



OFFICERS' NEWS



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All office bearers, activists, members and well wishers of SBIOA, Bhubaneswar Circle offer their love, adulation and Best wishes for all your future endeavours.

Editorial

One hundred twenty three years ago, a person took birth and grew in an atmosphere of exploitation, intimidation, injustice, unfair practices and prejudices. He might have asked many times during the time that he grew up " Why me ? What have I done to get it ?". But he never allowed such thought to hold him back. He grew up swimming against the current and grew so big and so strong in so many fields that others were forced accept his versatile genius. But that was not his mission. He ensured that no body will have the power to trample the human liberty by enshrining the Fundamental Rights in the constitution. But what about the equality ? How can there be fraternity in a society where inequality has the sanction of tradition, custom, practices and even religious writings ? What is right to life to a person who has no hope for improving his quality of life ? Centuries of injustice has taken away the hope from a sizable population degrading them to the sidelines. A Nation is not a piece of land. It lives in the heart of its citizens. And if hope and aspiration does not spur in the hearts, the nation has no hope. He took it on himself to set right the system to ensure social justice and created throbbing hope in the hearts of these people so that they can see there future in the growth of the nation. By this he touched the lives of a great majority of citizens in a positive way. Not surprising that he was chosen as the Greatest Indian after Gandhi in a popular selection. So was Bharat Ratna Babasaheb Ambedkar. His birthday fell on 14th of April and was celebrated through out the country with much love and affection. We are fortunate that he took his birth in India and we take this privilege to bow our head to the memory of the great revolutionary.

We also had our Annual General Body Meeting at Hotel Swosti Premium on 2nd April. Nearly two thousand members assembled and participated in it. The President and General Secretary of AISBOF along with other leaders shared their thoughts on the contemporary scenario prevailing in the Bank and the Banking Industry which enthralled the audience. Other dignitaries on the dais Com. Jyoti Bhusan Mohapatra, Com. M. Srinath, Com. Sourya Datta & Com. S.P. Behera were listened with rapt attention. In the business session circle affairs were deliberated. The resolutions, amendments and the reports of the General Secretary, Audited Balance Sheet of the association and proposal for appointment of auditor was passed unanimously after discussion. The members of election committee and their team of volunteers were felicitated. The success of the meeting was a feather in the caps of the countless volunteers who worked tirelessly for it. The retiring leaders Shri Gadadhar Raul, the president of Berhampur Zonal Committee and Shri K.K.Mishra, Assistant General Secretary of the Circle Association, were given a rousing farewell for their contribution which was recounted. The first executive body meeting of the newly elected members was held on that evening and office bearers were elected in due process.

The Circle Authorities came out with the review of the Transfer Policy unilaterally without any discussion with the Circle Association on the draft proposal in a marked deviation from the existing practices on a Bilateral matter. The policy contains provisions which will affect the interest of officers in an adverse way and leaves out some of the provisions which are beneficial to the officers. What is more is that the policy has been changed after receiving applications from officers which were submitted as per the earlier policy. The transfer policy for specialist officers was also not discussed with the Association and does not take care of the expectations of the officers. As per this policy very few specialist officers will be eligible to request for any transfer even when they have worked for very long periods away from their home modules. We have written to the authorities on it in detail and keeping a watch on developments. We hope better sense will prevail and the authorities will recognise their responsibility to reduce the harsh effects of transfers while ensuring the requirement of the Bank as well as professional development of individual officers. This can only happen through bilateral consultations as is practised over the years and as is envisaged in the circulars of the Bank. Cooperation can only come by ensuring bilateral relationships and not unilateral activism.

The past is a ghost, the future a dream. All we ever have is now. – Bill Cosby

ASSOCIATION IN UNITY IS STRENGTH



**SBI OFFICERS' ASSOCIATION, ODISHA,
BHUBANESWAR CIRCLE
ANNUAL GENERAL BODY MEETING, HOTEL
SWOSTI PREMIUM, 2ND March,2014**

BHUBANESWAR

The Annual General Body Meeting of SBI Officers' Association, ODISHA, Bhubaneswar Circle was held on 2nd March 2014 at Hotel Swosti Premium, Bhubaneswar at 10.30 AM. Around 2000 officers working in different branches and offices of State Bank of India through out the state attended the meeting.

