



Darwin

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DARWIN KUTUMBAKAM

Dear DP Family Members,

Today our company is positioned to lead as we enter the era of hybrid digital platforms. As I write to you, the world is still experiencing disruption as a result of the global pandemic. What we have witnessed over the past year is an acceleration of digital transformation. Every company in every industry wants to build a much stronger digital foundation to fundamentally change the way its business works. There is no going back. In the next two to three years, we expect to see the digital transformation at a rate that, utilizes all kinds of platforms.

The pandemic was a major wake-up for all of us and as an organization, we stood up to face up to the challenge. That despite all the hurdles which the lockdown possessed, We all as a team left no stone unturned to work from the office and sustain the pace of business continuity as if it was any other day.

Ajay Harinath Singh
Chairman cum Managing Director
Darwin Platform Group of Companies




Dear Colleagues,

I sincerely request you all to participate wholeheartedly in the making of our next series of newsletters starting from October 10. Please put your mind together to write on various subjects, areas of business, events that took place in our organization to make the newsletter the most happening thing at Darwin Platform Group.

Perhaps the most profound and exciting change our clients are experiencing is the adoption of new business models based on digital technologies that are building and creating Newsletters. I hear by request to all senior managers to come forward and contribute meaningfully to make the DP newsletter a very successful platform for sharing company-wide information to both of our internal as well as external ways.

Sundeep R Singh
Group Vice-Chairman
Darwin Platform Group of Companies



ACHIEVEMENTS

SWOT ANALYSIS OF INDIAN RETAIL

RITIKA JAGTIANI



RAJA R CHOUDHARY



REPUBLIC.

FMCG INDUSTRY DISPLAYED SIGNS OF RECOVERY IN Q3 WITH YEAR-ON-YEAR GROWTH OF 1.6%. IS THE GROWTH HERE TO STAY?



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SWOT ANALYSIS OF INDIAN RETAIL



REPUBLIC

RETAILERS PROVIDING UNIQUE CONSUMER EXPERIENCES



GAME

Shining stars at this great extravaganza event in Lucknow

R... (The text is partially obscured and difficult to read in the image)



Dr. Baldev Pratap Singh,
Dr. Gaurav Tej Narayan Singh &
Vijay Harshath Singh-Vice Chairman,
Darwin Platform Group of Companies
shared a moment for the camera.

Ajay Harshath Singh - CMD, DPGC
gratitude meeting with Yogi Adityanath J,
Chief Minister of Uttar Pradesh.

WORKPLACE STRESS

A Silent Killer of Employee
Fitness and Productivity



"Having a job in many ways improves an individual's health and overall attitude towards life." However, many individuals face huge pressure in the working environment that offsets any potential advantages and even represents a danger to their wellbeing.

Numerous specialists report encountering business-related pressure at their positions and this undermines their presentation and wellbeing. A new overview uncovered that about 40% of laborers revealed that their positions were amazingly distressing. In another overview, 29% of laborers announced inclination outrageous pressure in light of their positions.

Stress levels vary between professions and population groups. Some workers are at a higher risk of stress than others. Studies show that younger workers, women, and those in lower-skilled jobs are at most utmost risk of experiencing work-related stress and its attendant complications.

Casual full-time workers, who are likely to have the lowest job control and high job demands are most at risk of job strain.



THE IMPACTS OF WORKPLACE STRESS

Work environment stressors are named physical and psychosocial. Actual stressors incorporate clamour, helpless lighting, helpless office or work format, and ergonomic variables, like terrible working stances.

Psychosocial stressors are, ostensibly, the most transcendent pressure factors. These incorporate high occupation requests, firm working hours, helpless occupation control, helpless work plan, and design, tormenting, provocation, and occupation instability.

Workplace stress influences the labourer, yet it additionally effects organization execution well. The impacts of occupation-related strain are clear in laborers' actual wellbeing, psychological well-being, and conduct.

These impacts happen in a continuum, starting as pain in light of stressors. Pain, thus, prompts raised circulatory strain and uneasiness, which increment the danger of coronary illness, substance misuse, and tension issues.

The effect of weight on cardiovascular illness has been grounded: Studies have shown that working environment stress is a solid danger factor for prefaces to cardiovascular infection (corpulence, high blood cholesterol, hypertension) and of unfriendly cardiovascular occasions, like respiratory failure and stroke.

There is also a growing body of evidence that work-related stress increases one's risk of diabetes. Other physical health problems linked to workplace stress include immune deficiency disorders, musculoskeletal disorders including chronic back pain, and gastrointestinal disorders, such as irritable bowel syndrome.

Workplace stress also has adverse effects on workers' mental health, with an increased risk of anxiety, burnout, depression, and substance use disorders. Employees who are stressed at work are more likely to engage in unhealthy behaviours, such as cigarette smoking, alcohol and drug abuse, and poor dietary patterns.

With these attendant health effects, workplace stress reduces employee productivity, increases absenteeism and presenteeism, increases the number of days taken off work for doctor visits, and increases healthcare costs incurred by employers. Workplace stress is also linked to higher accident and injury rates and higher turnover rates, both of which increase administrative costs.

WORKPLACE INTERVENTIONS FOR REDUCING STRESS

Workplace Interventions for Reducing Stress

Work environment stress is preventable and recognizing the likely wellsprings of stress to representatives in an association is the initial phase intending to them. Compelling mediations for diminishing working environment stress can be named essential, optional, and tertiary.

