

**Employee reward and recognition:
Key to environment friendliness at GHL Exports!**

Company Profile

Name: GHL Exports Pvt. Ltd.
Address: No 19, Medavakkam Road, Sholinganallur, Chennai - 600 119
Country: India
Established: 1999
Employee: 56
Products: Machines auto components (Gears, Pinions, Shafts)
Customers: Natesans (group Company) and TN Gears

About Enterprise

Natesan Group of Companies (Precision Components and Synchrocones) is a well-known established name in auto-component manufacturing and Wind Energy fields. GHL Exports Pvt. Ltd is part of the group dedicated to manufacturing to Group specifications auto-components for different end-customers such as TN gears, Ford, Simpson etc. Today, the group is consolidating its manufacturing base in selected high-performance units and GHL exports – in view of its strategic location, dedicated and young employees, it is poised to become the hub of activity dedicated for selected customers like Simpson

What ailed 5S Improvements at GHL Exports?

The Enterprise had an ongoing 5S initiative which was not well guided and was being managed in fits and starts. Though it had spacious and well -maintained factory premises, but formal practices, once started, have got diluted. This has been due to lack of attention to detail and only a form of periodic (monthly) audit as well as practices like scoring of certain zones .

How critical was employee recognition?

GHL Exports operating from its current location, was getting ready to receive new and updated machinery for being able to produce additional products and new designs for its customers – thus enabling it to become the preferred site for high-end components of greater precision and accuracy for automotive use. This required many improvements to be implemented quickly and the SCORE program came in handy.

With a small workforce of less than 45 workers, much of the needed initiatives had to be looked after by the same workers who needed to find time to attend to improvements even-while attending to production pressures.

The team GHL took to the task very willingly and like fish take to water. The enterprise management decided to recognize and reward contributing teams and individuals in a novel way: by presenting them with a sapling each for their good work and encouraged them to either plant these at their homes or within the available space in the factory premises so the trees would bear their names forever!

The employees quickly discussed and favoured this approach and wholeheartedly accepted this!



Before “5S”

After “5S”



15 saplings thus planted stands tall now as you visit GHL exports