

# GIA BULLETIN

**GURGAON INDUSTRIAL ASSOCIATION**

*Oldest & apex industrial body of Haryana*

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## QUOTE

"I am the sweet fragrance in the earth. I am heat in the fire, the life in all living beings and the austerity in the ascetics."

- Anonymous



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*From the President .....*

## *A Step Forward by Pakistan*

Granting India the status of Most Favored Nation (MFN) is Pakistan's long pending move which will expectantly strengthen trade and bilateral relations between these neighboring countries and boost the peace process. The decision is not only a vindication of India's policy of patient engagement with Pakistan but also marks a step forward for South Asia as a whole. While it would increase trade between the two countries, the effect might not be dramatic. Pakistan and India already carry

out large volume of trade via UAE, these volumes would now show up as direct between the two neighbors.

Last year during the Indo-Pak Business Meet in which prominent lights from cultural and business segments of both the countries had participated, it was rightly observed by India that sky was the limit for Indo-Pak trade relations. As a matter of fact ties between these two countries are grounded in the political, geographic, cultural and economic links. Diplomatic relations between the two are defined by the partition and several military conflicts thereafter, but there have ever been efforts to bring about improvements in relations and tackle the trust deficit.

Though a close economic relationship is no magic wand, it is bound to bring together people of both the countries. Issues of conflict can only be resolved through political will and sustained dialogue. There can hardly be a better way to strengthen the sub-continent's growing peace than through shared stake-holding in prosperity and development. However, South Asia would realize its full economic potential only when all countries of the region permit free flow of goods, capital, ideas and people across their borders. Pakistan's granting MFN status to India can be a baby step towards that future.

*Thanks*

*V.P. Bajaj*



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### **Five Major Schemes - Online For MSMEs**

Getting certification for barcode or product or getting market assistance would relatively be easier now, as a small entrepreneur need not run around government departments anymore. In a bid to bring greater transparency and faster implementation the Ministry of Micro, Small and Medium Enterprises for the first time put its five major schemes online. Right from receiving applications to its final execution – everything will be monitored online with set deadlines. The Ministry has selected five schemes – product certification, barcode, marketing assistance, incubator and designed clinics, will be monitored by the office of the development commissioner under the MSME Ministry. This will help small entrepreneurs in getting their jobs expedited and waste no time in official red tapism in their routine process.

### **Tenneco Develops Light Weight Shock Absorbers**

Tenneco Automotive India, the Indian subsidiary of US based manufacturer of ride control components and exhaust systems, is working on developing light weight shock absorbers and struts using alternate material for the next generation of vehicles in its Indian engineering centers. The shocks will have hollow piston rods with the usage of different material like plastic. This will significantly reduce the weight of the vehicle in which it is used. Though it is not being developed for any specific customer, the company is hopeful that once done it will find numerous takers. Tenneco is also working on developing low cost electronically controlled struts, electronically controlled shockers need electronic control units which is an added cost. This will help in reducing complexity of the system as well as cost. On the emission control side, the company is working on advanced products keeping in mind the emission norms expected to be implemented in the country. Tenneco is setting up a new plant in Chakan to cater to the needs of its global customer Volkswagen. It will be fully operational by the first quarter of the next calendar.

### **Government To Support Small Industries**

The Union Cabinet has approved a procurement policy wherein all government departments and public undertakings will give preference to micro and small enterprises in procurement of goods and services they make. The government will in three years be mandated to make 20% of all its procurement from micro and small units and 5th of this would be done for enterprises run by scheduled caste and scheduled tribe. This step in the long run can boost employment and address poverty by encouraging these labor intensive units largely employing semi-skilled and un-skilled labor. Significantly, it can also reduce corruption in the public procurement at a time when corruption is central to political discourse. Procurement is believed to involve leakages and lack of transparency and this splitting of the process in favor of MSEs can address large companies' monopoly sales to government departments, believed to be ridden with the opacity. Now SC / ST entrepreneurs will have assured market from the government to the tune of ₹ 7,000-10,000 crore a year.

