

Incentive Systems in Brakes India Foundry



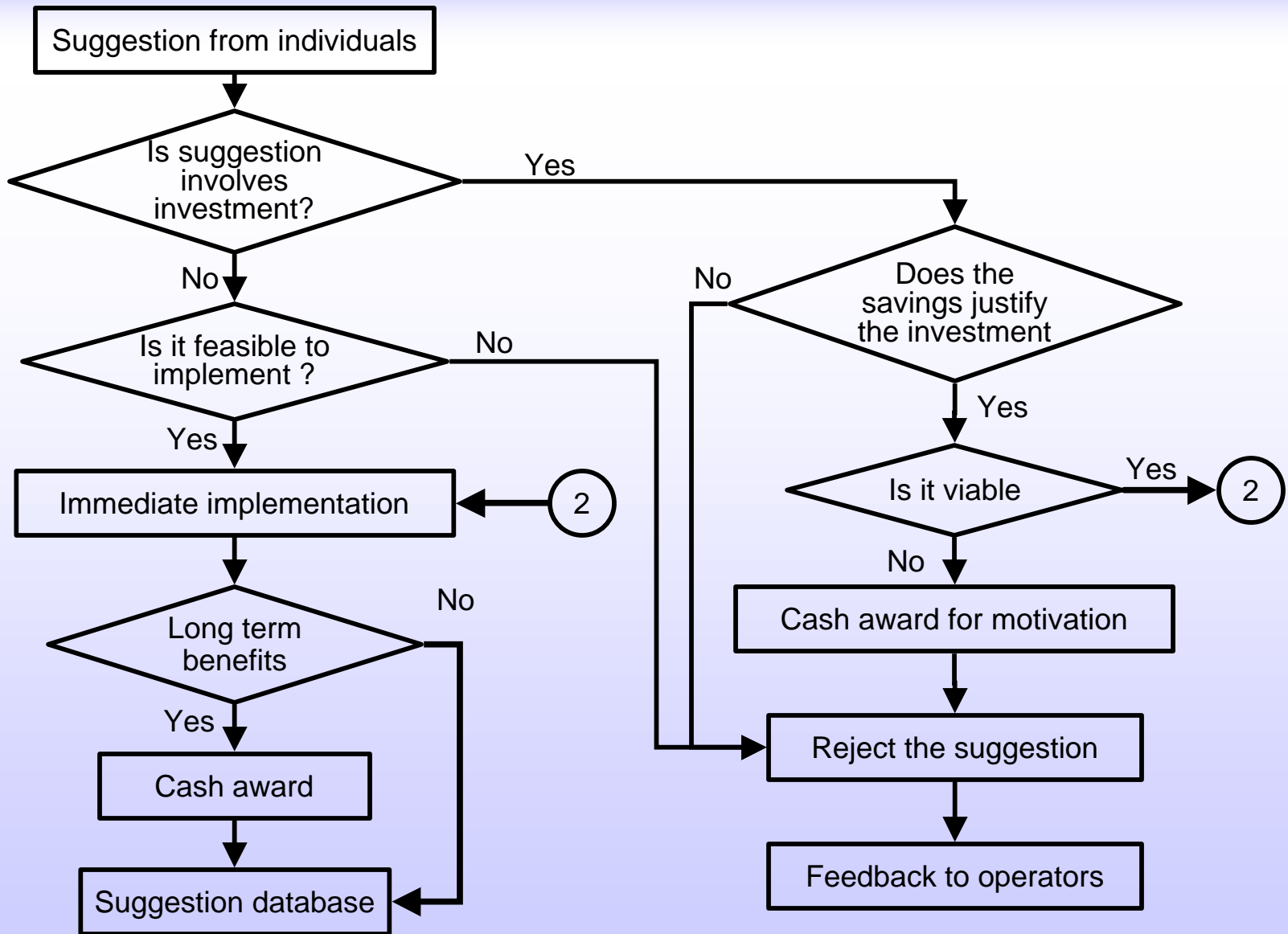
✍ Brakes India Foundry has introduced appropriate incentive systems from 1999 to encourage the employees.

✍ One of such incentive scheme is “Suggestion Scheme”

Suggestion Scheme:

- Suggestions are collected from individual employee with respect to energy conservation, productivity, quality, safety etc., and immediate reward is given to all the received suggestions to motivate the employees to give more and more suggestions.
- These suggestions are reviewed by the suggestion committee and evaluated in terms of cost, benefit and ease of implementation.
- For implementing chosen suggestions, teams are formed
- Based on cost savings, safety and productivity “Cash Reward” is also given to motivate the employees.
- The best suggestions are rewarded every year with special payment and also a “Best Suggestion” rolling trophy.





