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Motivation α Benefits in AAPNA



Like a Panda or a sloth, our default mode is not to remain passive, with due respect to these cute creatures! As humans, we are born to strive, to want, to keep moving forward, to learn, unlearn and relearn, to achieve what we desire!

Motivation is one such fuel – that is based on the premise – ‘What is in store for me?’. Even as kids, we were keen to know what we would get on finishing another page of writing or behaving decently at a family get together – is not this from the very foundation of our existence!

Motivation is directly proportional to benefits and the magnitude of your motivation drives the zeal, efforts, and passion of achieving the benefits you deem valuable!

AAPNA, to me, is not like a usual organization – There is something that drives people here, beyond benefits and that is – Inspiration! The vision, the journey, the struggles, and the place where we stand today, grounded yet strong, makes us stand out from the rest! The unseen compassion, the continuous efforts to improve and to make a difference at all levels, fuels my motivation to strive and take AAPNA to new heights of happiness quotient of its commandos!

Offering the benefits of work from home, flexibility, understanding, the sense of belongings, the enhanced personal and professional growth while, holding onto the deliverables at the same time, prepares me each day to contribute more than yesterday!

- **Priyanka Khatter**



Motivation and Benefits are like happiness and peace. Every positive motivation leads to personal and organization growth and success. Recently, I got an appreciation from our client Niswey for achieving a target within a tight deadline and that too in an efficient manner. This is not the only appreciation I received over the years I joined AAPNA. What I want to convey here is every time we receive an appreciation for a job done well, it’s the real motivation for me to work harder and smarter to achieve something that even I did not dream earlier to achieve. Appreciation is the constant push we all need in our lives to drive us to perform better, to learn new things and achieve newer heights. That is what motivation does to you brings real happiness and energy to achieve bigger things in life...

- **Deepak Saluja**

Motivation \propto Benefits in AAPNA



We all know the power of motivation. Motivation becomes the fuel for the life which helps you achieve your dreams. Motivation is often the result of action. So, I must say here at AAPNA each & every action is taken keeping in mind of AAPNAites benefits, which result in High Motivation. AAPNA HR Team comes up with new & fresh ideas every week to keep the momentum high & make AAPNAites feel connected. On top of that they deliver goodies at their place to motivate them as well as others.

AAPNA never miss an opportunity to recognize the AAPNAites & for this only we have been consistent in conducting our Townhall Meet no matter its online or offline. At this platform everyone's contribution is recognized very well & they are awarded too.

Indeed, by motivating us AAPNA teach us how to be focused and have great confidence in our own abilities. To bring out best, the person should be highly motivated & AAPNA knows this very well.

- Preeti Joshi



Self-motivation is what drives you to complete your various day to day tasks and duties efficiently.

It helps me in building awareness of my intent for completing tasks. I feel a sense of satisfaction and pride in myself when I successfully complete my task which further motivates me to complete more tasks.

It is exceedingly difficult to focus on anything when you are lacking Self-Motivation. Every day is full of difficulties, so you got to keep yourself Self-motivated to face all those ups and downs and focus on your goal.

Take example of the chess tournament that we just conducted, I had this idea from a very long time, but I kept forgetting it because of my other tasks. But finally, we finished this tournament on a very good note and the feeling of satisfaction after successfully completing it was just amazing.

A big shoutout to the HR department here at AAPNA, for organizing various programmes to keep COMMANDOS motivated which is very important for the company as well as the AAPNAites.

-Rahul Sangwan



Higher productivity levels

AAPNA encourages people to work productively and promotes higher job satisfaction.

More innovation

AAPNA appreciated and supported all team members who want to take any challenge and innovate the idea to resolve the issues within stipulated time. Moreover, our managers recognize what benefits motivate to their teams who produces the best results.

Lower levels of absenteeism

AAPNA acknowledge the importance of motivation in management, accept that leaders get the best out of their teams when they are supportive and not critical. Our managers care about their team's workload and wellbeing, therefor absence levels are quite lower as resources feel less stressed and overwhelmed.

- Manish Gupta

Motivation α Benefits in AAPNA



Motivation is an action or word which influences others in terms of culture, work, behavior, etc. It is derived from the word motive, which means a need with required satisfaction. The role of motivation is extremely high in any organization or workplace.

How is my motivation propelled at AAPNA?

