



**“Why I love my Company more than my Job. Here’s my Story!!**

AAPNA and my journey together began 12 years ago. Since then, I have come to love AAPNA more than my job here. Few reasons being:

**Leadership:** I have received constant support from my boss Abhijit Roy as well as my colleagues and teammates. I had recently read somewhere that people do not change companies, they change their bosses. It is especially true as I have not changed mine for several years now.

**Thrill and Excitement** – There is always a thrill and excitement around the workplace. Be it the deadline of an existing project or the first day of a new one, the thrill and excitement is visible on the faces of everybody involved.

**Learning Opportunities** – If anyone wants to learn everything, they need to excel in their professional life; AAPNA should be their choice of a workplace.

**Challenges Galore** – If there is one thing that a professional thrives on, a challenging situation tests their skills and knowledge to the core & brings forth scenarios of learning & recognition. With seniors constantly available to help, overcoming challenges has never been sweeter

When there is so much to gain, why a question of loving the job more than the firm? After all, the company gave all the benefits. A little self-confidence in your skills is enough to offer you employment security, but job empowerment is not always available with all firms. Having joined AAPNA in the position of a Junior Web Designer & has grown into the position of Assistant Vice President – Web Technologies, this is what I think of my firm. Your opinion of AAPNA may vary from mine, but that is okay! No matter what you think about AAPNA, if ever possible, try to work with us you’ll know the difference between being a Team member & an Employee!” –

*Sachin Tangoria*



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## AAPNA NEWS

### SUCCESS STORY



“Continuous Improvement is an integral part of any success Story. To strive in this competitive & fast paced IT world, you need to focus hard & keep trying your hands on the process improvement resulting – **Increased Efficiency, Better Quality, and reduced cost.** It’s a matter of outlook and the way you look at things differently as the majority of changes are small in nature and often required less resistance.

I joined Aapna during Covid-19 situation (back in March, 2020), partnered with the team in identifying the potential areas where we can improve to take the QA service to next level. One of the BIG change/improvement we implemented is – **QA Weekly Dashboard Report.** It was about collating the QA Metrics data coming from all sub-functions of our biggest client, putting everything together in a nice looking Excel format and publishing the report every week for their consumption. When I first shared the thought and the glimpse of the 1<sup>st</sup> cut, the client was really happy to see the progress & the different flavor of the data. After few minor changes in the template, it got finalized and now recently released 14<sup>th</sup> edition of QA weekly report last week.

This report now is - Not only giving QA work visibility to the leadership but also if there is any impediments, potential risks or action items for them.

The reason I wanting to share this success story to all **AAPNANITES** is – No change is BIG or SMALL, till the time its helps you and others to meet any of the above KEY items (i.e. Efficiency, Quality, Cost).

There are 5 crucial aspects of any improvement are -

- 1) It should be based on SMALL CHANGES that are easy to implement quickly.
- 2) The INPUT MATTERS from the entire workforce.
- 3) EMPOWERMENT & WILLINGNESS to make the changes.
- 4) COMMUNICATION.
- 5) CONTINOUS IMPROVEMENTS.”

– *Yogesh Jain*



“I would describe AAPNA Culture as the culture of Ownership (evident by company name meaning our own), Recognition and Inclusiveness. Our clients describe Ownership at AAPNA, as a key differentiator. Ownership is propagated in lot of aspects like HR-Employee, Manager-Reportee etc. and not just client relationship. Team is positively encouraged to own up to failures equally as the successes. Team members used to share both of these in Monthly Town hall and biggest mistake was awarded to encourage the ownership.