### **New National Manufacturing Policy**

The National Manufacturing Policy (NMP) cleared by the Cabinet recently comes in the backdrop of falling business confidence, slowing investments and slowdown in manufacturing. The growth of manufacturing sector was at a 21 month low at 2.3% in July this year. It has been saddled with assorted problems including lack of infrastructure, multiple clearances and compliance issues regulating environment and multi tier decision making, lack of skilled manpower and labor reforms. The national manufacturing policy has set a target of creating 100 million jobs by 2025. Manufacturing has a multiplier effect as each job creates 2-3 additional jobs in the ancillary sector. The policy is a positive initiative but only the actual results on the ground will prove its success. However, the forward looking and progressive policy addresses a number of issues of concern in industry. The most important pillar of the policy is the intention to create 100 million new jobs. The industry will work with the government to meet the objectives of inclusive growth. Government will also provide a weighted standard deduction of 150% on skill development projects that would incentivize public private partnership. The emphasis on foreign technologies and investments is good since domestic resources alone can not meet the objectives of the policy.

### **Pakistan Gives MFN Status To India**

Pakistan finally granted India the most favored nation (MFN) which would pave the way for direct import & export of goods and services between the two nations. Textile, automobile and services component trade through the land route with easier tariffs and quota restrictions are a distinct possibility. MFN is status where countries agree to offer equal treatment to each other in terms of tariffs and quotas in international trade. The members of the World Trade Organization (WTO) have agreed to accord MFN status to each other. Pakistan was the only country in South Asia that had denied India MFN status violating WTO norms and holding up the SAARC free trade area from becoming operational. In the past Islamabad had linked the issue of MFN for India with the Kashmir dispute, although technically this is pure trade related matter. Pakistan is expected to make announcement replacing its positive list with a negative list. There are around 2000 items on Pakistan positive list and it imports only those items on that list from India contrary to normal bilateral trade relations. The economic engagements, trade, removing the barriers to trade and facilitating land transportation would help the region.

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### CII Roundtable On 24X7 Power For All

The demand for electricity is highly unpredictable and varies from year to year, month to month, day to day with no set patterns. However, power plants in India are designed to discharge planned procurement and can only fulfill a certain fixed demand, with no scope to handle fluctuating requirements. The fluctuation in demand is called peaking demand. Typically, such a requirement in developed power markets is met by dedicated peakers (peaking power plants) with capability to reach full load within 10 minutes and stop within 2 minutes. These operate at low capacity factors, less efficiency and with higher tariff levels. India at present faces a peak demand shortage of around 10% for 2010-11 and there is a critical requirement of peaking capacity to meet this deficit. Without peakers most States in India resort to load shedding to deal with fluctuating demand for power, mainly due to their inability to pass on the high cost of power to the consumer. The CII roundtable on 24X7 power for all held during September 2011 discussed peaking power issues in the country. Shri Ashok Lavasa, Additional Secretary Union Minister for Power, Shri V. S. Ailawadi, former Chairman, HERC and other leading lights of power sector participated in the roundtable. The speakers highlighted the need to build independent peakers with utilization between 30-50% over and above base capacity. These flexible plants should primarily be open cycle gas based power plants or hydro plants, it was suggested. Regulatory interventions too are required to draw investors to develop peaking power stations. From a generator perspective, fixed cost recovery and fuel supply concerns need to be addressed. The speakers called for the formulation of a peaking power policy to guide the States to implement a free load shedding system, towards providing universal access to power for all.

### Car Sales Skid 24% In October

The reverberating effect of the crippling strike at the country's largest car maker Maruti Suzuki India Limited coupled with rising interest rates and increasing fuel costs has led to the Indian car market facing its lowest sales in over a decade in the month of October. Figures released by Society of Indian Automobile Manufacturers (SIAM) reflect car sales in the country as 23.8% low in October, the biggest monthly percentage decline since December 2000. Incidentally, the sharp fall has been recorded in the month where the car manufacturers in the country had hoped for a revival due to the string of festivals. The problem has been compounded by the crippling strike at MSIL's Manesar Plant which led to the Indian subsidiary of Japan's Suzuki Motor Corp declaring that its sales had fallen by over 50% in October on a year on year basis. Car manufacturing companies sold 1,38,521 cars last month with petrol car sales hit the hardest. The number was 23.8% lower than the figure of 1,81,704 units sold in October 2010. Sales fell 1.8% in September, 10.1% in August and 15.8% in July, the first slide in three years. Motorcycle sales in the country grew marginally to 8,79,883 during the month from 8,74,146 units in the corresponding month last year.



### Maruti Resumes Limited Production At Manesar

Maruti Suzuki had been confronting with workers' unrest for the last many days. Recently the Punjab & Haryana High Court had ordered the protesting workers to leave the factory premises. The country's largest car maker was able to roll out 1700 vehicles from its Gurgaon plant against its normal capacity of 2800 units. Maruti aims to roll out its Eco-M800 and Alto models initially from its Gurgaon plants which also make their critical parts. At Manesar, Maruti will make ready body shells of its popular models for which engines are made at Suzuki Powertrain. Maruti Suzuki's refusal to recognize a new trade union is one of the main reasons behind the labor unrest that began in June this year.

