

E.G. KANTAWALLA PVT.LTD

EAGLE RECKNOR

Introduction



Flashback 1918, Essaji Gulamhusain Kantawalla, then a young entrepreneur, ventured into importing various types of weighing scales from England, France & Germany.

"E.G.Kantawalla" was then a renowned retail outlet, selling weighing scales & measures under the brand "EAGLE" in the bustling by lanes of Crawford Market in Mumbai, India.

The year 1960 was a year of metamorphosis. India discontinued the British system of measuring weight in Pounds & adopted the new Metric system of measurement of weight in Kilograms. This was also the year when E.G.Kantawalla started manufacturing & marketing a gamut of mechanical weighing scales & measures.

In the year 2012, we ventured into manufacturing of Personal weighing scale, Kitchen scale and Luggage Scale. EAGLE scales are sold and serviced in 24 countries around the globe. Every 3 second an EAGLE scale is sold somewhere in the world. We are undisputedly the leading players, when it comes to any and every kind of weighing. Our weighing scales and systems can be found in home as well as professional Kitchens, at your everyday grocer, all kinds of industries – be it micro, SME or a large MNC, Milk Dairies, on the Highways, Railways, Airports yes we are everywhere touching your lives in some way or another.

Introduction



Year of Establishment: 1918

Management by: Mr. Nooruddin Kantawalla

Website: www.egkantawalla.com/eaglescales.in

Initiatives taken over the years



1. Introduced and implemented HA policies in the organisation.
2. Fine tuned the onboarding process.
3. Started inducting the new joiners.
4. Moved from Manual based entries and calculations of Payroll/leaves to a New HA software- Greythr.
5. Identified training needs of our employees through competency mapping and organised Internal as well as external trainings.
6. Started the interdepartment HA meetings
7. Started the Monthly PMS review of the employees.
8. Maintaining the department wise error sheets to reduce the errors and improve productivity

Cont...

Initiatives taken over the years



9. Monthly HA connection with outstation employees.
10. Let's talk HA and employees- to implement a viable suggestions or solutions to the queries and concerns and help team members to be more productive, happy and in tune with the organisation goal.
11. Introduction of Rewards & Recognition.
12. International trips to employees for training and performance achievements.
13. Two Performance Bonuses to employees in a year.
14. Employee Welfare scheme/Employee Group Personal Accidental Policy.
15. Employee Engagement Activities.
16. Provide paid leave to every employee on their birthday

SUCCESS STORIES

HUMAN ASSET MANAGEMENT AWARD

EAGLE HAS WON AN AWARD



EAGLE has been awarded 1st Prize for its excellent overall approach for its Human Asset Management Policies. It is a great honor for our organization to have won this award. We commit ourselves to continue to develop our team members in all sphere's of life.



E. G. KANTAWALLA PVT. LTD.
www.eaglescales.in
www.egkantawalla.com



EAGLE Elite Club



It is a matter of pride for our company to announce an elite club which comprises of team members who have achieved 100% or more of their targets/performances and the club is EAGLE ELITE CLUB .

Membership – the only way to be part of this club is to score 100% or more on annual targets /performances .

Category - Silver, Gold, Platinum

- Validity – for one year



EAGLE Elite Club



Silver Membership

Birthday celebrations with family (a cheque of 4,000/-).
Extra 2 days off -Anniversary day/ and any choice of the day .
Special recognition on the Annual day .
Government Bond worth Rs. 6,000/- in the name of a team member.
No uniform cost for new uniforms.

Gold Membership

Consecutive 2 years to be 100% performer .
200% achievement in an year
Birthday celebrations with family (a cheque of 4,000/-).
Anniversary celebrations with Wife (a cheque of 4,000/-).
Extra 3 days off -Anniversary day and any choice of the day .
Special recognition on the Annual day .
Government Bond worth Rs. 8000/- in the name of a team member.
No uniform cost for new uniforms for two years.

Platinum Membership

Consecutive 3 years to be 100% performer .
300% achievement in an year
Birthday celebrations with family (a cheque of 4,000/-).
Anniversary celebrations with Wife (a cheque of 4,000/-).
Extra 4 days off -Anniversary day and any choice of the day .
Special recognition on the Annual day .
Government Bond worth Rs.10,000/- in the name of a team member.
No uniform cost for new uniforms for two years.

EAGLE Elite Club



NAME	F/Y	ELITE CLUB	BIRTHDAY CHEQUE	GOVERNMENT BOND	ANNIVERSARY CELEBRATION	UNIFORM
SAGAR APTE	2017-18	SILVER	4,000.00	6,000.00		Yes
HEMANT GOUDA	2017-18	SILVER	4,000.00	6,000.00		YES
MAHADEV MUNDE	2017-18	SILVER	4,000.00	6,000.00		YES
SANDEEP A	2017-18	SILVER	4,000.00	6,000.00		YES
SWAPNIL A	2017-18	SILVER	4,000.00	6,000.00		YES
KISHORE B	2017-18	SILVER	4,000.00	6,000.00		YES
R.K PANDEY	2016-17	SILVER	4,000.00	6,000.00		Yes
R.K PANDEY	2017-18	GOLD	4,000.00	8,000.00	4,000.00	YES (for two years)
D.J GALANDE	2016-17	GOLD	4,000.00	8,000.00	4,000.00	YES (for two years)
D.J GALANDE	2017-18	PLATINUM	4,000.00	10,000.00	4,000.00	YES (for two years)

EAGLE Hi-flyer Award

The Eagle Hi-flyer is awarded a 10% of their gross salary every month to the employee who has worked beyond their Job Description and also the measurable benefits to Company is taken into consideration.