Ms Kalyani Bhoi welcomed the guests on the occasion to the podium giving a birds eye view of the historical prospective of the circle, its people and their unflinching faith in justice, equality, fraternity and human dignity. The President of AISBOF, Com. B.K. Awasti inaugurated the meeting with lighting of the lamp along with other guests and paying floral tribute to the first President and General Secretary of the association Late Comrade P.V.S. Murty and Late Comrade N.N.Das. The hall paid its respect to the motherland standing up to the tunes of "Bande Utkal Janani" rendered by the inhouse cultural forum "NINAD". After felicitation of the guests the President of the Circle Association, Com. Bibekananda Das, took over the charge of the meeting.

Comrade B N Das started his speech by welcoming the distinguished guests from different circles, media persons ,the office bearers of the pensioner association, former President & Secretary, leaders of SBIOA, and officer bearers of SC/ST Welfare Council and all the members of SBIOA. Sri Das also expressed his heartfelt thanks to the members of election committee for successfully conducting the election of the association held in January for the triennial 2013-2016.

Comrade Sri Sambit Mishra, General Secretary, SBIOA, Bhubaneswar Circle welcomed each one of the guest in the dias by highlighting their contribution to the Association and appreciated their presence in Bhubaneswar which will tighten fraternal bond and strengthen the trade union movement. He also welcomed the office bearer of the Pensioner association and former leaders of the association. He expressed concern over the new licence policy of RBI, the difficulties being faced by the banking community in the last three years and appealed to the members to be united and fight against the injustice while working to enhance the interest of the Bank. He gave the example of a boat in high sea and requested the members

to keep the boat floating while not compromising with their legitimate rights.

Comrade Y.Sudarsan, the General Secretary of AISBOF, gave the key note address as the chief speaker. He narrated the development of trade union movement in post second world war period and the pre independence era. He brought to focus the working of SBI after the passage of SBI Act and development of trade union movement in the Bank and its officers. The employees and officers of the bank have worked in tandem for the economic development of the country and bringing banking services to the poor and people in every nook and corner of the country. The pragmatic approach of the trade unions in technological transformation and their role during natural calamities can't be under estimated. While working in remote places under the threat of internal insurgency and wriggling under lack of basic comforts, the officers have never flinched from discharging their responsibilities either to the Bank or to the Nation or to the Humanity. He expressed his anguish on delay in settling the legitimate claims of officers and employees through wage negotiation even while generating ample profit. He informed the house on the discussions in wage negotiation in detail and flayed the abysmal low offer as well as various unreasonable demands of the IBA. He congratulated all the officers and employees who have participated in the last strike and told that the further round of negotiation with IBA will decide the future course of action. He appealed to the officers irrespective of rank and file to participate voluntarily and wholeheartedly in the strike call in future & protest against any injustice as we negotiate for revision in wages for officers upto scale VII. In this context he cautioned management for resorting to divide the unity of officers by issuing ambiguous instructions that officers of scale IV and above cannot participate in the strike etc.

He also deliberated on the NPA syndrome in the Bank and the attitude of management in punishing low ranking officers in financing low ticket advances for the loans turning bad while protecting the high ranking officials from the responsibility of high ticket loans as most of these are financed through committee approach. Comrade Sudarshan , expressed his concern over the attitude of the controllers, particularly that of the Regional Managers, during the review meetings and cautioned that by force and aggression people can't be forced to give result. If it at all works in the short run, it is sure to fail in the long run. He also mentioned that the Federation has born out

of anguish, atrocities, vindictive attitude of the management during 1960s. Further, he gave the examples of the wrong doings of East India Company and the Multinational companies and the consequences thereof. He advised to the controllers to respect the contribution of human resources which is considered the intellectual capital of the bank and take care of the sentiments of those working in adverse conditions. He emphasised the role of collective bargaining to achieve more.

He Placed before the house the following demands:

(i) To adopt transparency in transfer policy in the circle level. (ii) To withdraw the unilateral punishment imposed upon the office bearers. (iii) To go for quality finance & stop reckless financing. He requested members to extend excellent customer service and reduce customer complaint and keep patience and not to be disheartened and refrain from relaying rumours regarding wage revision. Comrade Sudarshan ended his speech with a request to unite & fight against the injustice. Finally he congratulated the circle office bearers & the volunteers for successfully organizing the Annual General Body Meeting 2014.