### NEI To Set Up Facility Near Hero MotoCorp's New Plant

Nation Engineering Industries, a Birla Group Company manufacturing NBC ball bearings for automotive and industrial segments is planning to set up a new plant shortly near the proposed destination for the plant of Hero MotoCorp in Karnataka. Since the plant will cater to the needs of Hero MotoCorp majority, the final location will depend upon the two wheeler manufacturer's proposed plant to be set up either in Gujarat or Karnataka. On one hand in Gujarat, NEI has major customers like Maruti Suzuki while on the other, Karnataka offers the advantage of proximity with Honda Motorcycles and Scooters India (HMSI). As per the company's plan, the new plant will spread across an area of 15 acres and will be highly automated to reduce dependence on manual assistance. Around 98% of the highly productive and automated machines will be imported from either Japan or Europe. NEI plans to invest Rs. 100 crore in the machinery and support paraphernalia. The land and building may cost somewhere around 10 to 15 crore.



## EXTENDED & MISSING SECTIONS

By  
*P. D. Jain*

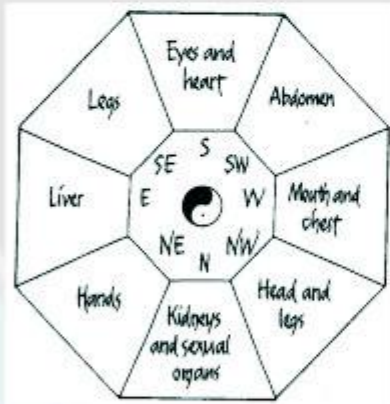
The extended or missing parts of the property or rooms plans cause imbalance in the quality of chi energy relating to the sector in

which it falls.

correction, which is not generally possible, can eliminate the problem permanently and perfectly. Extended areas should be corrected by sapping the energy of the element relating to the extended part. Missing sections should be corrected by introducing the element pertaining to the missing section.

### BAGUA & BODY PARTS

Overbearing extensions and missing parts in the bagua plans may also cause imbalance in the relevant body parts. Extensions causing overactive functions and missing parts causing underactive functions of the body organs.



### Metal Areas (Northwest & North) : Extensions & Missing Parts

Small extensions in the north west and west are good for the overall strength of the occupants as they relate to the element metal. This helps career and influential contacts. Large extensions can result in uncompromising attitude and emotional imbalance. Missing parts similarly will result in miscommunication or lack of communication. Economic imbalance is expected due to adverse affect on the income of the breadwinner of the family.

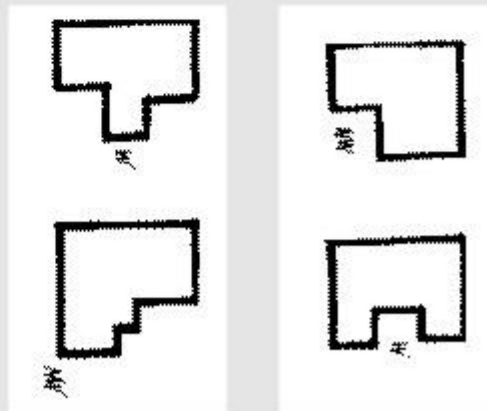
Small extensions in the west helps creativity in children. Large ones can result in extreme wilfulness in them. Missing part in the west affects children more seriously. They will unsafe and unloved.

### CENTRAL COURTYARD

Chinese homes are not made around a central courtyard as this would mean the centre of the bagua being missed which affects the cohesion of the whole family.

### General Correction Technique Of Extended Or Missing Parts

Painting the areas or placing mirrors can symbolically correct the imbalance. An actual

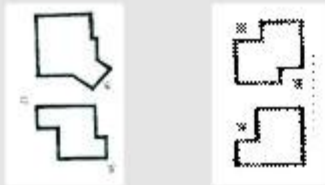




### Earth Areas (Southwest & Northeast) : Extensions & Missing Parts

Selfishness and greed among the family members and absence of motivation is the result of large extensions in earth areas. Mother and student may be adversely affected. It needs weakening earth by placement of metal element, or balance by placement of mirrors in golden or silver frames.

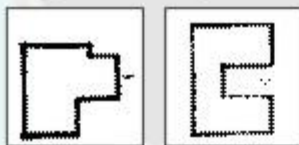
Insecurity and marital disharmony results from the missing parts in the earth areas, which need energising earth element in the missed parts.



