

THE NEWS LETTER

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Director's Message,

Dear Team Members,

As we move forward on our journey, I want to take a moment to reflect on the incredible work we've accomplished together. Your dedication, creativity, and teamwork have been at the core of our success, and I am truly grateful for all that you do. The road ahead is filled with opportunities to grow, innovate, and achieve even greater milestones. While challenges are inevitable, I am confident in our collective ability to navigate them with resilience and

determination. By continuing to work together, supporting one another, and embracing fresh ideas, we can unlock our full potential and make a lasting impact. Our success is not just measured by results but by the culture we create—a culture of collaboration, inclusion, and shared purpose. This is what makes us not only a strong team but a community where everyone has the chance to thrive.

-Shreehari Kalakeri.



Corporate News:

In the month of November, we celebrated World Quality Week 2024 from November 11–15 under the inspiring theme “Quality: From Compliance to Performance.” This theme encouraged us to look beyond regulatory requirements and focus on excellence, innovation, and customer satisfaction.

We are thrilled to share that the week was a remarkable success, thanks to your enthusiastic participation and dedication!

➤ Highlights of the Week

- **Engaging Training Sessions:** Employees across teams enhanced their knowledge and skills in quality management practices.
- **Creative Poster Competition:** A showcase of innovative ideas through visually striking designs. The creativity displayed was truly inspiring!
- **Suggestion Scheme:** A fantastic collection of impactful ideas to improve operational performance and customer satisfaction.
- **Recognition of Excellence:** Star performers and teams who exemplify quality in their work were celebrated and rewarded.
- **Quality Slogans & Visuals:** Eye-catching banners and motivational slogans displayed throughout the organization reminded us of the importance of striving for high performance.

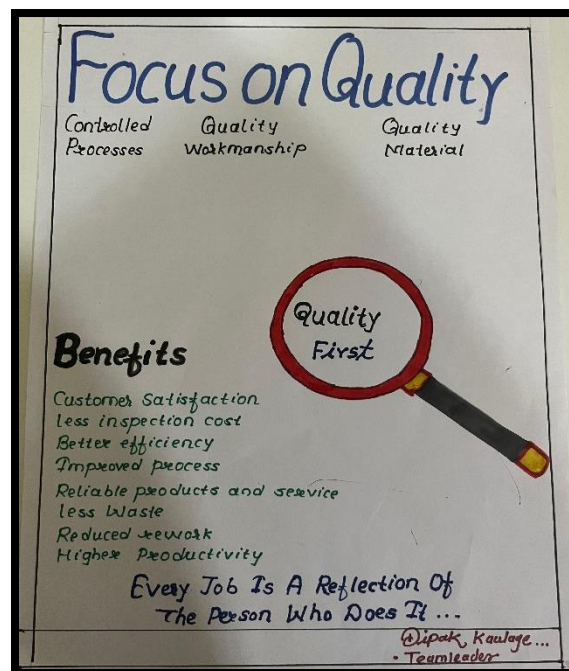
➤ Appreciation and Gratitude

A special congratulations to all the award winners and contributors for their outstanding efforts. Your ideas and enthusiasm helped make this event memorable and impactful.

As we move forward, let's continue to embody the principles of quality in our daily work. Together, we can sustain the momentum built during World Quality Week 2024 and consistently strive for excellence.

Thank you for your unwavering commitment to quality!





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WORLD QUALITY WEEK

THEME
"QUALITY: FROM COMPLIANCE TO PERFORMANCE"

ONE OF THE BEST EXAMPLE FOR BETTER QUALITY

Quality Control Tools

- PARETO ANALYSIS
- FISHBONE DIAGRAM
- CONTROL CHARTS
- SCATTER DIAGRAM
- HISTOGRAM

SLOGANS

1. QUALITY IS NOT VERY EXPENSIVE BUT IT'S PRICELESS
2. QUALITY LEADS EVERYWHERE & NO BOUNDARIES FOR IT
3. QUALITY SETS STANDARDS
4. QUALITY IS NOT AN ACT, IT'S A HABIT
5. QUALITY IS EVERYBODY'S OBLIGATION

IF YOU DO BUILD A GREAT EXPERIENCE CUSTOMERS TELL EACH OTHER ABOUT THAT WORD OF MOUTH IS VERY POWERFULL

POSTER PRESENTATION BY
JAGDISH KANTAMENI

Appreciation given to the employees who have given their outstanding performance for the last month. And also have celebrated the Birthday Celebration (Monthly) at both locations Pune and NCR. Glimpse of the celebrations as follows



Knowledge Sharing (General):

Topic: How Is Artificial Intelligence Impacting the Job Market?

