



RAMA's anubhav

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Dear TEAM,

First of all, Thanks Team RAMA for giving me this opportunity. At the outset, hearty wishes for a very Happy, Prosperous and Joyful New Year to all of you & your family Members! The year 2020 gone by has been a tough one for all of us. We all know 2020 was a year like no other, so you deserve the new year full of healing, joy and some excitement. New year brings new Hope, positivity and motivation and most importantly New chance to start the things Afresh. 2020 felt like the longest year of our life, but was also a rollercoaster that speed by for others. Thankfully, 2020 is finally over and while we don't know what to expect in 2021, there's definitely a lot to look forward to..

1. Visiting Family & Friends

Before 2020, we took for granted how special it was to see our family & friends and hug them. For some, it may have been months since you've been able to do so. Regardless, when you're able to embrace your loved ones again in 2021, it'll be that much better.



FYI: Hugs release oxytocin, a bonding hormone and other happy hormones like dopamine and serotonin.

2. Health & Immunity

Before we can see our families & friends, we need protection from

Covid-19, don't we. With vaccines slowly rolling out around the world as more countries green-light them for distribution, it could be up to half a year before things go back to 'normal', but it will be Worth the Wait.



3. Sports & Entertainment

Tokyo Olympics: Initially put on pause because of the global pandemic, the Tokyo 2020 Olympics is now scheduled for July 2021 and will run to August 8. It won't be like the previous Olympics. The International

Olympic Committee says it will be "simpler" and "more restrained."

T20 Cricket World Cup: Cricket is coming back, after being postponed from 2020. Specifically, the International Cricket Council's Men's T20 World Cup will restart in India in autumn. **UEFA Euro championship:** Held every four years, it was supposed to be held in 2020, and a special one at that, marking its 60th anniversary of the contest. Instead of being held in one country, the games will take place in 12 countries from Spain to Russia.



TV shows & Movies: If you've love Binge watching, you'll celebrate knowing a major line-up of new shows coming out this year on Amazon, Netflix & Hotstar & other OTT platforms. TV shows aside, 2021 will see a ton of new movies.

4. A new US president, finally

After four years of Trump, a new presidential inauguration is going to be historic. All eyes will be on the US in January when Joe Biden assumes the presidency to see how he performs. It's significant



because US policies have such a big impact on countries around the world. Kamala Harris is also set to make history as the first woman and first woman of colour to be vice president.



5. Travelling and Gatherings

If you're like most people, the most exciting thing you've seen last year was anything outside your home. As the risk of travel decreases, maybe we'll get a chance at that long-anticipated vacation. At this point though, many of us would settle for a nice, safe big gathering of Family & Friends.

- Mayur Chandak



A change in labour laws is taking place for the first time since independence, with workers getting assurance in terms of wages benefit and job security. The union government has codified into four main codes the industrial code 2020, Occupational and safety security code 2020, Code on social security 2020 and codes on wages 2019.

Code on Wages

Wages-

Means all remuneration whether by way of salaries, allowances or otherwise, expressed in terms of money or capable of being so expressed which would if the terms of employment, express or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment, and includes, — a) Basic pay; b) Dearness allowance; and c) Retaining allowance, if an

• Fixing the minimum wage

In line with the Minimum Wages Act, 1948, this Code prohibits employers from paying wages less than the fixed minimum wage to its employees.

• Overtime

Employees would be entitled to 'overtime wages' which will be at least twice the normal rate of wages.

• Payment of wages

Wages can be paid in multiple modes such as coins, currency notes, cheque, bank account credit or electronic modes.

The employer must set a wage period as either daily, weekly, fortnightly or monthly.

• Deductions

Deductions (not exceeding 50% of total wage) from an employee's wages may be made on grounds including fines, absence from duty, accommodation provided by employer or recovery of advances given to employee, among others.

• Determination of bonus

Employees will be entitled to an annual bonus in case their wages do not exceed a specified monthly amount. Currently, under the Payment of Bonus Act, 1965, this amount is INR 21,000.

The annual minimum bonus will be at least 8.33% of the wages, or INR 100, whichever is higher.

• Applicability

No wages threshold as against INR 24,000 in the current Act

All establishments covered as against specified industries/factories under the current Act

• Rest day / Normal working hours



Rest day for every period of seven days Rules to specify the hours of work which would constitute a normal work day

Normal working day to comprise of 8 hours of work with an aggregate rest period of 1 hour

Work day inclusive of rest intervals not to spread over more than 12 hours on any day

• Manner of calculation of minimum wages

Broadly, 6 criteria have been prescribed on which minimum wages is to be calculated

Standard working-class family to comprise of 4 members equivalent to 3 adult consumption units.