### Fire Area (South): Extension & Missing Parts

Hearth related health problems, excessive passion, emotional stress will result from large extensions in the fire area. Introduce earth symbols and metal, avoid wood symbols. Reds and oranges must be avoided.

Missing parts in the south will result in lack of social life, marital incompetence, poor eyesight and so on. Treat by placement of fire colours like red and oranges and other fire symbols. Red phoenix is helpful too.

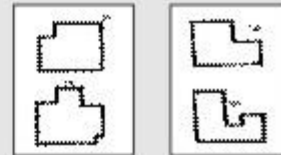


### Wood Areas (Southeast & East) : Extensions & Missing Parts

Wealth depletion and stunted growth are in store for those with large extensions in south east. Disappointments due to impossible

ambitions can be caused by large extensions in the east part. Place fire element to burn off the wood element.

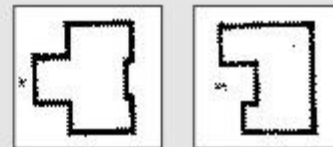
Financial prospects start dwindling due to missing parts in southeast, while the same in east will result in health problems in particular liver related. Confusion and lack of direction is also a result. Place mirrors with green frames on either side of the missing parts. Do promote wood element.



### Water Area (North): Extension & Missing Parts

Large extension in the water area causes career stress and abundant problems. Kidney and joint problems may surface. Activate wood to absorb water overbearing effect.

Missing parts in the north will again restrict the career prospects of the family members. Sexual problems may arise. Place mirrors on the areas around the missing part. May also place an aquarium.



### External Remedies

Apart from the internal remedies, external remedies in the outside missing corner of the plot can be taken up. Installation of a light in the missing corner of the plot will help. Landscaping the area with plants and garden furniture will also help in creating an outside room. Balance of the internal remedies and external ones will have to be kept in mind.

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## DEVELOPING AND BUILDING TEAMS

By

*Prof. (Dr.) R.C. Sharma*

### INTRODUCTION

A 'team' may be defined as a small group of people with complementary skills who work actively together to achieve a common purpose for which they hold themselves collectively accountable. A team is more than just a 'group' of individuals working together. Team work has a synergistic effect in that the individuals working together achieve more than they could alone. Teamwork does not just happen, it needs continuous effort. All the team members share a common purpose which is clear to every team member. All the team members should enjoy the effort which should also lead to personal satisfaction. The team leader has to play an important role. He makes his team realize that team interests are above personal aspirations. Members exchange their feelings among themselves. They share each other's ideas, opinions, discuss freely, and try to learn from each other. There is a sense of belongingness, a feeling of pride, a sort of teamness, which is a source of motivation to all members.

### TYPES OF TEAMS

The most commonly known teams include problem-solving teams, self-managing teams, cross-functional teams, and virtual teams. Stoner et al have classified teams as (i) Formal Teams, and (ii) Informal Teams. (i) Formal Teams are those which are deliberately created by managers. The examples may include command teams, committees, task force or project teams, etc. (ii) Informal Teams are the ones which emerge whenever people come together and interact regularly. Such teams develop within the formal organizational structure. However, some teams or groups today have characteristics of both formal and informal teams. For example, superteams or high-performance teams, some details of which are as follows:

### SUPERTEAMS OR HIGH PERFORMANCE TEAMS

Initially called 'self-managed work teams', "cross functional teams", or "high performance teams", these kinds of teams were dubbed "Superteams" by Fortune magazines in May 1990, and the name has stuck (Brain Dumaine, 1990). Such teams have the following features:

- These are group of 3 to 30 workers drawn from different areas of an organization who get together to solve the problems that workers deal with every day.
- Such teams ignore the traditional "Chimney hierarchy" – a strict up-and-down arrangements with workers at the bottom and managers at the top – that is often too cumbersome to solve problems workers deal with daily.
- Well-run superteams manage themselves, arrange their work schedules, set their productivity quotas, order their own equipment and supplies, improve product quality, and interact with customers and other superteams.
- Superteams make the most sense when there is a complex problem to solve or layers of progress-delaying management to cut through, the concept here is cross functionalism.

The effectiveness of a superteam can be illustrated from the example of Whirlpool which, in order to over come an industry competition, put together superteam to develop a high-energy, no-CFC refrigerator on a tight timeline. The team not only came through on schedule, their product won the contest and a \$ 30 million prize. However, it is easier to start a new plant with superteams than it is to convert an existing plant into superteams.