Artificial Intelligence (AI) is more than a buzzword in today's job market; it's a dynamic force reshaping the way we work and do business. As an intelligent technology that enhances and sometimes surpasses human capabilities in areas like decision-making, language processing, and pattern recognition, artificial intelligence is now a staple in many business strategies. Leaders across many industries are leveraging AI, contributing to the growth of artificial intelligence careers not just for operational efficiencies but as a cornerstone for innovation and competitive advantage.

The pace of AI adoption has been striking. According to a PwC study, the pandemic served as a catalyst, with 52% of companies accelerating their AI strategies, and 86% identifying artificial intelligence as a key component of their business operations by 2021. This rapid adoption is epitomized by Frito-Lay's accelerated digital initiatives, condensing five years of progress into 18 months, showcasing the transformative power of AI in a corporate setting.

As artificial intelligence significantly influences product and service development, reinforces corporate values, and provides solutions to complex supply chain issues, it also plays an essential role in the startup ecosystem and equips established companies with tools to manage disruption. However, as we explore further, it's apparent that AI's impact on the employment landscape is multifaceted.

While it brings about efficiency, innovation, and new job opportunities, it also poses hurdles like potential job displacement and the need for adapting skills. This nuanced perspective on AI's influence is key as we explore its diverse and profound effects on the job market, shaping an emerging landscape where technology, artificial intelligence jobs, and human skills coexist.



What Are the Consequences of AI Adoption?

The adoption of artificial intelligence, machine learning systems and robotics, as highlighted by HBR, has led to significant changes in the job market, with both advancements and challenges.

- **The Displacement of Manual and Knowledge Workers:** Artificial intelligence and robotics are reshaping the workforce. Robots, becoming increasingly sophisticated, are now taking on roles from assembly line work to more complex positions like pharmacists and other health care aides. Generative AI technologies are also posing a threat to knowledge-based jobs in fields like coding, robotics engineering, accounting, and journalism.
- **Economic Implications and Job Displacement:** The integration of artificial intelligence and automation into the workforce, particularly in manufacturing, has profoundly transformed job dynamics. The recent pandemic has further catalysed this change, with a PwC study revealing that over half of the companies expedited their AI strategies due to Covid-19 challenges. In 2021, artificial intelligence emerged as a core component in the operations of 86% of companies, as per a Harris Poll. This rapid adoption is shaping new business models and driving the creation of innovative products and services, with 74% of executives expecting artificial intelligence to streamline business processes, and over half foreseeing it spawning new business avenues and products.

How Can We Mitigate the Consequences of AI Adoption?

As we understand the significant impact of artificial intelligence on the job market, it becomes essential to explore effective measures for mitigating its potential negative consequences. The transition to an AI-enhanced economy brings challenges like job displacement and shifts in labor demands, necessitating a multi-faceted approach. Drawing from insights by the Center for American Progress, a blend of regulatory actions, workforce development, and enhancements to the social safety net can help balance the transformative effects of AI.

- **Steering the Creation of AI to Complement Workers:** To manage the impact of artificial intelligence, policymakers should consider directing its development to augment human labor. This approach involves implementing strong worker protections, limiting unwarranted layoffs, in a manner similar to models in the European Union. Banning artificial intelligence practices that discriminate or infringe upon privacy, and promoting worker participation in technology development are key steps in this strategy.

- Preparing Workers for the Adoption of AI: Preparing the workforce for AI integration is essential. This includes investing in upskilling, reskilling, and retraining programs. Policies should support accessible, high-quality reskilling and retraining opportunities, including labor market policies and training partnerships that benefit a diverse workforce. Ensuring that jobs created by artificial intelligence offer fair working conditions and rights to collective bargaining is also important.

Meeting the Needs of Displaced Workers

Addressing the needs of workers displaced by artificial intelligence is another important aspect. Enhancing the social safety net, such as modernizing unemployment insurance

to be more inclusive and supportive, is necessary. These measures should provide adequate time for retraining, similar to practices adopted during economic downturns, to support those affected by technological changes. Implementing these strategies will allow policymakers to manage the transition to an AI-enhanced economy effectively, ensuring that the workforce is supported and empowered through this technological evolution.



Knowledge Sharing (Safety):

Topic: 7 Safety Rules to Follow on the Shop Floor.

When it comes to floor safety in the manufacturing world, the rules are quite simple. In a world where things are rarely black and white, safety for machining is one of those rare cases. It is black and white. There is a right way and a wrong way.

In this post, our experts here at Dake will provide you with 7 simple rules to follow on the shop floor to keep your workers safe and your operation running smoothly. Please keep in mind that all Occupational Safety and Health Administration (OSHA) regulations and guidelines must be adhered to at all times.

