

Echon Times



EXPRESS YOUR FREEDOM!

As Proud Indian!

"Join Celebration Independence Day by participating in our exciting "Caption Contest".

Share what freedom means to you as a Proud Indian and stand a chance to win a Delicious Cake!

How to Participate:

- Put your captivating caption in the message box below.
- The contest begins on 1st August and ends on 15th August.
 - Only for ECHON employee.

Let your creativity shine and commemorate this special occasion with us. Show the world the true essence of freedom as we celebrate together.

BEST OF LUCK TO ALL PARTICIPANTS!

 **ECHON**[®]
NOW IN INDIA

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"I have been an avid reader and admirer of Indian history, and my thoughts on Independence are deeply influenced by the visionaries of our freedom struggle. Our leaders during the freedom movement not only wanted the Britishers to leave but also sought complete control to draft the future of India for an egalitarian society. Independence, for me, therefore, means having complete control over our choices today to shape the future we desire. In our company, I ensure that values, ethics, and morals are never compromised for profitability."

DR. J.K.TAYLIA FOUNDER | ECHON GROUP

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ECHON Products in Action

Using our Echon products, we have designed and furnished a display kitchen at the factory, as depicted in the attached picture. The integration of our cutting-edge technology and materials has resulted in a kitchen that not only boasts exceptional functionality but also exudes style and elegance.

Furthermore, our commitment to innovation goes beyond just interior solutions such as kitchens. For our export market where weather supports exterior applications, we have a large range of products to offer. To showcase the versatility of our product and its limitless applications, we have constructed a façade of a typical US house using our Echon products – From columns to doors to railings to sidings to windows, everything is Echon.

Echon has over 25 years of experience in PVC/WPC extrusion manufacturing and supplying premier quality PVC/WPC material in India and globally. We have been recognized as a one-stop-shop for interior and exterior solutions. We firmly believe that our new-age and high quality products have the potential to revolutionize the building and design industry, offering unparalleled functionality and aesthetics.



Birthday Celebrations at ECHON

As July comes to a close, we couldn't miss the opportunity to celebrate the birthdays of our amazing employees born in this special month. To make them feel like an integral part of our work family, we organized a heartfelt cake-cutting ceremony dedicated to each one of them.

This gesture symbolizes the strong bond we share and the sense of camaraderie that defines our team. We deeply value the dedication and hard work our July-born colleagues bring to the table, and we wanted to show our appreciation in a memorable way.

To all our July stars, Happy Birthday! May this celebration be a reminder of how much you mean to us and the happiness you bring to our workplace.



Trainings at ECHON

We organized ESIC (Employees' State Insurance Corporation) training for the employees, aiming to educate them about its benefits and the specific times when these benefits can be availed. ESIC is a government scheme that provides social security and healthcare benefits to Indian employees, with the primary objective of offering financial protection to both employees and their families.

During the training, participants were provided with essential information about the various benefits offered by ESIC, such

as medical facilities, sickness benefits, maternity benefits, disability benefits, and unemployment allowances. The training also highlighted the process of extending insurance coverage to eligible dependents.

Through this training program, individuals gained a comprehensive understanding of the advantages they could avail themselves of through ESIC and how they should apply for these benefits. They were informed about the necessary steps to follow when seeking benefits and how to register for ESIC.

By conducting both pre and post evaluations, training feedback session, we sought to measure the training's efficiency in enhancing the participants awareness of ESIC and its benefits.

This ESIC training served as an informative session, raising awareness among employees about their social security rights and the available facilities. It aimed to empower them with knowledge to improve their quality of life and provide them with support during times of need.





How can we adopt technology in HR?

There is a constant need to optimize our operations and improve efficiency in today's fast-paced world. HR's role in managing talent, promoting employee engagement, and fostering a positive work culture is crucial for the success of a company. To stay ahead of the curve, we are working to embrace the power of technology and exploring ways to streamline our HR functions.

Automating Administrative Tasks:

By leveraging technology, the administrative workload of HR can be reduced. Implementing HR information systems (HRIS) and cloud-based platforms that allows for centralized data storage, automated record-keeping and seamless integration of HR functions. This reduces the risk of errors and also frees up HR personnel to focus on more strategic initiatives that contribute to the growth of the company.

Enhancing Recruitment and Talent Acquisition:

At Echon, we understand the importance of attracting and hiring top talent. Technology has revolutionized the way organizations approach recruitment, and we are taking full advantage of it. The HR team can leverage applicant tracking systems (ATS) to streamline the recruitment process from start to finish. By utilizing advanced ATS platforms with artificial intelligence algorithms, candidate profiles can be matched with job requirements more efficiently. Additionally, video interviewing tools can be used to embrace remote hiring, which fosters a diverse talent pool and ensures that we are reaching the best candidates regardless of geographical limitations.



Implementing Performance Management Software:

Performance management is a critical function of HR, and technology can greatly assist in this area. For this, we are working on implementing a system which is based on specialised method of measuring employee's performance like Balance Score card, Management by objective etc., which gives reports that tracks employee goals, objectives, and achievements in real-time. This enhances our ability to align individual goals with organizational objectives, ultimately driving success and growth.

Leveraging Data Analytics:

At Echon, we recognize the value of data in making informed decisions. We can use technology to collect data related to employee performance, engagement, turnover, and more, and conduct predictive analytics to identify high-performing employees, assess flight risks, and optimize workforce planning strategies. The technology intervention will be useful to recognize potential challenges and proactively address them to ensure the continued success of the company.

Promoting Employee Well-being:

At Echon, we prioritize the well-being of our employees. Technology can play a significant role in supporting our employee well-being initiatives. We are exploring ways to encourage our employees to adopt healthier lifestyles, monitor stress levels, and promote work-life balance through apps and wearable devices. Additionally, our R&R and L&D programs are specially designed for boosting moral of our employees to work efficiently.

By leveraging automation, analytics, and innovative tools, we can enhance efficiency, streamline processes, and create a more engaged and productive workforce. Hence we are working towards revolutionizing our HR practices through technology so that we can contribute to the continued success of the company.