Comrade Jyoti Bhushan Mohapatra, General Secretary and Workmen Director, Central Board of SBI, began his speech by congratulating SBIOA for organising such a meeting with huge gathering. He emphasised the unity of employees and officers and congratulated all for the participation in the last strike called by United Forum of Bank Union (UFBU) and making it a grand success. He insisted for better co-ordination between employees and officers to achieve the desired goal. He also congratulated all the members & leaders for successfully completing the election process of SBI officers Association in Bhubaneswar.

Comrade Basant Kumar Awasthi, President AISBOF, spoke against compelling branches for cross selling as it will result in misselling and affect the reputation of the Bank. He said that 'Management is implementing any time and any where transfer policy', besides putting pressure on officers to resign. Officers are made to work long hours without break and don't find anytime for themselves or their family. Yet they get all the flaks. Comrade Awasthi appealed to the members to unite and express solidarity for Association and have faith upon the leaders to achieve the desired goal.

Com. Sri Sreenath, General Secretary, Kerala Circle, emphasised the contribution of the officers community performing against all odds and express his concern on

putting pressure on them to extend finance to ineligible borrowers which is harmful to the banking sector.

Mr S P Behera, President SBI Staff Association, Bhubaneswar Circle, congratulated the newly elected leaders in the recently held election. He emphasised the unity of officers & employees and congratulated the members for successful strike on 10th and 11th February 2014. Com. Behera condemned the management's vindictive and negative attitude. He cautioned against the high handedness of the management. He cited some of the instances of Regional Managers, directly threatening the counter clerks for not achieving the desired target in cross selling etc. He cautioned such controllers to desist from such action. Further, he appealed all the officers and employees to be patient and not rely upon rumours pertaining to wage revision.

Com. Soumya Dutta, President Bengal Circle, started his speech in ODIA, which he learnt during his stay in the state as a student for his law degree, amid huge round of applause by the members present in the hall. Com. Dutta told that sacrifice and unity are bread and butter for any trade union. He reiterated that the dignity of the officers must be upheld at all costs and injustice shouldn't be tolerated. He advised the new leadership of Bhubaneswar Circle to uphold and carry the legacy of leadership of the circle. Com. Dutta ended his speech invoking the revolutionary slogan "inquilab zindabad".

Com. B N Das, who was presiding over the meeting, expressed his concern for poor attendance during the peaceful protest in front of Zonal office/LHO, Bhubaneswar in the last strike of February 2014 and appealed for unity among the fraternity in order to achieve the desired goal. Further, he assured on behalf of the circle every support to the Federation.

Com Sabyasachi Swain, Dy. General Secretary, SBIOA, Bhubaneswar Circle expressed his heartfelt thanks to all the members, particularly to those who have come from far off places for attending the meeting. He thanked all the Leaders from various circles, Federation for being present in Bhubaneswar despite their busy schedule and inspiring the members through their speech. He appreciated the presence of the office bearers of the pensioner association, staff association, SCST welfare council and the leaders who have retired from the bank's service. He also extended thanks to the Media persons, Photographers, the management and staff of Swosti premium and volunteers for their co-operation for the success of the meeting.

ROLE AND RESPONSIBILITIES OF ACCOUNTANT/MANAGER (BRANCH OPERATIONS).

Role :

- Joint Custodian of the Branch.
- Responsible for Cash/Gold Ornaments (as a Joint Custodian), Security Documents viz., Specimen Signatures, Branch Documents, etc.
- He is the floor manager for the Branch, ensuring punctuality, neatness and efficient functioning of the Branch.
- Coaching and motivating the SWOs to be customer friendly, encouraging them to interact with the customers.
- Handling staff related matters, maintenance work for the Branch, Operational risks in the Audit process, timely submission of MIS related information etc., under overall supervision of the Branch Manager
- Taking charge of Administrative matters, matters relating to Premises, Rent, Electricity, Utilities, Annual Maintenance Contracts, ATM, etc. under the overall supervision of the Branch Manager .
- Liaising with external agencies like CPCs, Contact Centre, ATM Agencies and CM (Admin) to ensure effective functioning of the Branch.
- Ensuring smooth and efficient functioning of the Branch on various efficiency related parameters for the customer service, staff and upkeep of the Branch.
- Act as a whistle blower and report to Controllers actual or suspected frauds, inappropriate behaviour and practices, unethical actions etc.

