

Arihant

सपना

Newsletter

A Touch of Excellence, Every Month

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Turning Disruption into Opportunity



Mr. Arun Sharma
(Vice President)

Dear Colleagues,

Disruption and uncertainty are no longer exceptions, they are constants. At the highest level in two decades, uncertainty now shapes our environment in too many forms and too frequently. The challenge before us is clear: to carve opportunity out of complexity, not to be consumed by it.

Four Imperatives for Change

- 1. Data & AI** – Many organizations fail to harness data and artificial intelligence for insight, execution, and collaboration. Remember: if you can't use your data, you can't use AI.
- 2. Agility** – True agility is not speed alone, but the ability to unlearn and relearn outdated assumptions about talent, technology, competition, and customers.

3. Risk – Delay in decision-making is itself a risk. Disruption is inevitable; hesitation only allows competitors to leapfrog.

4. Evolution – Organizations must adapt and aspire to a better future, not cling to past practices.

Cold AI vs. Warm AI

Most companies default to “cold AI”, focused on speed and efficiency. While it delivers quick returns, it risks eroding trust and wellbeing. The alternative is “warm AI”, technology that elevates people and puts them first. Without a clear AI strategy, uncertainty and anxiety fill the gap, becoming performance killers.

Breaking Zombie Practices

Research shows employees often feel overmanaged and under-led. Bureaucratic drag taxes intelligence, productivity, and innovation. Cutting zombie practices, like managers burdening staff with tasks solvable at a click, frees capacity for meaningful work. Leaders must identify what is emerging, eroding, and enduring, instead of persisting with ineffective habits.

Guardrails for the Future

Risk today is not disruption, it is standing still. Business strategies must factor in geopolitics, supply chain innovation, and strong guardrails. A coherent **data strategy, ERP strategy, and AI strategy** are indispensable.

The Call to Action

We must continuously sense what is emerging, eroding, or enduring in our business. We must unlearn dead practices as much as we learn new ones. By embracing disruption, taking calculated risks, and building future-ready mindsets, we can navigate uncertainty and turn it into opportunity.

Together, let us transform disruption into a source of growth and resilience.

Featured Articles

Dive into this month's insightful articles, covering industry trends, innovations, and expert perspectives. Stay informed, stay inspired, and explore ideas that drive excellence at Arihant Electricals.

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कार्यस्थल पर अनुशासन



Mr. Arun Joshi
(Dept: Manufacturing)

मैन्युफैक्चरिंग प्लांट (Manufacturing Plant) की सफलता की आधारशिला

एक मैन्युफैक्चरिंग प्लांट (Manufacturing Plant) किसी भी अर्थव्यवस्था का हृदय होता है, जहाँ कच्चे माल को उपयोगी उत्पादों में बदला जाता है। इस जटिल प्रक्रिया में मशीनों, तकनीक और मानव श्रम का एक अनूठा संगम होता है। लेकिन क्या आपने कभी सोचा है कि हज़ारों कल-पुर्जों और सैकड़ों कर्मचारियों के बीच सामंजस्य कैसे बना रहता है? इसका सीधा और सटीक उत्तर है, **अनुशासन**।

1. सुरक्षा का कवच (Safety First)

मैन्युफैक्चरिंग प्लांट में भारी मशीनें, उच्च तापमान और रसायनों का उपयोग होता है। यहाँ अनुशासन का अर्थ केवल समय पर आना नहीं, बल्कि सुरक्षा मानकों (Safety Protocols) का कड़ाई से पालन करना है।

- PPE किट का उपयोग: हेलमेट, चश्मा और जूतों का सही प्रयोग न केवल नियम है, बल्कि जीवन सुरक्षा का आधार है।
- सतर्कता: एक छोटी सी लापरवाही न केवल एक कर्मचारी के लिए, बल्कि पूरी यूनिट के लिए घातक हो सकती है।

2. उत्पादकता और दक्षता (Productivity & Efficiency)

एक 'मैन्युफैक्चरिंग लाइन' में हर सेकंड की कीमत होती है। यदि एक भी कर्मचारी अपने कार्य केंद्र पर अनुशासित नहीं है, तो पूरी 'सप्लाइ चैन' प्रभावित होती है।