Essential intercessions include proactive measures to forestall pressure by eliminating or decreasing likely stressors. This degree of mediation centres around the wellsprings of physical and psychosocial stress in the working environment. Instances of essential mediations include:

- Redesigning the work environment
- Providing breaks and nap-times for employees
- Increasing employee participation in decision making and work planning
- Increasing time and resources for completing specific job tasks
- Matching job description with employee skills and qualifications
- Creating clear promotion and reward pathways
- Eliminating physical hazards
- Substituting with safer equipment and technology
- Establishing control measures to reduce worker's exposure to occupational hazards
- Promoting the use of personal protective equipment

Secondary interventions are improving and are focused on developing the ways workers perceive and respond to stressors. These interventions aim at improving worker's ability to cope with stress and detect stress-induced symptoms early. Examples of secondary interventions include:

- Training and education of employees
- Cognitive-behavioural therapy training for workers
- Routine health surveillance - screening for high blood pressure and stress symptoms





ENERGIZING YOUR PEOPLE TO ACHIEVE GOOD THINGS

Your kind may have all the aptitude on the planet however if they're not persuaded, it's impossible that they'll accomplish their actual potential.

Then again, work appears to be simple when individuals are propelled.

Spurred individuals have an inspirational perspective, they're amped up for what they're doing, and they realize that they're putting their time into something that is genuinely advantageous. To put it plainly, propelled individuals make the most of their positions and perform well.

All-powerful pioneers need their associations to be loaded up with individuals in this perspective. That is the reason it's essential that you, as a pioneer and administrator, keep your group feeling aroused and enlivened. This can be quite difficult!

In this article, we'll go over the key speculations, procedures, and devices that you can use to help your kin stay excited about their work.



TYPES OF MOTIVATION

There are two fundamental sorts of inspiration – extraneous and inherent.

Outward inspiration is the point at which you utilize outer elements to urge your group to do what you need. Increases in salary, downtime, extra checks, and the danger of occupation misfortune are for the most part outward helpers – some certain, some less so.

Characteristic inspiration is inner. It's anything but's an individual craving to beat a test, to deliver great work, or to connect with colleagues you like and trust. Inherently propelled individuals get a lot of fulfilment and delight from what they do.

Each colleague is extraordinary, and will probably have various inspirations. Thus, become acquainted with your kin, find what inspires them, and track down a decent combination of outward and characteristic inspirations, so you can rouse them effectively.



MOTIVATION IN THE WORKPLACE

You can't straightforwardly control an individual's advantage in their work. An individual has some duty regarding persuading himself, yet you can energize that cycle by establishing a climate that assists him with getting all the more inherently propelled. People, groups, and surprisingly entire associations can receive the benefits.

Persuaded individuals are exceptionally versatile, especially concerning change, and they have an uplifting perspective at work. They help to spread an association's decent standing, lessen paces of non-appearance, and further develop execution and benefit. They additionally endeavour to accomplish their objectives and work with a more noteworthy desire to move quickly than unmotivated individuals.

7 WAYS TO IMPROVE YOUR PERSONALITY

We presently realize that not exclusively would we be able to work on the character, however, we can likewise foster it in manners we recently didn't comprehend or accept conceivable!

Until as of late it was accepted that character is long-lasting. In 1890 William James the renowned Harvard clinician wrote in his compelling work *The Principles of Psychology*, that character was "set in mortar" by early adulthood.

This view won for longer than a century; in any case, the possibility that character is more liquid has made progress over the long haul. We are currently at where we understand that we have impact and command over which qualities and attributes we need to create or refine.

The personality is the typical pattern of thinking, feeling, and behaviours that make a person unique.

At the point when we say that somebody has a "great character," we imply that they are amiable, intriguing, and charming to be with.



HERE ARE 7 GREAT WAYS TO IMPROVE YOUR PERSONALITY

BE A BETTER LISTENER

Jacqueline Kennedy Onassis was viewed as one of the most enchanting ladies on the planet since she developed the expertise of being an excellent audience. She was known for how she would look at an individual without flinching, hold tight to their every word, and cause them to feel significant. There isn't anything more engaging than having somebody pay attention to you eagerly causing you to feel like you're the main individual on the planet.

READ MORE AND EXPAND YOUR INTERESTS

The more you peruse and develop new interests, the seriously fascinating you are to other people. At the point when you meet new individuals, it permits you to share what you know and to trade your perspectives with them.

BE A GOOD CONVERSATIONALIST

This identifies with the amount you read and know. When you have a lot to contribute, figure out how to discuss it with others. Nobody can find out about or know it all, so it's invigorating to gain from others those things we don't have the opportunity to read ourselves. In the event that you end up being bashful, join a gathering like Toastmasters that urges you to discuss what you know.

HAVE AN OPINION

There isn't anything more tedious than attempting to converse with somebody who has no assessment on anything. A discussion has no place to go on the off chance that you don't have anything to elucidate. Assuming, notwithstanding, you have an unprecedented perspective or contrasting conclusions, you are really fascinating and animating to be with socially (except if you're smarty pants, obviously). An extraordinary standpoint extends everybody's viewpoint.

MEET NEW PEOPLE

Put forth the attempt to meet new individuals particularly those not at all like you. It does not just open you to various societies and elective methods of getting things done, yet it likewise expands your viewpoints.

BE YOURSELF

The following most tedious thing in the wake of having no conclusions is attempting to be something you're not. Trim yourself to fit in, or be acknowledged, normally misfires. Since every one of us is one of a kind, communicating that uniqueness is the thing that makes us fascinating. Endeavoring to be a duplicate of another person crashes and burns, yet in addition, uncovers an absence of validness.

HAVE A POSITIVE OUTLOOK AND ATTITUDE

Who needs to associate with individuals who are negative, gripe a great deal, or have no good thing to say? A large portion of us run when we see them coming. All things considered, be the sort of peppy individual who illuminates a room with your energy when you enter it. Do it by searching for the best in individuals and things. Grin energetically, spread optimism, and breathe life into others with your essence.

