehta, Rajlaxmi, Pratish Sawant, Sarika Hegde
Mumbai- Mahape	Pradip Sonawane, Rochelle Kunder, Nilesh Chamtkar, Satya Mallick
Pune (Deep Bungalow office)	Manish Sinha, Pallvi Jha
Pune (Development Centre)	Lakkichand G, Hrishikesh B, Manish Jain, Jitendra S
Gadchiroli	Sachin Deshmukh, Vaibhav Poutnurwar
Noida	Anil Bhat, Harpreet Kaur, Sunita Rawat, Chandramani Singh
Lucknow	Swetak Singh
Patna	Abhilasha Sinha, Neha Sachar, Veena Kumari, Ashwani Singh, Amar Anand
Bangalore	Karpagam, Sheeba K, Venkat S
Chennai	Balaji Anand
Hyderabad	Vamsi Uppu, Savitha M

Contact at emc@glodyne.com

Connexions

Event Calendar - 2010				
Sr. No	Date	Day	CSR	Activities
1	July	Saturday	Blood donation Drive	
2	August	Saturday	Special Schools	Monsoon Picnic
3	September	Saturday	Sampling	Kids Shor (Diwali)
4	October	Saturday	Special awareness Program	Traditional Day (Diwali)
5	November	Saturday	Marathon Participation	Talent Hunt (October)
6	December	Saturday	Old age / Orphanage visit	Glofest:
7		Saturday		Bollywood
		Saturday		Spot Quiz
8		Saturday		Karoke
9		Saturday		GCL
	24th December'10	Friday		Christmas Eve Party (Formal Party)

Reward & Recognition Schemes

In order to encourage excellent performance on the part of the members as well as to recognize their loyalty and commitment towards work and the organisation; the following reward & recognition schemes are being implemented at Glodyne:

Excellence Award

- Superstar
- Rising Star
- Longevity Award



Glofest



- “Glofest” is our Annual event.
- First started in January 2010. The event had participation of around 800 participants (employees, Clients, alumni etc)
- This event marked the presence of Dr. Pawan Agarwal, Dabbawalla group chairman, and Live in concert with Shri Jagjit Singhji.
- “Gofest” 2011 is just round the corner, Mega event is planned on January 7th 2011 at Mumbai
- The theme for the event is “GLODYNE GLOBAL”

GlodyneCare



- Glodyne care is a part of the “Employee Assistant Program” in association with 1to1Help.net
- This program facilitates an individual towards more stress free life and help achieve work life balance.
- You can now register on www.1to1help.net with your Glodyne Id to avail the service.
- The counseling is provided on three levels: Online, Telephone, Face to face.
- The website also has content for articles, quiz etc.
- The use of the counseling service is entirely **Confidential**

Glodyne Cricket League



- Glodyne Cricket League is a Sports Initiative which was held across Mumbai and Pune Location.
- A series of League matches were held from May to June, the awards for the Best Batsman, Bowler and Man of the Match were presented.
- The event marked presence of Mr. Annand Sarnaik.
- The enthusiastic teams were called: Chargers, Warriorz, Tornados, Rangers, Thunder, Rockets. Approx 130 glodyners participated in the event.
- The Winners for the Grand finale of GCL were the Pune Warriors.

MyIdea



- My Idea is a initiative for sharing our valuable inputs for the betterment of Glodyne as a family.
- All the ideas need to be sent on myidea@glodyne.com
- The My Idea committee checks on the feasibility and acceptance of the ideas and then facilitates the implementation of the same.
- The reward scheme for the ideas accepted,
 - Every accepted idea - 500 Points (Redeemable)
 - Every month one best idea - 1000 Points additional.

A close-up photograph of a person's hands, with light-colored nail polish, cupping a glowing, coiled light tube. The tube is made of several stacked, translucent rings that emit a warm, orange-yellow light. The background is softly blurred, showing the person's torso in a light-colored shirt.

Talent Acquisition

Talent Acquisition-Employee Referral Program

Employees can refer resumes of suitable candidates to Human Resource Department. Resumes can be referred only for positions under **Technology IMS, Sales and Marketing and Software Services department**. Vacancies will be posted on the Intranet as well as staff members will be informed through email.

Resumes of candidates having a minimum of 1 year of post qualification work experience shall only be considered under this program. This referral program does not apply to any 'Trainee' position in the organization

Sr. No	Level of Recruitment	Amount of Cash Reward
1	Strategic Band	Rs. 35000/-
2	Professional Band	Rs.20000/-
3	Execution Band	Rs.10000/- (For referring an IMS engineer, employees will be eligible for cash reward of Rs 5000/-)

Resumes should be forwarded to Recruitment Group of HC department along on email: resume1@glodyne.com



THANK YOU

Welcome To Glodyne!!