A program named “Instant Shabhashi” exists to ensure recognitions are done at any and all levels for the daily small or big achievements. It compliments the Monthly and Yearly awards program very well and encourages productivity and creativity. Senior leadership often seeks inputs from all employees in several critical decisions to ensure that a better and informed decision can be made. Senior leadership including the CEO is approachable by employees at all levels. I would like to congratulate the Leadership on maintaining the levels of AAPNA culture even when we have been expanding quite a lot in recent years.” – *Atul Shakti*

## Commandos Pen “AAPNA Culture”



“About AAPNA culture, its best culture and you will rarely find such kind of culture anywhere. Friendly environment, with collaboration between people of all designation made it generous, where a new joiner also adopt it in few hours. I would really like to thank Mr. Abhijit (founder of the company) to develop that kind of culture that is loved by everyone. People left organization and after sometime re-joined AAPNA again, and this has happened not only once but many times and this proves the great culture of AAPNA.” – **Manish Kumar**



“AAPNA is a great place to start a career. The best thing I like here is the work environment, all team members are very cooperative & helpful, and they engage with one another in a positive way throughout the workday.

Our CEO Abhijit Roy emphasizes employee happiness and work-life balance within the organization. Employees want to be pushed and challenged in the workplace so they can learn, grow, and evolve.” – **Deepak Saluja**



“After being in AAPNA for 14+ years I still feel very fresh when I start my work every day that is just because of the strong culture AAPNA has. AAPNA's culture consists of the values, beliefs, attitudes, and behaviour's that employees share and use on a daily basis in their work. AAPNA is just like you're another family where you share all your happiness with others. New members in AAPNA are so well welcomed that they cherish forever. There are countless appreciations for your every good work which really counts for AAPNA and a morale booster to you. Apart from the core day-to-day work there are lots of activities in place like Fundooo Fridays, Townhall Meeting, festival celebration (Diwali/Holi etc.) in office, indoor/outdoor activities – they all rock!!!”  
AAPNA is a fun place to work.  
Everyone in AAPNA cares about each other.  
AAPNA is a great place to learn and grow.

Few key attributes of a strong AAPNA culture -

- 1) Respect/Fairness
- 2) Trust/Integrity
- 3) Teamwork
- 4) Employee Engagement/Recognition
- 5) Learning Opportunities
- 6) Communication
- 7) Goals/Strategy
- 8) Transparency”

– **Biswajit Sur**



“At AAPNA my motto as a team player is/will/always be 'No Man left behind'.

At AAPNA we have a strong bond between the employees held together by 'collaboration', 'supportiveness' and 'respect'.

A comfortable workplace with inviting environment. We march together through Career development trainings to enhance productivity, performance and engagement.” - **Shyam Sunder**



“My experience in Aapna has been really different from my previous organizations. It's been a decade working with Aapna, In AAPNA great balance between work, fun and life, even during the pandemic phase is maintained. I think all these factors motivates me to work harder & better.

For me being a Aapnaite means having the opportunity to be something more than an employee. There is a possibility for you to grow as a person and grow your career endlessly.

Besides the obvious focus on opportunities for growth, Aapna also emphasizes other elements like flexible schedules, competitive compensation, and bean bags, smoothie bars and everything else that makes the office a happening place with a welcoming environment.

We have learned here to enjoy and celebrate all festivals together like a family, no matter of any cast and religion. Aapnaites always honor and respects each other, irrespective of age and experience.” – **Rohit Tanwar**



“A Reel to the past...”



## Rewards & Recognitions

Let's take a moment off to congratulate our new monthly heroes:

**WARRIOR OF THE MONTH – Vineet Tyagi** – For receiving maximum Instant Shabashees in last town hall for his Multiple new initiative on AAPNA Front.

**AAJ KA BAZIGAR: No Reward for August 2020**

**SPOT TEAM AWARD – Decisions Team( Ankur Rajput & Robin Kumar Singh)** for for having successfully completed Professional Certification, and doing a good job on client project, as well as jumped into new client requirement.





## KNOW YOUR CREW



**MOHIT VALECHA**

"I am having 5 years of work-ex in QA, and I have been designated as Sr. Consultant. My area of expertise are in manual as well as automation testing. **Hobbies** – Driving Cars, playing cricket **Interests** – I am a foodie. I might be formal at times but that's not my attitude. It takes a while to blend in but as far as my experience goes with AAPNA, people I came across are awesome and helpful."