- समय प्रबंधन: शिफ्ट की शुरुआत से लेकर ब्रेक के समय तक का पालन यह सुनिश्चित करता है कि उत्पादन का लक्ष्य समय पर पूरा हो।
- संसाधनों का सम्मान: कच्चा माल (Raw Material) और बिजली की बर्बादी को रोकना भी अनुशासन का ही एक हिस्सा है।

3. गुणवत्ता का मानक (Quality Control)

अनुशासन का सीधा संबंध उत्पाद की गुणवत्ता से है। जब कर्मचारी मानक संचालन प्रक्रियाओं (SOP - Standard Operating Procedures) का पूरी निष्ठा से पालन करते हैं, तो त्रुटियों (Errors) की संभावना न्यूनतम हो जाती है। "जीरो डिफेक्ट" का सपना बिना अनुशासन के कभी पूरा नहीं हो सकता।

4. 5S तकनीक: अनुशासन का आधुनिक रूप

जापानी दर्शन '5S' (Sort, Set in order, Shine, Standardize, Sustain) कार्यस्थल पर अनुशासन बनाए रखने का सबसे सुंदर उदाहरण है।

- व्यवस्थित वातावरण: जब हर औज़ार अपनी सही जगह पर होता है, तो न केवल समय बचता है बल्कि काम करने का उत्साह भी बढ़ता है।
- स्वच्छता: एक साफ-सुथरा प्लांट कर्मचारियों के मानसिक स्वास्थ्य और मशीन की उम्र, दोनों के लिए बेहतर होता है।

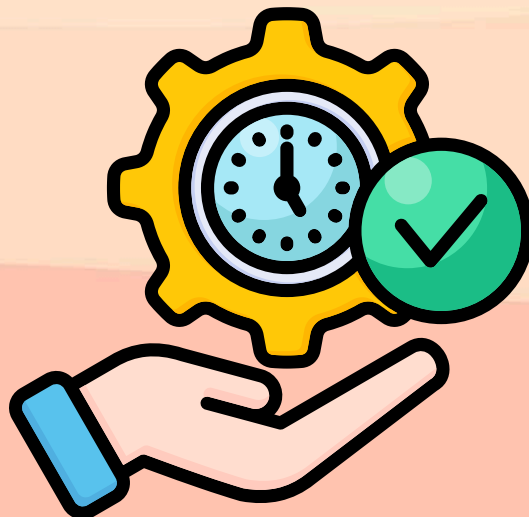
5. टीम भावना और नैतिक मूल्य

अनुशासन एक ऐसा सेतु है जो प्रबंधन और श्रमिकों के बीच विश्वास पैदा करता है।

- **आपसी सम्मान:** एक-दूसरे के काम का सम्मान करना और गरिमा बनाए रखना एक स्वस्थ कार्य संस्कृति (Work Culture) को जन्म देता है।
- **विवादों का समाधान:** अनुशासित माहौल में समस्याओं को चर्चा और नियमों के माध्यम से सुलझाया जाता है, न कि हंगामे से।

निष्कर्ष : किसी भी मैनुफैक्चरिंग प्लांट के लिए अनुशासन उसकी आत्मा के समान है। यह वह शक्ति है जो साधारण प्रयासों को असाधारण परिणामों में बदल देती है। एक अनुशासित कर्मचारी न केवल अपने करियर की ऊंचाइयों को छूता है, बल्कि राष्ट्र के औद्योगिक विकास में भी अमूल्य योगदान देता है।

याद रखें, अनुशासन थोपा नहीं जाना चाहिए, बल्कि इसे एक जिम्मेदारी के रूप में अपनाया जाना चाहिए।





Purpose of Earthing Switch in Rail Engines



Mr. Manish Kumar Sharma
(Dept: Quality Control)

The earthing switch is used to connect high-voltage equipment to earth (ground) to make it safe for maintenance and inspection.

1. Main Purposes:

- Discharge residual electrical charge from equipment.
- Provide safety for maintenance personnel.
- Prevent accidental energization of equipment.
- Protect equipment during fault conditions.

2. Where It Is Used in Rail Engines

In electric locomotives, the earthing switch is usually installed in the high-voltage compartment connected to:

- Pantograph line
- Main transformer input
- Roof-mounted HV equipment
- Circuit breaker section

When the pantograph is lowered and the main circuit breaker is open, the earthing switch can be operated.