Suggestion format

Suggestion coupon

Coupon No. <input type="text"/>		Brakes India Limited FOUNDRY DIVISION - SHOLINGHUR SUGGESTION SCHEME Discount Coupon	
Date : _____		Date : _____	Emp. No. _____
In favour of Sri _____		In favour of Sri _____	
Emp. No. _____		Rupees TWENTY ONLY Rs. 20 /-	
Suggestion No. _____		Coupon No. <input type="text"/>	Authorized Signatory _____
Suggestion year, _____			

SUGGESTION FORM		BRAKES INDIA LIMITED FOUNDRY DIVISION SHOLINGHUR - 631 102
Name / <i>குளிர்</i> _____ Clock No. / <i>கைக்கடி</i> _____ Dept./ Unit _____ Date / <i>திகதி</i> _____		FOR OFFICE USE ONLY Suggestion No. _____ Date _____ Remarks: ACCEPTED / REJECTED
DETAILS OF THE SUGGESTION <i>சுருக்க விவரம் கீழ்க்காணும்</i>		
ADVANTAGES <i>பின் விளைவுகளின் விவரம், அவற்றின் நன்மைகள்</i>		
SIGNATURE		
RECOMMENDATION OF THE UNIT / DEPARTMENT		
IMPLEMENTATION TIME :		
SAVINGS, IF ANY		
Signature of Unit / Dept. Head.		





A Team receiving the Rolling trophy for best suggestion from our Chairman & Managing Director