### SELF-MANAGED TEAMS

A superteam that manages itself without any formal supervision is called self-managed team. The main characteristics of such teams are as follows:

- The team is responsible for a "relatively whole task".
- Team members each possesses a variety of task-related skills.
- The team is authorized to determine its work methods, scheduling, and assigning members to different task.
- The basis for compensation and feedback is the performance of the group as a whole.
- It is based on participative approach.



### Developing and Building Teams

Creating and developing effective teams is not an easy cake to walk. It needs a conscious effort. Several research studies reveal that team members have to resolve several issues and pass through certain stages of development before emerging as an effective work unit. For example, they need to get to know each other, understand each other, trust each other, agree with each other's role, discover appropriate behavior, learn how to coordinate with each other, and so on. Any way, the first stage of team development is known as 'Forming'. It is a period in which members learn about each other and evaluate cost and benefits accruing from continued membership. Members try to find out what is expected of them and how do they fit into the team. During the second stage, 'Storming', the members become more proactive and compete for various team roles. Hence this stage witnesses interpersonal conflicts. Efforts are also made to establish norms of appropriate behaviour and also work out performance standards. Since during the third stage, 'Norming', the team develops its first real sense of cohesion because during the stage roles are established and group objectives are normally agreed upon. By the next stage, i.e. 'Performing', members learn to efficiently coordinate and sort out their differences, cooperate with each other, trust each other, identify with the team, and perform. The stage, known as 'Adjourning', occurs when the team is about to disband and the members shift their attention away from task orientation. Within these stages there are two distinct team development processes: developing team identity, and developing team competence.

Team development can be accelerated through team building – any formal activity intended to improve the development and functioning of a work team. Though team building is sometimes applied to newly established teams because team members are at the earliest stages of team development but team building is most appropriate when the team experiences high membership turnover or members have lost focus on their respective roles and objectives of the team.

In order to build high-performance teams, both the team leaders and the members of the high performance teams have to make sincere efforts. In this regard, the following points need special attention:

**Size:** Normally the size of a high-performing team should be small, say, 5 to 12 members, so as to enable them to interact closely, understand each other properly, influence each other and establish the required rapport.

**Goal Setting:** There should be clarity with regard to the performance goals of the team and the team members should be duly motivated towards accomplishment of these goals. The feedback system should also be in place.

**Roles:** The team members should play both the task specialist role like initiation, assimilating required information, energizing, putting forth opinions, etc., and sound emotional role like reducing stress, compromising, encouraging, reconciling group conflicts, going along with the team, and so on.

**Interpersonal and Problem Solving Skills:** The members of high-performance team should not only possess technical skills but also interpersonal and problem-solving skills. There should exist a proper system for conflict management and expertise in problem solving.

**Behaviour:** The members should respect each other, listen patiently to each other, seek help whenever required, be committed and supportive, focusing on problem solving, be transparent, honest, innovative, and extend help as and when needed.

**Rewards:** Selfless contributions to the team effort should be duly rewarded. There must be provisions for rewarding deserving individuals as also for positive collective efforts. It can be in the form of special pay rise or allowances or both, promotions, appreciation, etc.

**Leaders:** It is expected of leaders of high-performance teams that they should utilize their strengths to the overall advantage of the team members, coordinate various activities undertaken by the team, empower the team members by sharing information and decision making with them, be empathetic, honour their commitments, give proper feedback, coach, demonstrate trust, focus on goals, share their passions and conviction, resolve conflicts, and so on.

**Trust:** Members of high-performance teams should have mutual trust which can be built by having transparency, sharing of information, mutual commitment, respecting other's opinions and view points, exercising self-control, ensuring objectivity while rewarding, sharing feelings, etc.

#### Conclusion

The primary objective of developing and building teams is to make teams effective. Teams effectiveness includes its ability to achieve its objectives, meet the needs of its members, and maintain its survival. Therefore, effective teams are composed of people with the competencies and motivation to perform tasks in a team environment.

*Dr. R.C. Sharma is the Vice-Chancellor, Amity University- Haryana, Gurgaon (Manesar).*



## PROBIOTIC

By

*SM Paul Khurana and Sarika Chaturvedi*



**Introduction:** Microbial cultures have been used for thousands of years in food and alcoholic fermentations. In the past century they have undergone scientific scrutiny for their ability to prevent and cure a variety of diseases. This has led to the coining of the term probiotics. According to World Health Organization and the Food and Agriculture Organization of the United Nations, probiotics are "live microorganisms, which, when administered in adequate amounts, confer a health benefit on the host." (Microorganisms are tiny living organisms - such as bacteria and yeasts -- that can be seen only under a microscope.) They are also called "friendly bacteria" or "good bacteria." Today probiotics are available in a variety of food products and supplements, and have got wide applications in the control of cholesterol, cancers, allergies, etc. and used as complementary and alternative medicine (CAM).