3. Working Principle

- The locomotive is disconnected from the overhead line.
- The pantograph is lowered.
- The main circuit breaker (MCB/VCB) is opened.
- The earthing switch is closed, connecting the HV line to the locomotive body (earth).
- Any stored or induced voltage is safely discharged to ground.

4. Interlocking System

Earthing switches are provided with mechanical or electrical interlocks to prevent unsafe operation.

Typical interlocks:

- Earthing switch cannot be closed when pantograph is raised.
- Earthing switch cannot be closed when main circuit breaker is ON.
- Pantograph cannot be raised if the earthing switch is closed.
- This prevents serious accidents.

5. Types of Earthing Switch Used

Common types used in railway HV systems:

1. Manual Earthing Switch

- Operated by handle.
- Used during maintenance.

2. Motorized Earthing Switch

- Electrically operated.
- Used in modern locomotives and substations.

3. High-speed Earthing Switch

- Used for fault protection and transient voltage discharge.

6. Typical Technical Ratings

(Example values for railway traction)

- Voltage rating: 25 kV AC (for railway traction system)
- Short-time current: 25–40 kA for 1–3 seconds
- Frequency: 50 Hz
- Operation: Manual or motorized

7. Safety Advantages

- Protects maintenance staff from electric shock.
- Ensures zero voltage condition before inspection.
- Reduces risk of induced voltage from overhead line.
- Improves overall system safety and reliability.

8. Example in Indian Railway System

In the 25 kV AC traction system used by Indian Railways, earthing switches are installed in:

- Electric locomotives
- Traction substations
- Sectioning posts (SP)
- Sub-sectioning posts (SSP)

They are essential before performing maintenance on overhead equipment or locomotive HV circuits.



3

Once a Bird asked a bee:

After continuous hard-work,
You prepare the honey,
But a man steals the honey.
Don't you feel sad?

Then the Bee replied:

Never, because a man can
Only steal my honey,
Not The art of making honey!

Moral:

Focus on your abilities, not just your results,
while results can be taken away, your skills
and knowledge stay with you forever.



EVENTS AND CONFERENCES

1. Cheers to 39 Years of Togetherness & Growth!

Arihant proudly celebrated 39 years of excellence, a journey driven by trust, innovation, and strong team spirit. The celebration was filled with gratitude, smiles and a shared vision for the future.

Here's to many more milestones ahead!



2. Arihant at Electronica India 2026

Arihant Electricals participated in electronica India 2026, one of the leading platforms for the global electronics ecosystem. We showcased our smartly engineered solutions and engaged with industry leaders, innovators and partners.

The event was a great opportunity to present Arihant, exchange ideas, and build meaningful connections for future collaborations.



3. Strategic Meeting with ACP Pawan Kumar & SHO Krishna Gopal Sharma

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4. Arihant at CII Unicorn Summit 2026

Arihant participated in the CII Unicorn Summit 2026, engaging with industry leaders and innovators. The discussions focused on sustainable growth, innovation, and value creation shaping India's future.



5. Arihant at CII Conference on AI Regulation

Arihant engaged in key discussions on AI governance, legal frameworks, and ethical adoption. The conference highlighted the need for responsible AI to ensure sustainable innovation and societal impact.



Upcoming May Birthdays

Wishing you joy, success, and a fantastic year ahead!

Shankaraiah Gajam	May 8, 2026
Devendra Singh Mehta	May 10, 2026
Devinder Kumar (Prod)	May 10, 2026
Sandeep Verma (RLY)	May 16, 2026
Vineet Kumar	May 18, 2026



Welcome Aboard! (New Joinee - April 2026)

Excited to have new talents join the Arihant family as we grow together!



Rajkumar Yadav
Dy. Mgr Procurement



THE GREAT CABLE HUNT

A system refused to communicate.
The software team blamed hardware.

The hardware team blamed the
configuration.



Meetings were called. Theories were
built.

Finally, someone traced the issue...

A loose cable, barely unplugged.
One click later, everything worked
perfectly.

Since then, the golden rule:

"If it's not working, check the
connections before the conclusions."