EAGLE Regal Award



Eagle Regal is awarded to Lifestyle-General Trade employees for attaining the highest percentage in the daily measurable activity, performed as per their monthly tasksheet.



EAGLE Service Excellence Award



Any employee who are into the customer support / service coordinators & are working at all over India level for E.G.KANTAWALLA Pvt Ltd. will be eligible for this award of Rs. 2000/-. The main criteria for this award is to achieve the maximum customer satisfaction by rendering the best after sales service.



EAGLE Above & Beyond Award



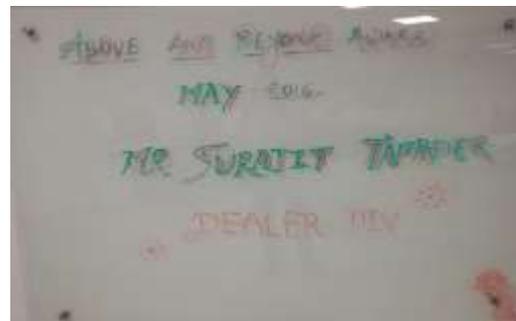
For those who believes sky is not the limit, there is Above and Beyond!!
Above & Beyond a monthly reward of around Rs. 10,000/-.

The Criteria's are:

The Salesperson should achieve 100% of his monthly target.

Highest percentage achieved beyond your given target.

Above & Beyond Gifts for sales team member for the Year -16-17.



EAGLE Spot Award



Spot Awards are designed to recognize special contributions, as they occur, for a specific project or task. Spot Awards are generally for a special contribution accomplished over a relatively short time period. A Spot Award lets employees know that someone has noticed their noteworthy contribution. At the same time, it recognizes and reinforces the behaviours and values that are important at EAGLE.



EAGLE Paid International trips



In, Eagle we motivate the Sales personnel to perform more than 100% of their given target month on month. We have different rewards and recognition to facilitate the achievers for the hard-work and their contribution towards the organisations goal. We bring in new schemes every year to motivate the team. This gives a great boost to every individual to perform better and grab the opportunity to travel abroad and explore places.



Fun At Work

Eagle emphasises that if employees are having fun at work, than they're going to work harder and stay longer. It stimulates creativity and increases productivity. Fun at work increases communication. It is a stress reliever.



Birthday Celebrations



Festivals



Annual Picnics

Eagle organises picnics for the employees every year. All work and no play is guaranteed to make a dull person. Employees don't get to interact with each other on day to day basis, so Eagle ensures that annually through a fun picnic, employees meet each other and interact. Giving employees a chance to get to know each other also gives them a chance to know the value of working together.



Annual Day Celebration

The Annual day celebration is the success of the business organisation on the path of their goal achievement. Employees are facilitated with awards and certificate on their achievement and loyalty towards the company. It instills in them a new kind of freshness and motivation to work even harder towards achieving the goals of the organisation.



Employee Welfare Fund & GPA



Every Quarter a stipulated amount of fund is kept as reserve by the management for employee welfare fund. Employees can avail it for self/ their immediate family members for learning and critical illness.

Group Personal Accident is a policy specially designed to protect the employees from the consequences of unexpected accident. These consequences can be death, disability, etc.



Learning & Development



Learning & Development



EAGLE Contribution towards Society



Attractive Incentive Schemes



We have designed an attractive incentive plan for our frontliners.

The frontliners are given nominal remuneration and very good incentive plan. This has helped the organisation to bring down the monthly payroll cost and increase the productivity.

The incentive starts from 0% and is disbursed on booking. There are two payments going out to the frontliners, one is the salary on the 7th of every month and second the incentives on 22nd of every month.

By this attractive incentive plan we are able to achieve employee satisfaction and better productivity.

Our Dubai Team



Foreseeing the growth and prosperity of E.G.Kantawalla, the company expanded its operations in the Middle East Region and established in 2003, ACCURATE MEEZAN TRADING LLC as UAE's leading industrial weighing, retail weighing, and customized weighing solutions provider.

With our brand name "EAGLE" we provide weighing solutions for analytical weighing, precision weighing, retail weighing, industrial weighing, weighbridges etc. EAGLE offers you a complete weighing range from 0.1 mg to 120 tons to cater to your weighing requirements.

The HA activities for the Dubai operations is handled from India. We organise periodical trainings in Dubai. The salaries are processed from India through our online software.

Our Dubai Team



THANK YOU