**SANJAY KUMAR**

"I have around 4+ years of working experience as Administrative position and around 11+ years of experience in the IT field. I can say that I have good knowledge of Core PHP, JQuery, Mysql, Postgresql, Sql server, RHEL, Centos and Windows servers too. **My Hobbies/ Interests are** "I like to play football, cricket." I am a very simple, loyal and hardworking person by nature, who want to make good relation with others and like to help others in any manner as possible from my side if needed. I never give up n try hard to achieve my target "



**SYED ZEESHAN AHSAN**

"I started out my career as a QA engineer in the year 2013. Since then I have been working on different Domains like Retail, Banking & E-Commerce.

**Hobbies being** - is to Learn New technologies and I spent Time in gaining knowledge in History.

I'm a people-person. I love meeting new people and learning about their lives and their backgrounds. I can almost always find common ground with strangers, and I like making people feel comfortable in my presence."



**NITESH PURI**

"I am Nitesh Puri, A postgraduate in computer application (MCA). I have 17+ years of progressive leadership experience with bottomless approach in Technology.

**Hobbies being-** I enjoy playing sports like badminton and swimming. I have represented my school in both district and inter-school level tournaments I am passionate about my work."



**Simranjot Kaur**

"I have joined AAPNA as Consultant. I did my schooling and graduation from Ambala, which is my hometown. Then I did my Masters from Guru Nanak Dev University, Amritsar. **Hobbies** are Cooking. I am happy go lucky go types. I am Sikh which means "Seekh" i.e. "to learn" so I keep learning and keep motivating myself because I believe no one can motivate if you do not want to do it"



**Leena Singh**

"I worked for 3 yrs. In Noida and then moved to Pune. I am having 4.4 yrs. of exp in Functional/Manual Testing.

**Hobbies:** I am really in to Travelling. As soon as I finished my studies and started my job, I started travelling to different places. Among all the places I travelled, the most I enjoyed was being in the mountains.

I also practice Advance Yoga.

I am an easy to go person. I connect with people easily. I believe in lifting up each other, help each other to becoming a better person."



## Birthday Scouts

Wishing a very happy and blessed belated birthday to all AAPNAites whose B'day has fallen in August, 2020 ☺

- Chandan Singh
- Shakti Prakash
- Akshay Gupta
- Atul Shakti
- Shikha Mathur
- Devendra Shokhanda
- Susmita Roy
- Nitesh Kumar
- Amit Mittal
- Jagan
- Sanghamitra Roy
- Sumit Kr





## HRD on AAPNA Culture-

AAPNA culture is WE CARE.....

Its

- Employee centric,  
- Customer focused,  
- Transparency across all levels.

- Rewards & Recognition

- Learning & Development

- Friendly Environment,  
- Open-minded.

We have respect for every individual, Great place to work and supportive colleagues. We follow an approach of Open Door policy. "To handle yourself, use your head; to handle others, use your heart"-Eleanor



## Upcoming Events

- **Fundoo Friday 4 September, 4:00 p.m.**

Get ready for fun time with aapna bandaaz – bindaz bandaaz

- **Fundoo Friday Part II 11 September, 4:00 p.m.**

Get ready for fun time with aapna bandaaz – **COMPANY POLICIES QUIZ**

- **Fundoo Friday Part III - 18 September, 4:00 p.m.**

Get ready for fun time with aapna bandaaz – **Tambola Evening**

- **Town Hall - 25 September, 4:00 p.m.**

The reward and recognition time for all the hard work, team connect and few surprises.

- **AAPNA Virtual Party – 26 September, 08:00 p.m.**

Insights – Bring your own Ganney ka juice/Virtual Dinner/Party/ Family Connect and lots of Surprises.....

Dear all, we sincerely thank you for your efforts that you put in taking our Commando Unit forward. We hope, in future, we shall continue this active participation binding a age long relationship.

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**AAPNA Infotheek Pvt Ltd**

**Lasting Relationship – Technology – Extreme Quality**

The only difference between an Army and a Commando is Organization – Journey of AAPNA..... Food for thought for next Edition