Responsibilities

- Overall Head of the Administration Unit of the Branch reporting to the Branch Manager.
- Handling CMS complaints and Customer Complaints which cannot be solved by SWOs/ Grahak Mitra.
- Monitor and report the performance of external agencies attached to the Branch for upkeep of ATMs, hardware, courier services etc. to controllers, so that all the facilities are available in trouble- free manner for rendering excellent customer service.
- Ensure that the ATM PIN mailers are handled securely and the undelivered ATM cards are not handled by

the persons who handle ATM PIN mailers. All undelivered ATM cards and PINs are delivered to the account holders after follow up & destroyed after 45 days if remains undelivered.

- Ensure Safe custody of scrips, safe deposit articles, vacant safe deposit locker keys.
- Ensure that Current and Last calendar month's vouchers are kept in lock and key.
- Delivering and accepting welcome kits to/from Senior/Spl Assistants at the end of the day.
- Branch Document Register is to be maintained as per laid down instructions.

Branch Licence, Emergency Arrangement, Locking up Arrangement, DRP & BCP, Insurance and AMC of Bank's properties, Lease Agreements, Audit notes, Gun licence, Copy of RC books, FC, Insurance, Agreement etc. are entered in the BD Register.

- Items like NSC and LIC policies are properly recorded in the Miscellaneous Securities Register .
- The Emergency Arrangements/ Locking up Arrangement are properly approved and current in order.
- BCP and DRP are approved by controllers and current.
- Ensure the display of proper notice boards as per the laid down norms from RBI/ SBI time to time.
- Allotment of staff duties and ensure job rotation.
- Resetting/ foreclosure of password to the SWOs, when required after entering in the relevant Register.
- SOD/EOD Processes.
- Authorising transactions referred to him .
- Ensure Rent for Lockers are recovered periodically. (Failed SI report for recovery of rent is available in the CDC Reports Folder between 1st and 5th April.)
- Follow-up on IBTS reconciliation on a daily basis and follow up un-reconciled GLIF entries etc.
- Custody of articles for Safe Deposit and Safe Custody.
- Accepting and delivering cash from/to CAC personnel/Cash Officer.
- Any other activity necessary for efficient working of the Branch.
- Extend full support to the Branch Head as he cannot deliver 100% without your constructive support.