FUN & BRAIN TEASERS CORNER

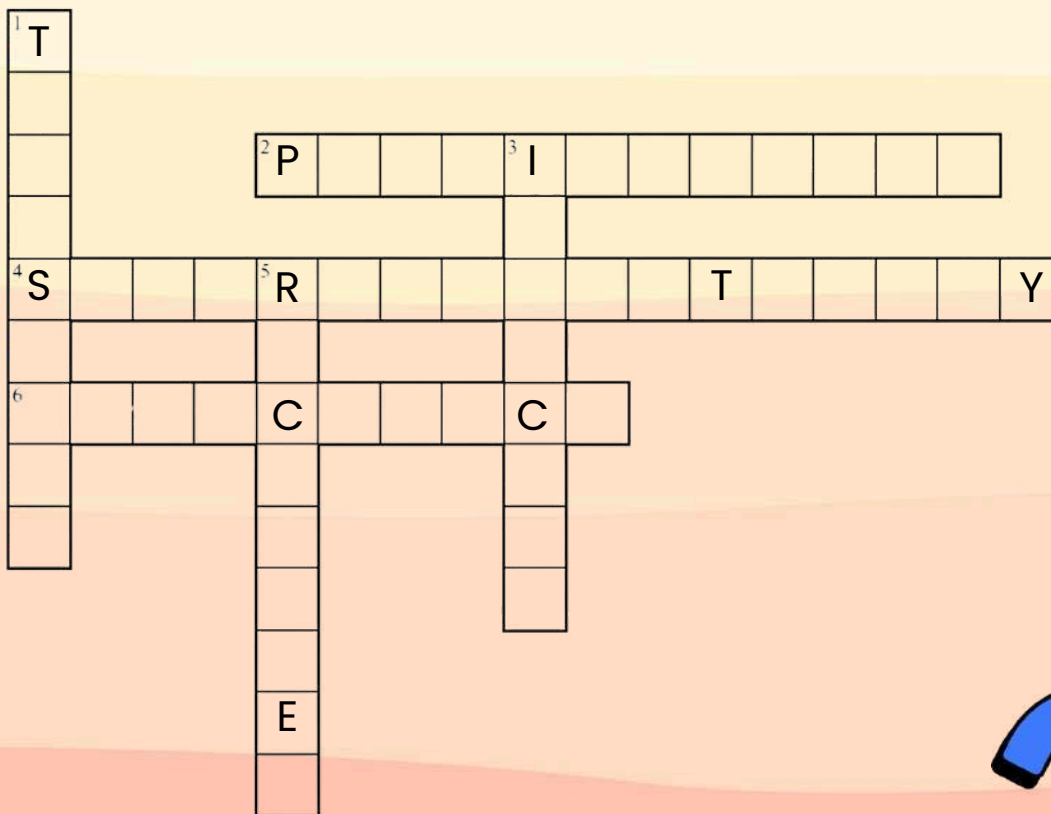
Crossword Puzzle

This month's Crossword Puzzle is designed to challenge your knowledge of electrical systems, engineering basics, and the industries Arihant Electricals proudly serves. Put on your thinking caps, solve the clues, and share your answers with the HR Head.

The first three correct entries will be featured in our June edition. Don't miss this chance to test your brain and enjoy some friendly competition!

ACROSS

- 2. Property of a material to store energy in an electric field (12 letters)
- 4. Phenomenon where current flows without resistance (17 letters)
- 6. Ratio of output power to input power in a system (10 letters)



DOWN

- 1. Temporary high voltage in a circuit (9 letters)
- 3. Device used to limit current without dissipating much heat (8 letters)
- 5. Device that converts AC to DC (9 letters)