1. Set frequent clear targets

You obviously have big targets that you want to hit as a company, but smaller goals are the key to motivation. All goals should add to the overall target but breaking this into more attainable chunks feels less overwhelming. If AAPNAites are frequently hitting targets, the feeling of satisfaction grows and will act as a great motivator to continue to the next set of goals.

Here, In AAPNA, with the help of Gurukul, I have set my targets in the form of Trainings and Certifications, which motivates me to continue reach higher goals.

2. Recognize and reward great work

AAPNAites need to know that their managers appreciate their hard work. Giving well-deserved recognition not only increases self-esteem but also enthusiasm and team morale.

I feel privileged to be AAPNA Commando as my hard work / sincerity is paid off almost every month by celebrating star performer that embody AAPNA's values as these Rewards and Recognition are good promoters of motivation and job satisfaction.

3. Give your team autonomy

Time is precious. So, when we don't feel in control of our time and energy, motivation levels can really drop. Allowing for some elements of freedom in the workplace, whether that's flexible working hours or unlimited time off, demonstrates trust from leaders to AAPNAites. This adds motivation, as the satisfaction of a job well done comes with the feeling that they were in control and did it on their terms. And AAPNA takes care of these very well.

4. Create a welcoming work environment

No one wants to sit in a gloomy office and desperately wait for home time every day. If workplaces create a friendly culture, with areas for rest and play, AAPNAites will look forward to coming into work.

The saying 'work hard, play hard' is important here. As motivation and mood go hand in hand, a poor mood can affect the ability to concentrate and will lower the feeling of energy in the workplace.



"Motivation reflects something unique about each one of us and allows us to gain valued outcomes like improved performance, enhanced wellbeing, personal growth, or a sense of purpose.

If I talk about my life, then WFH has proved to be an exceptionally good motivation for me as I am a married woman, and it is not possible to relocate continuously. Corporate life and home life are not easy to handle. Hence, this was an excellent opportunity for me to get motivated. It has given me multiple chances and opportunities for my further growth. So, I want to say that sometimes a small opportunity can motivate someone very well depending on their condition. I really appreciate AAPNA Infotech for such a great culture of "WORK FROM HOME".

#aapnainfotech #benefits
#motivation #WFH".

- *Sonil Shrivastava*

In AAPNA, I am really blessed with well-organized and friendly team in all the departments like HR, DEV, QA etc. that take cares of each other's mood by organizing Chit Chat with CEO, Coffee Meets thrice a day, FUNDOO FRIDAY, WOW Wednesday etc. and make working environment as full of energy.

5. Offer impressive benefits

AAPNA makes everyone feel that they are working in the best place they can be. Offering us benefits and perks, such as the wide range available through our perk's platform, and fringe benefits that aim to make your people's lives better both in and outside of work, helps to boost the mood and sense of loyalty to the company. I am much obliged to work at AAPNA.

6. Encourage teamwork

At AAPNA every person is a collaborator. If anyone stuck in any task/process for which deadline is to be met, others in the team are ready to pitch in and help.

Collaboration between teams in the company allows ideas to be developed further. Working with those having different skill sets will, in turn, create more innovative results.

7. Support AAPNAites wellbeing

When organizations are implementing motivation strategies, they often overlook wellbeing.

But in AAPNA, apart from perks and other rewards, personal wellbeing is taken care. Leaders/ Managers addresses teams' mental, emotional, and physical health is a fantastic way of keeping them healthy, happy, and at the top of their game.

- Priyanka Gurnani

TEAM CONNECT



“A Reel to the Virtual World...”

TEAM SPOTLIGHT



Rewards & Recognitions

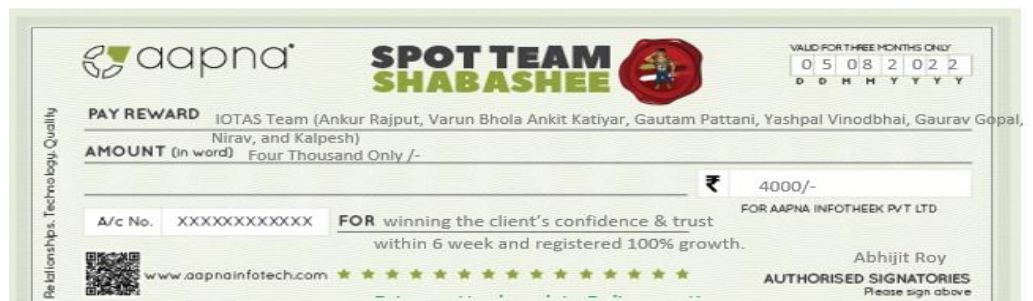
Let us take a moment off to congratulate our new monthly heroes:

WARRIOR OF THE MONTH –Kavita Shah– For good job in taking L&D to the next level.