**History:** Probiotic-containing products are common in Japan and Europe. In the United States, probiotics just now are receiving attention by the food industry as healthful ingredients for an increasingly health-conscious consumer. The passage in 1994 of the Dietary Supplement Health and Education Act invigorated the sale of probiotic products as dietary supplements.

**Features of probiotics:** A good probiotic agent needs to be non-pathogenic, nontoxic and resistant to gastric acid, adhere to gut epithelial tissue and produce antibacterial substances. It should persist, albeit for short periods in the gastro-intestinal tract influencing metabolic activities like cholesterol assimilation, lactose activity and vitamin production.

**Composition of probiotics:** Probiotics can be bacteria, moulds, yeast. But most probiotics are bacteria. Among bacteria, lactic acid bacteria are more popular. *Lactobacillus acidophilus*, *L. casei*, *L. lactis*, *L. helveticus*, *L. salivarius*, *L. plantrum*, *L. bulgaricus*, *L. rhamnosus*, *L. johnsonii*, *L. reuteri*, *L. fermentum*, *Enterococcus faecium*, *E. faecalis*, *Bifidobacterium bifidum*, *B. breve*, *B. longum* and *Saccharomyces boulardii* are commonly used bacterial probiotics.

**Complement Added to Probiotic Formula:** Probiotics help keep beneficial bacteria healthy. They are basically non-digestible foods that end up in your digestive system to help beneficial bacteria (probiotics) grow and flourish. The probiotics that feed the 'good' bacteria in your GI tract primarily come from carbohydrate fibers called oligosaccharides that you don't digest. They remain in your digestive system to help boost the growth of beneficial bacteria.

### Natural sources of prebiotics include

- Fruits
- Raw Honey
- Legumes.

**Probiotics are Vital to Your Health:** The major benefits of a high-quality probiotic are to...

- Aid in digesting food, particularly hard-to-digest foods and foods to which some individuals are more sensitive.
- Enhance the synthesis of B vitamins and improve calcium absorption.
- Maintains healthy balance of intestinal microflora.
- Promote vaginal health.
- Support your overall immune function.

**Status of probiotics in India:** In India, probiotics are often used as animal feed supplements for cattle, poultry and piggery. This requirement is also met by importing probiotics from other countries. It is rarely used for human beings – Sporolac, *Saccharomyces boulardii* and yogurt (*L. bulgaricus* + *L. thermophilus*) are the most common ones. Sporolac is manufactured using *Sporolactobacilli*. *Lactobacilli* solution is an example of a probiotic, usually given to sick children in India. The latest and recent addition to the list of probiotics in India is ViBact (which is made up of genetically modified *Bacillus mesentericus*), which acts as an alternate to B-complex capsules. In India, only sporulating lactobacilli are produced and they are sold with some of the antibiotic preparations.

### Future research on the probiotics:

- Determine the physiological role, mechanisms of action, and extent of influence of probiotics in human health using human feeding studies.
- Validate biomarkers for assessing probiotic function. Testing of predictions based on biomarker studies with actual results in human clinical evaluations is needed.
- Determine the role of probiotics as part of a whole food compared to isolated component.
- Improve reliability and ease of taxonomic classification of probiotic bacteria. Improve strain performance and activity.
- Conduct studies with consumers to understand how best to communicate the concept of probiotics and to determine favorable probiotic formats.
- Conduct research to improve product formats, consumer acceptance, stability, and efficacy of probiotic-containing products.

**Conclusion:** Today probiotics foods are available in a variety of forms and supplements. In the United States, food products containing probiotics are almost exclusively dairy products – fluid milk and yogurt – due to the historical association of lactic acid bacteria with fermented milk. Probiotics are gaining importance because of the innumerable benefits, e.g. treating lactose intolerance, hypercholesterol problem, cardiac problems and managing cardiac problems like atherosclerosis and arteriosclerosis. With the current focus on disease prevention and the quest for optimal health at all ages, the probiotics market potential is enormous. Health professionals are in an ideal position to help and guide their clients toward appropriate prophylactic and therapeutic uses of probiotics that deliver the desired beneficial health effects. There are many probiotic products at the market place and most have supporting evidence behind the advertised health claims. New legislation governing the labeling of probiotics, such as indicating the species, strain and number of bacteria present is likely to come into force in the near future. Probiotics can be incorporated into a balanced and varied diet to maximize good health.