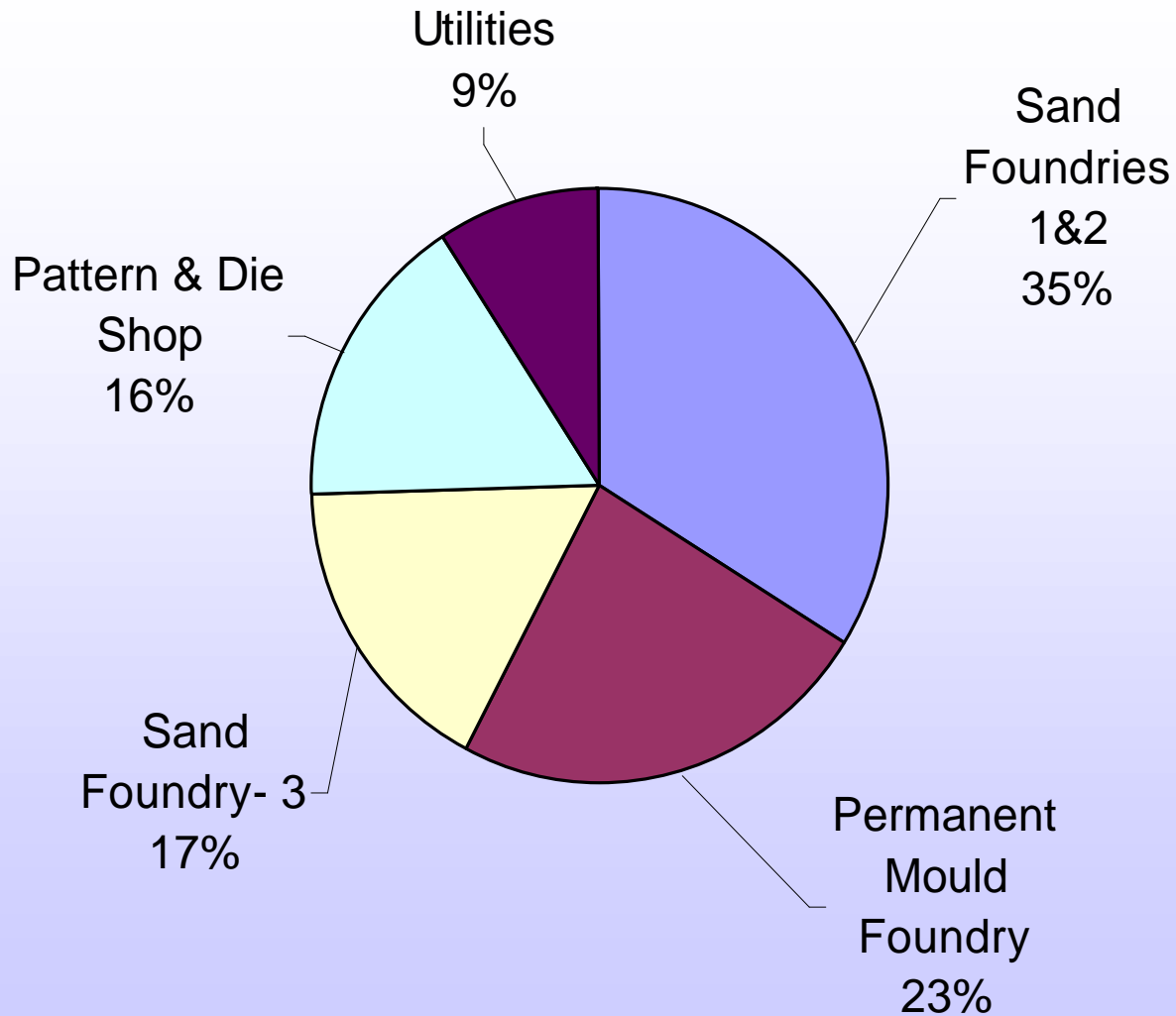




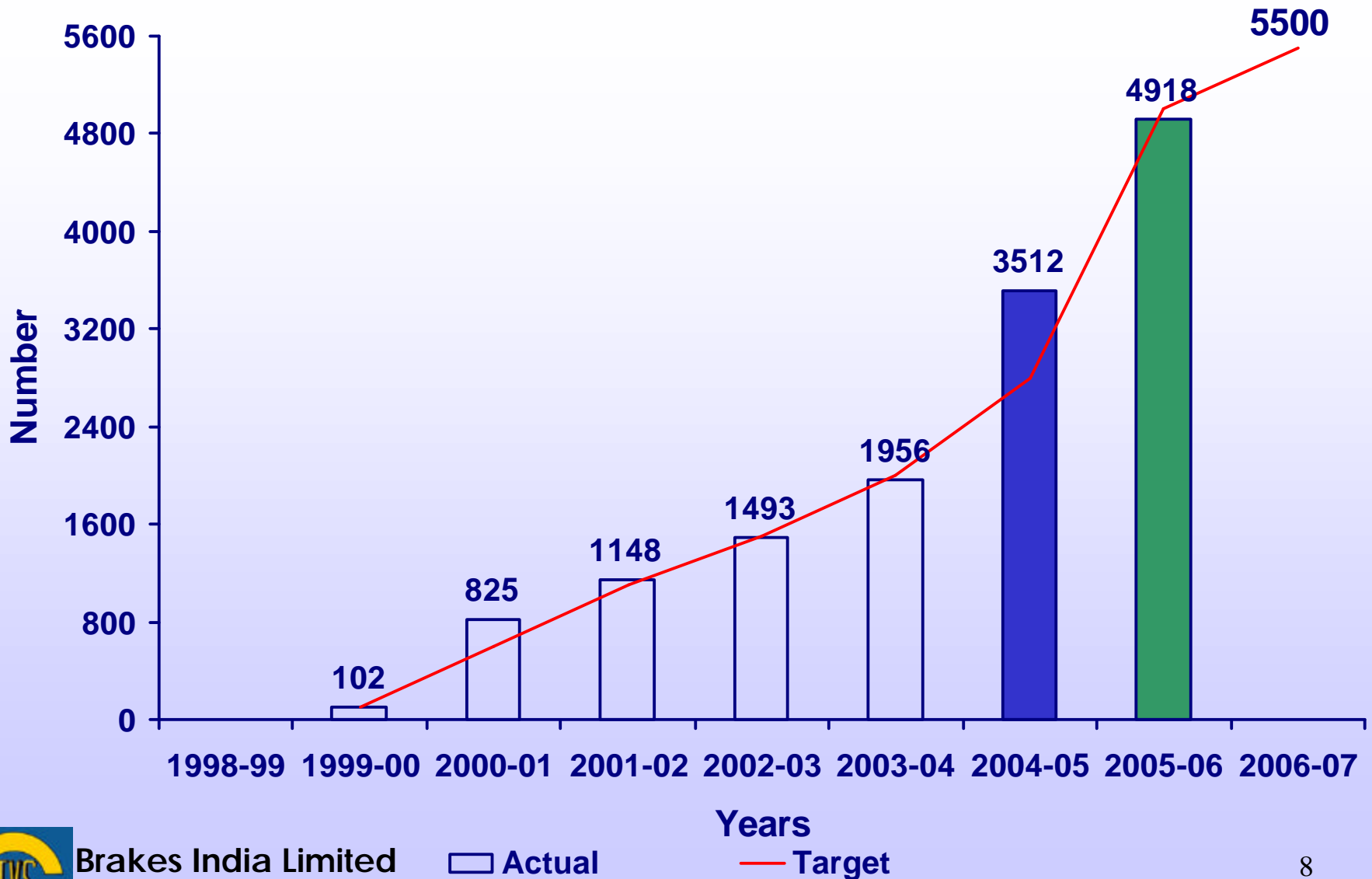
Our CMD is distributing the “Suggestion Cash Award” to an employee during Pooja day celebrations



Suggestion implemented department wise 2004-05



No of suggestions implemented



Thank You