1. Implement a Safety Plan and Training.

While the OSHA regulations provide a solid jumping-off point for safety rules, you should always take the time to develop a customized safety plan for your particular shop. While most metalworking facilities follow a similar set of rules, every shop is different.

Perhaps your floor plan requires unique guidelines, or maybe your storage section has its own specific set of rules to follow. Whatever the case is, you should create a comprehensive safety plan and ensure that your entire team is aware of it.

To ensure that everyone on your team is working safely, we recommend holding routine training programs that focus solely on the rules of the shop floor. Proper protocol pertaining to machine/material handling and job functions needs to be clear and concise.

2. Workplace Culture

Keeping your employees up-to-date on safety regulations is just the beginning. Cultivate the right workplace culture and mindset to keep everyone on track and motivated to follow the rules. Safety should be everyone's top priority.

One way to do this would be to reward employees who follow the safety protocols the best. Another example would be to celebrate a safety milestone such as 30 days without an accident. Doing this will serve as motivation to the other workers to complete checklists and follow the shop floor safety rules.

3. Allow Frequent Breaks

We understand that metalworking is a business and that these parts won't make themselves. However, fatigue is one of the leading causes of accidents on the shop floor. A simple lunch break is not enough to keep your employees fresh and attentive.

Metalworking can be quite tedious and monotonous. It can be easy to dose off while performing the same task for hours on end. Allow your employees to take small breaks throughout the day to break up the routine of the production process.



4. Maintain Good Housekeeping

The risk of injury is greatly increased when the shop floor is a mess. Whether metalworking materials are out of place or the floor is wet, accidents can easily occur when good housekeeping is not kept up.

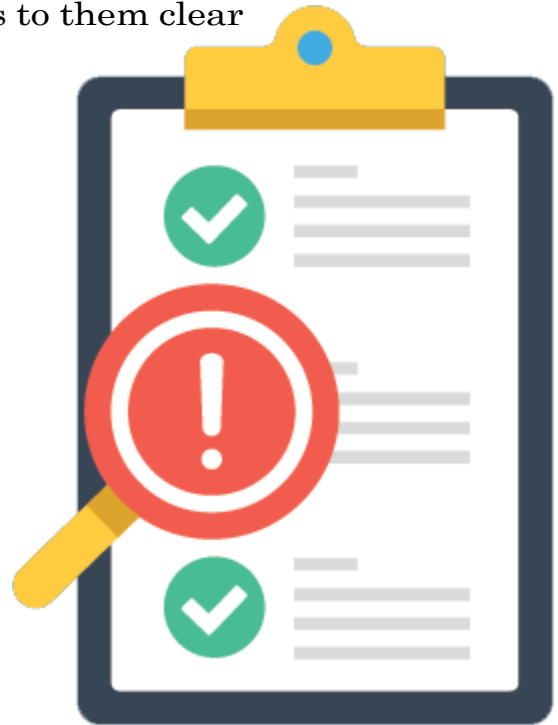
To maintain a clean and organized floor, do the following:

- Keep metal materials organized and stored in a separate area
- Keep the floor dry and clean at all times
- Install warning signs and mirrors where necessary
- Keep all fluids and flammable materials far away from any ignition sources
- Clearly mark fire exits and keep the paths to them clear

5. Maintain the Machines

Metalworking machines are built to last a very long time. However, they must be properly maintained to ensure that they are in good working order. For example, a poorly lubricated machine can lead to accidents and injuries.

To avoid any issues with your machines, always make sure that they are properly cleaned and oiled. If a part needs to be changed or repaired, mark the machine as out-of-service until the appropriate actions are taken.



6. Install Safeguards

While many metalworking machines have safeguards already installed, it's important to make sure that every machine on your shop floor has the appropriate safeguards as well. Here's a handy list of the most common safeguards for metalworking:

- **Automatic guard** – These move at a faster rate than the machine operation, and they are best suited for manually feeding materials into a machine.
- **Fixed guard** – Typically made of Plexiglass, this mechanical guard is permanently attached to the machine and prevents access to moving parts.

- **Interlocking guard** – Designed to prevent the machine from working if it is open, this guard can be electrical, mechanical, or pneumatic.
- **Trip guard** – This guard is typically a frame, curtain, or grid that stops the machine via a brake.

7. Safety Gear

The appropriate safety gear must always be worn on the shop floor. No exceptions. The following safety gear is recommended:

- A helmet with a face shield to protect from heat and debris.
- Non-slip work shoes/boots to prevent falls and protect the feet.
- Heavy-duty gloves to handle sharp or hot metal objects.
- An industrial jacket/coat to protect the skin from chemicals or heat.
- Headphones or earplugs to prevent damage to the ear.
- Anti-fog, scratch-resistant goggles to protect the eyes.