Prof. SM Paul Khurana is Director and Ms. Sarika Chaturvedi is Lecturer in Amity Institute of Biotechnology, Amity University- Haryana, Gurgaon (Manesar).



## AG A.G. Industries Pvt. Ltd.

By

**Geeta Anand, Managing Director**



AGI started its molding activities during 1993 and expanded its business to Manesar, Bawal and Haridwar. Today AGI has state-of-art molding, Painting and assembly facilities to cater needs of HMCL.

### INFRASTRUCTURE

#### Molding facilities

AGI has latest and new generation machines to meet quality standard of HMCL. The new generation machines are not only provide the better quality of product but also it maintains the weight of components constantly. Today AGI has 120 Injection molding machines installed at various locations. These machines are microprocessor and closed loop based having self process correcting features. Besides this AGI has 40nos all electric machines. These machines not only help in getting best quality products but are also most energy efficient. The energy consumption is 30-35% less than in the conventional machines. Today in India Auto sectors do not have such machines. The range machines are -

a) Closed loop microprocessor Injection molding machines-70 nos(150T to 450T - 32 nos and 500T to 1300T -38nos)

b) All Electric machines -50nos (150T to 350T – 10nos and 450T to 650T -30 nos)

Besides this AGI has auto drying and conveying facilities, Robos, Chillers Quick mould changer, Mould temperature controller and Hot runner controller etc. In auto component molding these auxiliary facilities are very important in order to quality which are not found with other molding companies.



#### Painting facilities

To couple with, it has best of painting facilities. The painting facilities are procured from Hyden (Germany), installed at Manesar unit with capacity of 50 000 painted parts

Wruster (Germany) installed at Haridwar unit with capacity of 65000

Combact (Malaysia) installed at Bawal and Haridwar unit with capacity of 65000 parts each

The facilities are the best available in the whole of NCR. It gives an output of 85%-90% straight pass. It has facilities to paint any parts of bike and Scooter in any colour

It is to be noted that during visit of Honda team Japan to Haridwar unit, it has been placed on record that AGI unit of Haridwar is the best molding plant among Honda group.

#### Quality

AGI is a DOL certified company by HMCL. Besides it has been awarded TS, EMS and OSHAS certification from DNV. It has many recognitions in the state and national level in Kaizen, quality circle etc. It has been recognized as best unit by HMCL in Green Vendor Development Programme.



#### Technical



AGI has the best technical and Engineering team to support HMCL from mold development to launching of product. The team is highly qualified and experienced. Based on their experience many suggestions are given time to time to HMCL to introduce new and cost effective material and replacement of metal by plastics. As back ward integration AGI is setting up its product and mold development facilities which is going to be greatest support for HMCL's growth

AGI has strength and capability today to meet any challenges by HMCL while launching of any product.



## WINTERS AND VITAMIN D

By

**Dr. Rajiv Dang**

Many patients visit Max Hospital for vague pains here and there, for long, using oils or analgesics, many a times on their own, have visited many clinics, with no relief. Before ordering any tests, many may already be done, I ask them about their daily schedule. End of it, they agree that they have not been doing any exercises. When asked, when did you see the Sun last, they think for a second and then say "Daily while we are driving". The picture is more disturbing when young people have such complaints. Many of them end up showing low D3 levels in blood.

Sitting in any one day in OPD in Max, I see five to six cases of vitamin D deficiency. The number is alarming! Writing a prescription of calcium and Vitamin D3 so often only shows how poorly we ignore Sun – it is available for free, so gets least attention from our side.

### DISCOVERY

In the early 1900's, a compound called "fat-soluble factor D" was isolated from cod liver oil, and this factor turned out to be the vitamin that we now refer to as "vitamin D." It would not be an exaggeration to say that the last 15 years have brought a revolution in our understanding of this vitamin! We now know that vitamin D is not simply a fat-soluble vitamin needed for healthy bones- it's also a hormone. The hormonal form of vitamin D does not last for very long in our body. The half-life of this hormone is between 2-3 weeks. For this reason, our vitamin D needs must be met on a fairly regular basis.