AAJ KA BAAZIGAR-

Anil Garg, Hardik Shah, Pritesh Naik, Rupam Shrivastava, Ravi Sharma and Harish Mopuri.

SPOT TEAM AWARD – IOTAS TEAM- For winning the client’s confidence & trust within 6 week and registered 100% growth.



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**Eti Singhal**

I am Eti joined as a Senior Consultant here. I have done B. Tech in Information Technology and have 10 Years of experience in Manual and Automation Testing. I am a smart worker and self-motivated person who is not afraid of taking on challenges. I am passionate about my work, and I know how to smartly and efficiently get the job done. I am an Open and Honest person who does not believe in misleading others and tries to be fair in my activities.

**GP Captain Shailesh Mithal**

I did my Engineering in Computer Science & Engineering. Even being Computer Science graduate, however, I had a dream to join the Indian Air Force. In 1989 I joined IAF as an Aeronautical Engineer and have retired recently after putting in appx 33-yrs of service. I look forward to collaborating closely with all Commandos at AAPNA. I have been assigned the responsibility of a Team Leader. I have spent 33 years in the IAF. The values and culture of the defense forces are deeply ingrained in me. I am compassionate to the needs of people around me and believe that no one person can run an organization – it is the team that takes it forward. I am open to suggestions and discussion without any bias. I look forward to the support from all AAPNAites to help me discharge my responsibilities in a befitting manner.

**Pallavi Sharma**

I am Pallavi Sharma from Hoshiarpur, Punjab, associated as a UI/UX designer. I have 6 years of rich professional experience working in the industry. Overall, I have worked in three agencies till now as a designer & developer. Graduated in Bachelor of Technology (IT) from Punjab Technical University and have completed my Master of Technology in Computer Sciences last year itself. I have a creative spirit and creativity makes me happy as design impacts & captures the mood of people. I am excited to start my journey with the AAPNA Infotech team to stretch, learn and pursue my design journey further along with the team.



Birthday Scouts

HRD Column

Motivation & Benefits go Hand in Hand!

What is in for me? Doesn't that sound like a typical question we all ask when given the opportunity! The dedication, and commitment of an AAPNA commando, towards fulfilling his duties and going beyond has taken AAPNA to newer heights, and where it stands today! To bring more cheers in the life of AAPNA Commando's we are happy to introduce various special benefits to keep up the momentum!!! Like,

- Paternity Leave
- New Father Fund
- Mental Health App Subscription (Coming Soon)
- Bonus Through Time Off
- Loan (RBA)
- Paid Holiday for 5 Best Performing AAPNAites (For Band 3 & 4)
- Leader Team Connect
- Other Ongoing Allowance

Furniture, Training, Books
To read more refer to the HR Policy of AAPNA at HROne. We strive to be the best at what we do, and keep raising the bar for ourselves. We are committed towards deliverable at work and at the same time we chill and have fun with family and friends via these perks.

Cheers to all 😊

Birthday - July

Sonil Shrivastava – 3rd
 Om Prakash Kushwaha- 10th
 Shivam Kumar Singh- 13th
 Naazia Ambrin - 17th
 Isha Koul - 18th
 Raviteja Tirumala – 20th
 Jatin Mangla - 2st
 Avinash Yadav - 25th
 Kabita Chiral- 31st



Upcoming Events

• WOW Wednesday 3 August, 5:00 p.m.

Get ready for fun time with AAPNA bandaaz – Identify the object

• Fundoo Friday 12 August, 5:00 p.m.

Get ready for fun time with AAPNA bandaaz – Bollywood Puzzle

• Fundoo Friday 19 July, 5:00 p.m.

Get ready for fun time with AAPNA bandaaz- Guess the Rishta

• Town Hall - 26 August, 5:00 p.m.

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

AAPNA Infotheek Pvt Ltd



Lasting Relationship – Technology – Extreme Quality

“Leadership is the capacity to translate vision into reality” -Leaders@AAPNA-Food for thought for next Edition