April Crossword Puzzle Winner Announcement



Rajesh Kumar

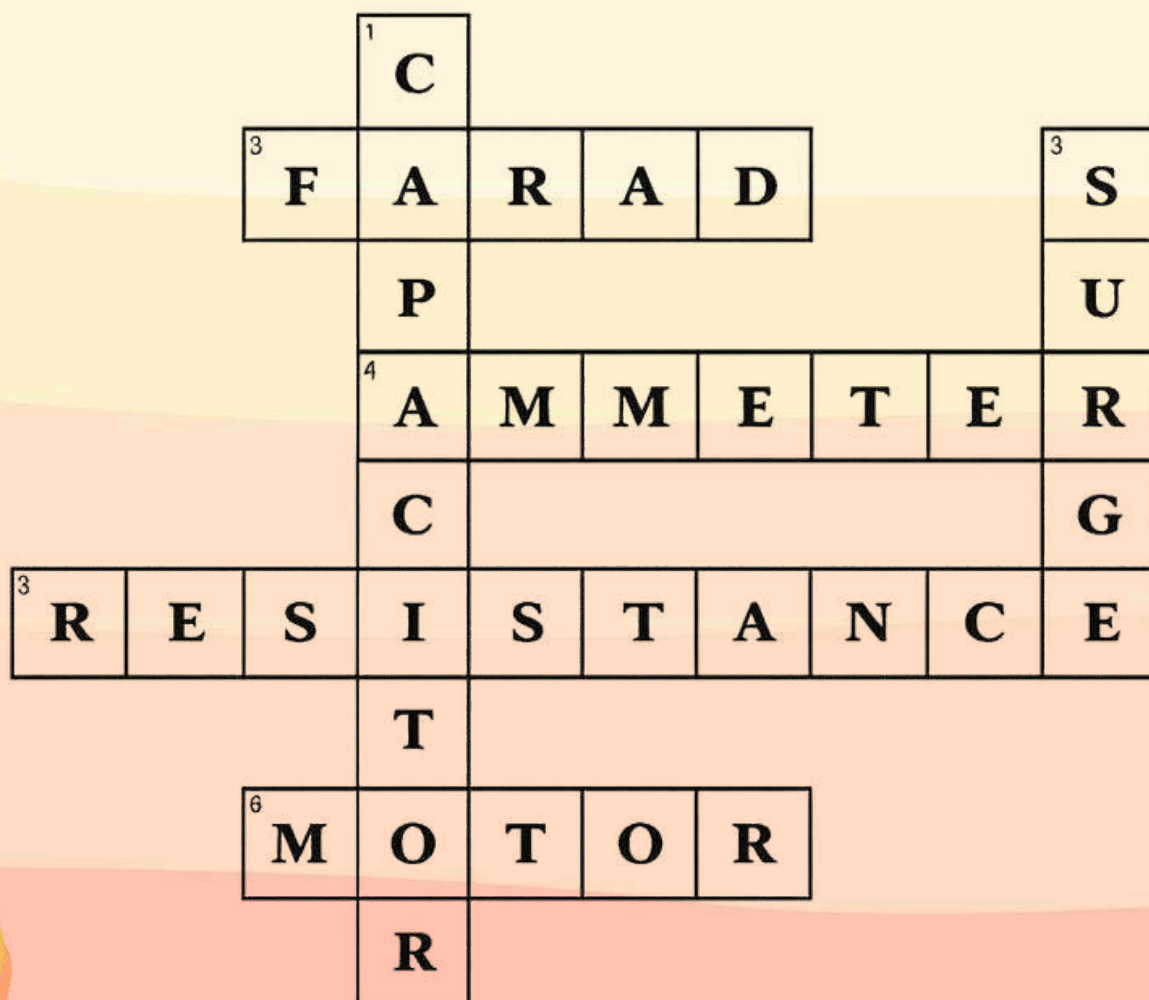


Mohit Kumar



Virender Kumar

Puzzle Answers from Our Last Edition



Note: The winners were selected according to the quickest response time.



LITTLE CREATORS' CORNER

Small hands. Big imagination. Unlimited fun!

This corner is for our Employee's Kids **happy playground of colours and ideas**, where anything you imagine can come to life! Just fun, creativity and your own special touch. So grab your crayons or colours and show us your world, the way you see it!

- Parents can help share the artwork with the HR team.**
- Some super-cool creations will be featured in the next Arihant Newsletter!**

Ready... Set...Create!

Colour & Create: Power Electronics Lab

Step into a world of circuits and smart energy!

- Colour the circuit board and components
- Design power devices your way
- Add energy flow from input to output
- Know & learn about different electronic components

Bonus Challenge:

Add something new to the scene - maybe a flag, a camp setup, or even your own defence vehicle!

Ready... Set... Colour!



CHILD NAME & AGE

EMPLOYEE NAME

DEPARTMENT





Guess the Object!

Can you crack the clues? Put on your thinking cap and guess what these objects are!