### ROLE OF VITAMIN D

Vitamin D helps to optimize calcium and phosphorus metabolism, prevent type 2 diabetes, insulin resistance, high blood pressure, heart attack, congestive heart failure, and stroke, muscle weakness, regulate immune system responses, help regulate muscle composition and muscle function, lower risk of some bacterial infections, support cognitive function and mood stability, especially in older persons, chronic fatigue.

### SYMPTOMS

The deficiency of D3 causes many symptoms like muscle aches, weakness, frequent falls, bone pain, frequent bone fractures, or soft bones, stunted growth in children, Asthma in children (especially severe asthma) impaired cognitive function, especially among older persons, lowered immunity, low energy and fatigue, fall of hair etc. One may find it difficult to get up from squatting posture.

### PREVENTION OF CANCER

The role of vitamin D in cancer prevention is a lively area of current research, studies showing a clear role for vitamin D in prevention of the following types of cancer: bladder cancer, breast cancer, colon cancer, ovarian cancer, prostate, and rectal cancer. In certain situations, vitamin D may also play a role in cancer treatment. Vitamin D analogs are actively being tested as anticancer agents, especially with respect to breast and prostate cancer.

### IMPACT OF COOKING, STORAGE AND PROCESSING

Researchers have found virtually no loss of vitamin D following pasteurization of processed cheese under normal commercial conditions. Since foods like frozen cheese pizzas are often cooked in the oven at temperatures between 400-450°F (204-232°C) for approximately 20 minutes, this research tells us that we can expect at least one-fourth of the vitamin D to be lost during the pizza re-heating process.



## CAUSES OF DEFICIENCY

### 1. INSUFFICIENT SUN EXPOSURE

By far the most important D-deficiency contributing factor faced worldwide is insufficient exposure to sunlight. More specifically, it is ultraviolet B sunlight in the range of 290-300nm. The intensity of UVB light varies dramatically with geographical location (latitude), time of year, time of day, degree of cloud cover, and other factors as latitude, angle of sunlight, and time of day. In higher-latitude countries across the globe, UVB light may not be available except for a few hours in the middle of the day. Darker skin pigmentation means less vitamin D synthesis per minute exposure to UVB light.

Under optimal circumstances, our skin can synthesize between 10,000-20,000 IU of vitamin D (cholecalciferol) in 30 minutes. People spend generous amounts of times outdoors in the sun on a regular basis, their chances of adequate vitamin D synthesis are greatly increased. At the other end of the spectrum, if an individual typically wears clothing that blocks a lot of the skin from exposure to sunlight, or typically uses sunblock, or works in a job that keeps him or her indoors throughout the day, chances of adequate vitamin D synthesis are greatly decreased.

### 2. BREASTFEEDING AND PREGNANCY

Breastfeeding can pose a challenge both to mothers and infants in terms of vitamin D status. The American Academy of Pediatrics (AAP) and the Canadian Pediatric Society (CPS) have both recommended vitamin D supplementation for both mothers and infants for this reason.

3. Aging, parathyroid gland or kidney disease, drug interactions, Genetic susceptibility, insufficient fat in diet or poor absorption of fat from gut can also cause deficiency.

### DAILY NEED

The daily dose varies as per the age. On daily basis, for infants, 0-6 months, it is 1,000 IU, for 6-12 months, 1,500 IU, for 1-3 years, 2,500 IU, for 4-8 year, 3,000 IU, for 9-18 years, 4,000 IU, for 19 years and older, 4,000 IU and for pregnant and lactating women, 4,000 IU.

Overdose toxicity may present as loss of appetite, nausea, vomiting, high blood pressure, kidney malfunction, and failure to thrive.

### D3 RICH FOOD SOURCES

Excellent sources of vitamin D include salmon while very good sources include sardines, shrimp and vitamin-D fortified milk, cod and eggs.

### DIETARY SUPPLEMENTS

Ergocalciferol is sometimes considered a vegetarian source of vitamin D since it can be plant-derived. Cholecalciferol, the D3 form of the vitamin, can be obtained from animal or microbial sources. From our perspective, very few individuals will benefit from supplementation with vitamin D2 versus vitamin D3.

Within the category of D3 supplements, the most common form for vitamin D3 delivery is gel caps containing D3 in liquid form. D3 is also available in powdered form in D3 capsules. In general, we have seen more problems with absorption of powdered vitamins from tablets versus capsules due to problems in digestive track breakdown of pressed tablets.

In practice, it is advisable to get the blood levels done, if symptoms strongly suggest, and take few shots of D3 which give relief in complaints in 2-3 weeks. Then the basic natural sources can be relied upon, to not to get into same status again.

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