HOUSE-KEEPING

- Arrange for withdrawal of duplicate keys for verification from the branch where it is deposited and completely verify the keys with that of the Key Register and after due verification, re-seal the keys presently in use and deposit the same and advise the Controllers about the withdrawal and redeposit in the prescribed manner and obtain their confirmation which should be kept securely in the drawer of his desk (not hand-safe).
- Cash balance with physical counting to agree with cash balance register, BGL cash balance & CGL cash balance. Note down the difference if any for follow up & balancing.
- If the branch is a currency chest, count all the packets of Rs.1000/-, 500/- & 10% of the rest of the cash with clip system.
- Balance all the cash in almirah, bins and cages by jotting down in a register and tally with cash vault register/Currency Chest Register/98958.
- Verify all small coins bags by weighing them & check there content slips.
- Reshuffle the cash in almirah at least once in three-months.
- Verify and Initial one or two items of cash in cash balance register daily.
- Randomly verify the complete cash balance and authenticate all items.
- Verify the gold items in gold loans bags with their content slips and tally the number of gold bags with the Loan balance file.
- Verify the 'Report on Loan Accounts' in the 'Other Reports' folder daily and ensure that the security of gold obtained as security for each gold loan account appearing in the report is turned into the vault.
- Deliver Gold pledged as security against Gold Loan Accounts after ensuring that the Gold Loan A/c is closed in the System and Gold Loan register against proper acknowledgement.
- Ensure Sundry loan documents are complete and securities obtained are current. Maintain daily list and present for renewal/ payment on due dates.
- Have full control over non-home (non cash) transactions to avert any fraud.
- Ensure the reconciliation of all the Systems Suspense Accounts including Trickle Feed, Draft/BC to be issued and other BGL Accounts on daily basis.
- Ensure the VVR checking allocation and checking on daily basis. Maintain the VVR Roaster as per laid down instructions. Ensure entering the missing vouchers in the 'Missing Vouchers Register'. Any deviations to be brought to the knowledge of the Branch Manager.
- All statutory instructions regarding Service Tax and TDS must be adhered with and the amount recovered is deposited into the Government a/c before the 7th of every month. In case of need, help of any local Chartered Accountants can be sought.
- Verify the physical stock of all security forms with that of registers.
- Ensure destruction of all obsolete security forms viz. DD/BC etc. except IOI instruments with the Controller's permission.
- Verify the Miscellaneous articles in Safe Deposit with the acknowledgements for deliveries since last inspection. Examine the packing, seals, numbers and storage.
- The Fixed Assets Register and Ledger should be checked, including physical verification of fixed assets.
- Verify the securities held at the Branch pending disposal.
- Verify the balance of stamps held in Stamp Account. Obsolete, unusable stamps should be sent to appropriate stamp authority for seeking refund.
- Maintain the relative books and ensure BMMC depicts the true picture of position obtaining at the Branch.
- Ensure Joint Custody of Security forms other than cheque books.
- Ensure KYC norms / AML guidelines are followed for deposit accounts.
- Ensure Trusts, Minors accounts and Government Accounts are clearly indicated, flagged and operations conducted according to the mandate.
- The specimen signatures, Trust Deeds and letters of various government departments are held under proper custody .
- Diarise the dates of renewal of Gun Licence, Lease

Deeds of Office Premises/ATM Premises, Certificate for Weights & Measures, Insurance Policies of Bank Vehicles, Strong Room Fitness Certificate etc. and ensure proper renewal.

- Ensure the prompt balancing of securities, stamps, fixed assets etc.
- Scrutinise and follow-up outstanding entries in the sensitive accounts like Suspense, Sundry Deposits, System Suspense Accounts.
- Clearing difference should be followed up vigorously.
- Postage Balance, letters pending, Inward/Outward/ Courier/ Registered Letters Sent Registers should be scrutinized periodically. Letters should be delivered for despatch only against proper acknowledgement of the Courier in the postage book.
- Deceased case documents for the period between two inspections previous to last one inspection should be kept as one document with new number.
- All staff loans are sanctioned properly and lien is noted in PF and cancelled when the account is closed. Take a print of lien from PPG SITE ,if confirmation not received from LHO.
- Obtain ANNEXURE _G in all loan accounts of illiterate borrowers.

IMPORTANT REGISTERS

- Branch Document Register
- Branch Manager's Monthly Certificate Register
- Key Register
- Handing over / Taking over of Keys Register
- Miscellaneous Securities Register for NSC/LIC
- Security/Safe Custody Register
- Sundry Loans Register
- Cheques handed over for Despatch - Register
- System Suspense/ATM System Suspense Accounts Reconciliation Register
- VVR Allotment Register
- Missing Voucher Register
- Office Orders Issued Register
- ATM PIN mailer issue Register
- INB Kit issue Register
- Fixed Assets Register/ Ledger
- Security Forms Destroyed / Cancelled Register
- Pass Book Over Night Retained Register
- Interest Paid on Delayed Collection Register

- Postage Register/Regd Post Register/Courier Register
- Undelivered Letters Register
- TDS Register/File of Form 15G / 15H
- Locker Access Register
- Cheque book/Pass book issued Register
- Stopped Cheque Register
- Leave Register
- Government Commission Register
- Cheque Referred and returned Register
- IOI Drafts reported lost Register