1. I store your power, small but strong,
Without me, your gadgets won't last long.
(Hint: Found inside remotes & toys)
2. I have many paths but no feet,
Electricity travels through me neat.
(Hint: Inside devices and walls)
3. I spin around but cannot fly,
I keep you cool when the heat is high.
(Hint: Needs electricity to work)
4. I connect you near and far,
Through calls and messages, wherever you are.
(Hint: You carry me everywhere)
5. I control the flow, I open and close,
In circuits, I'm the one who knows.
(Hint: You press me to turn things ON/OFF)





Showcasing Our Employee's Young Star

CHILD NAME & AGE

Mannat kohli

EMPLOYEE NAME

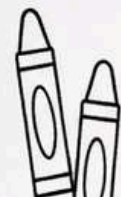
Tanya

DEPARTMENT

Admin



Mannat Kohli





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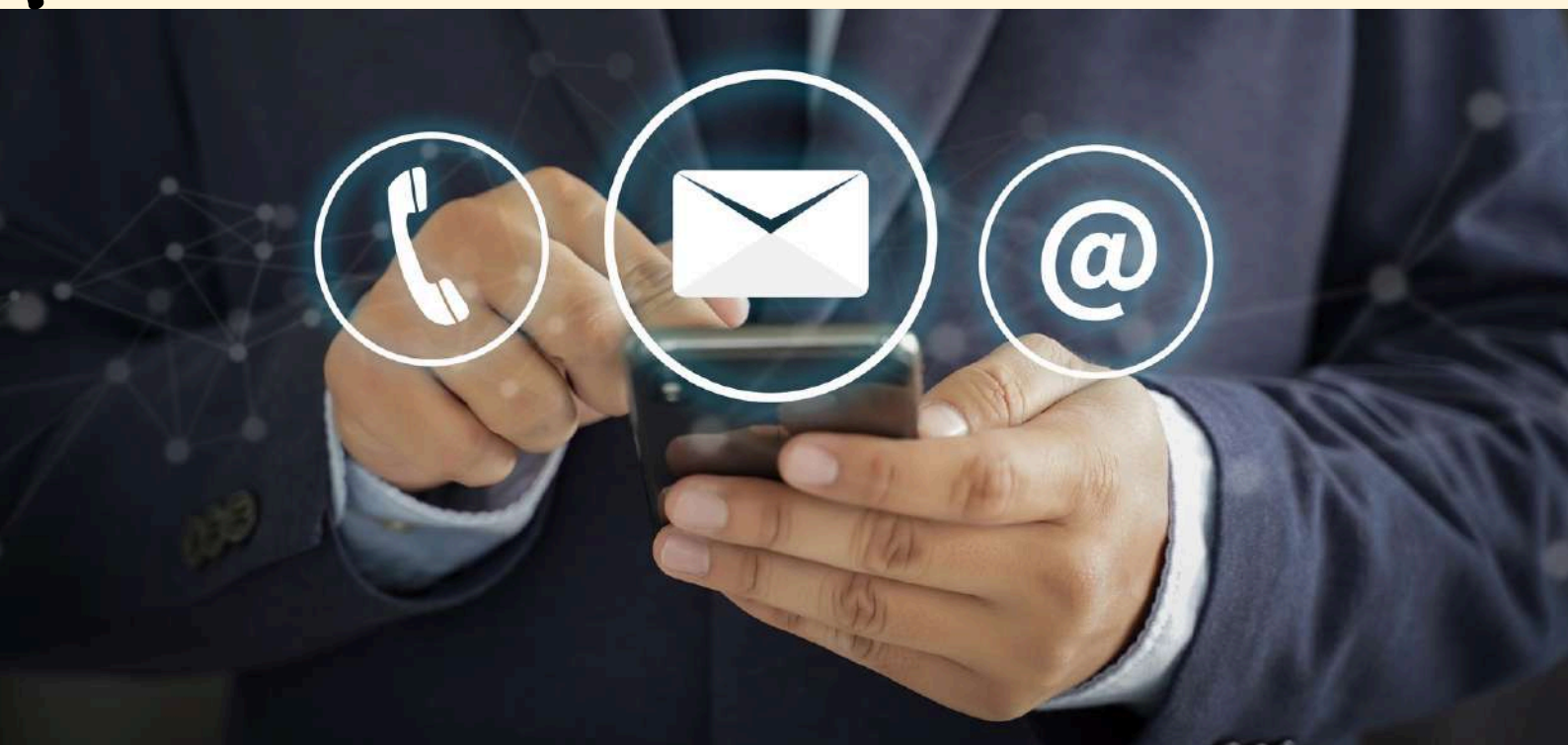
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We solicit your valuable suggestions and feedback to enhance this newsletter for future editions. You can share your thoughts and suggestions by writing to us at: hrd@arihantelectricals.com