Taking Over in a nut shell

1. Arrange for withdrawal of duplicate keys and verify them with that of the Key Register
2. Verify the cash, including cash in the Currency Chest, hand balance and SWO's cash box and balance it with BGL cash balance & CGL cash balance. (In case of Currency Chest Branch, verify the Currency Chest balance with the Chest Slip/Vault Register / 98958 – 'Currency Chest Bin balance a/c ' / ICCOMS. Verify the small coins bags with that of the small coins depot balance.
3. Verify the number of gold bags with the loan balance file and the gold items in the bags with the content slips.
4. Verify the sundry loan documents with the loan balance file and ensure that the securities held are current. .
5. Verify the Branch Documents with the B/D Register.
6. Verify the securities such as IOI, guarantee forms and other security forms as per Security Register
7. Verify the miscellaneous security Register with the securities / items entered therein.
8. Verify the keys of vacant and surrendered lockers and ensure that it is not held by the custodian who handles the master key.
9. Verify the safe custody scrips with the safe custody Register . Verify that interest is realised wherever applicable and renewed in case of matured scrips.
10. Verify the Safe Deposit Articles with the S/D Register and ensure that the seals in the pockets are intact.
11. Peruse the RFIA report and the circle Audit report and concentrate on persisting and serious irregularities.

THE FADING POWER OF LABOUR UNIONS

The Mint

Published on March 25, 2014

Last week witnessed the temporary lockout of two Toyota Kirloskar plants in Bidadi in Karnataka following wage disputes between the company's management and the labour union. With the management's decision on Thursday to end the lockout-imposed earlier citing worries over the safety of workers and management personnel-fears of violence have allayed. For the moment, the management has gained the upper hand by suspending 17 employees and not giving into the wage demands of the union.

Quite naturally, the Toyota episode has brought back memories of the outburst of violence during labour disputes in the recent past. In 2012, violence at Maruti's plant at Manesar led to the death of a member of the company's management. In 2009, a senior executive of Pricol in Coimbatore was killed in a similar bout of violence following the suspension of a group of workers. Not to forget the murder of the chief executive officer of the Indian unit of Graziano Trasmissioni in 2008 by employees who were fired.

While white-collared workers have clearly been at the receiving end of violence in recent years, it has not been a clear one-way affair. In 2005, labour protests at a Honda plant in Gurgaon demanding the reinstatement of fired workers led to police excess on protesting workers.

What is the reason for the spurt in violent industrial action in recent years?

Two trends are visible on the labour front. One, the number of industrial disputes has fallen from over 1,800 (strikes and lockouts) in 1990-a year before the advent of reforms-to 345 in 2009, the year for which the Labour Bureau has published authoritative statistics. Two, the increasing number of contract labourers, in contrast to regular, unionized, workers employed in the private sector.

Today, contract employees account for about 34% of the total workforce in India's top publicly traded companies that contribute to almost two-thirds of the total market capitalization of all listed companies. The share of contract workers in the total workforce is as high as 47% in the automobile sector which has witnessed the most labour-related disturbance in recent years.

The preference of companies to employ contract labour is explained by India's restrictive labour laws. One such law is the Industrial Disputes Act, 1947 that requires both compensation and prior permission from the government for retrenchment of workers in firms employing more than one hundred workmen. This, in turn, has led companies to hire labour through contractors, helping to keep many of their employees out of the regular payroll, thus escaping the provisions of the Act.

Effectively, contract labour provided companies with the flexibility to hire or fire based on business conditions, while undercutting the power of the unions. This presented companies with a luxury they could not afford otherwise, but more importantly it brought into focus the relationship between regular and contract workers. Contract workers could cooperate-or effectively unionize-with regular workers and demand higher wages and benefits. Or they could compete with regular workers, forcing them to perform better, accept lower wages, or simply perish.

During the Maruti episode, the demand to offer regular employment to contract workers formed an important part of the agenda of protesting workers. Both regular and contract workers colluded to take on the management. But in the Toyota episode, there does not appear to be the same kind of solidarity. In fact, according to some Toyota union members, the management continued to operate the plant during the lockout with the aid of contract workers-probably suggesting an undercutting of the power of the Toyota union.

The advent of competition in the labour market with the entry of contract labour has coincided with greater uncertainty in the power of the unions. While there have been notable episodes of violence-some of which have also involved contract workers joining hands with the union-during this period, Toyota's story points to an underlying story of decreasing labour union power in a relatively open labour market.

The greater-than-average prevalence of contract labour in the automobile sector is one reason for the conflict between the unions-who fear a decline in the bargaining power from an influx of contract workers-and managements. The relatively lower number of industrial disputes in other sectors indicates the sharpness of this conflict.

ଭାରତ ପଙ୍କଜ ଦଳମିତସୁକ୍ତ

ବିଶ୍ୱେଶ୍ୱର ମାଝୀ, ମୁଖ୍ୟ ପ୍ରବନ୍ଧକ, ଉତ୍କଳା ଶାଖା

ଆସ ଗାଇବା ଆସ ଗାଇବା
 ଓଡ଼ିଶା ମାଟିର ବଂଦନା
 ଭାରତ ପଙ୍କଜ ଦଳରେ ବିରାଜ
 କେଶର ଉତ୍କଳ ବାନା । (ଘୋଷା)
 ଗିରି ମେଘାସନ ମୁକୁଟ ସମାନ
 ସାଗର ପୂରୁବ ସୀମା
 ମହାନଦୀ ଜାଣି କଟିର କିଂକଣି
 ପଣତ ଯା' ସବୁ ଜିମା ॥୧॥
 ଅଛି ତପ୍ତ ପାଣି ସ୍ତନ୍ୟଧାର ଜାଣି
 ହୀରାକୁଦ ହୀରା ହାର
 ଅଂଶୁପା ଚିଲିକା କଜଳର ଚିକା
 ନାସିକା ଯା ଖଣ୍ଡଧାର ॥୨॥
 ଥିଲା ଯା'ର ଦିନେ ସୀମା ପଡ଼େ ମନେ
 ଗଂଗାଠାରୁ ଗୋଦାବରୀ
 କୀରତି କୋଣାର୍କ ରାଜାରାଣୀ ଚେକ
 ଜଗନ୍ନାଥ ଧାମ ପୁରୀ ॥୩॥
 ପଠାଣୀ ସାମନ୍ତ ଯାବତ ଚଂଦ୍ରାର୍କ
 ଥିବ 'ସିଦ୍ଧାନ୍ତ ଦର୍ପଣ'
 ଜୟ ଜୟ ଦେବ 'ଶ୍ରୀ ଗୀତ ଗୋବିନ୍ଦ'
 ଲଳିତ କଳିତ ଗାନ ॥୪॥
 ପଞ୍ଚସଖା ପଦୁ ଅରୁଧ, ଅନନ୍ତ
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HOW TO UNLEASH YOUR EMOTIONAL INTELLIGENCE AND BECOME A GREAT LEADER

Nick Arrizza

Do you know that becoming a great leader rests on the ability to master one's internal emotional landscape? Do you know that greatness is manifest by individuals who are able to display courage, inner strength, integrity, high moral values, clarity of vision, empathy, understanding, self confidence, charisma, a sense of determination and a depth of self knowledge?

Do you know that this isn't something that one needs to be born with but can be acquired in short order? How does one do that you ask?

Well simply by erasing all of the internal emotional impediments to greatness that you were programmed with during your life. These impediments exist as negative limiting beliefs and negative emotions that run amok with your brain, body and life. Examples include:

- ❖ The fear of failure
- ❖ Lack of self confidence
- ❖ Worry
- ❖ Self doubt

- ❖ Feelings of inadequacy
- ❖ Fear of making mistakes
- ❖ Fear of taking responsibility
- ❖ Fear of delegating to others
- ❖ Need to be in control
- ❖ The need to impress others

And so on.

If we look at the consequences of harbouring one of these, say self doubt we can readily see that this will undermine self confidence, create indecisiveness, lead to procrastination, create confusion and loss of focus, will undermine one's credibility and influence and therefore erode one's power to lead effectively.

If one could simply erase self doubt from one's experience the converse would result i.e. one would feel self confident, self assured, at ease, be decisive, have clarity of mind and a clear sense of what needs to be done, able to inspire others and therefore to be a strong and credible leader.

BEREAVEMENT



COM. PARTHSARATHI BEHERA

DOB: 19.09.1966

DOJ: 18.09.1989

DOD: 06.04.2014

Com. Parthasarathi Behera, Asst. Manager was working in our Basudevpur Branch. He died in Joundice. We pray the almighty to let his soul rest in peace and to give strength to the bereaved family.

You miss 100% of the shots you don't take. – Wayne Gretzky

ASSOCIATION IN UNITY IS STRENGTH



The most difficult thing is the decision to act, the rest is merely tenacity. – Amelia Earhart