Yardsticks for food, clothing, shelter specified

Expenses on utility, healthcare, education, recreation etc. factored

Occupational Safety, Health and Working Conditions Code, 2020

• Definitions

The definition 'Factory' has been expanded to 20 workers for premises where the process uses power and 40 workers where the process uses no power



Provisions of Code pertaining to contract labour would only apply to establishments involving 50 or more contract laborers.

- **Licenses and registration**

New Establishments covered by Code must register themselves (within 60 days of commencement of Code) with registering officers, appointed by appropriate government.

Establishments already registered under any other Central Law would not be required to register again.

- **Duties of Employers**

Issuing appointment letters to employees

Ensuring a workplace that is free from hazards that may cause injury or disease

Providing periodical health examination to employees in notified establishments

- **Safety and welfare provisions**

The employer is mandated to provide a hygienic work environment along with adequate ventilation, sufficient space to avoid overcrowding, potable drinking water, arrangements for separate washrooms for male, female, and transgender workers, etc.

- **Working hours**

Appropriate government is empowered to notify working hours for various classes of establishments and employees. For overtime, prior consent of workers is required along with overtime wage.

Female workers may work past 7 pm and before 6 am only with their consent, as prescribed by appropriate government.

- **Leaves**

No worker in an establishment will be allowed to work for more than six days a week, except as provided for by Code.

Every worker shall be entitled to one day of leave for every 20 days of work per calendar year.

- Ganesh Venkateshwaran





Enterprise resource planning systems have become an essential part of many organizations that manage their business functions in a centralized and integrated way. The data entered in ERP systems are stored in a common database which allows all departments within a company to have access to the same information. This data stored in the ERP system allows businesses to organize this data, analyze it and create reports that can help the business with decision making in their day-to-day operations.

Two major contenders in the ERP systems platforms market are SAP ERP and Dynamics 365 for finance and Operations. Both platforms are very powerful but below I will share 5 reasons why Microsoft Dynamics 365 for finance and operations has been the ERP system many organizations have already selected.

1. Lower Implementation Costs

Implementation costs are always of grand importance when selecting the system to use in your business. Every company is looking for a system that can accommodate their needs but at the same time can help them stay in budget. Implementing a system like SAP ERP can cost anywhere from \$500,000

to \$2,000,000.00 for a medium sized business.

2. Usability and Integration

When talking about usability every business needs a system that will not only cover their basic needs but will also accommodate any advancements that may occur with time. Another aspect that is of great importance within ERP solutions is the level of integration of the system. ERP systems need to work well with other applications either for internal business needs or when dealing with outside entities with which data needs to be exchanged.

3. User-driven Extension

Dynamics 365 has taken a step forward here by allowing users to build their own mobile apps using a drag-and-drop interface that does not require advanced programming skills (PowerApps). On top of this, D365 gives the user the ability to make modifications in the system using Microsoft Flow. Flow is a cloud-based software that will help you create workflows that use third-party solutions. For example, let's say that your company is interested in collecting the social media data to help improve marketing. Flow will allow you to create a workflow that can collect this data from social media and aid

your marketing department develop a plan to improve the overall customer satisfaction of your brand.



4. Artificial Intelligence (AI)

Both SAP ERP and Dynamics 365 have AI solutions integrated within them. For example, SAP has the use of bots to simplify or automate many manual tasks within the system. Nonetheless, Microsoft Dynamics 365 has taken this a step further allowing the system to do things like the following:

- Process transactions and manage inquiries
- Deal with multiple languages
- Handle and apply several compliance controls
- Process and manage e-mails

5. Cloud Strategy

Over the years SAP has invested heavily in a cloud strategy but has been unsuccessful in keeping up with the industry in delivering a disruptive ERP cloud strategy. SAP



has also been minimally successful in responding to the increased demands for technology that supports business strategies such as social CRM and customer experience. They did release “Business by Design” as a cloud solution but this product has incurred in severe go to market mistakes and poor market acceptance.

On the other hand, Dynamics 365 offers a completely cloud based solution that allows the user to connect and work with D365 anywhere in the world if they have an internet connection. This cloud-based strategy gives the users the ability to have their company’s information at their fingertips allowing them to tend to urgent business issues whenever they occur. D365 has also extended this cloud-based strategy to their Customer Engagement solution. The Dynamics 365 Customer Engagement Solution is a CRM solution that can help drive sales

productivity and improve the value of the marketing efforts through social insights, business intelligence and campaign management.

In conclusion, selecting the correct ERP solution can be a difficult task for any company, but it is a very important step towards the future of your business. That is why you

should assure yourself that you are selecting a cutting-edge ERP software that will fulfil your business needs but will also provide the opportunity to evolve your business as the market continues to change.

-Praveen Mishra



Hospitals charges fees for various services provided along with medical and consultancy service provided by doctors such as nursing care, infrastructure facilities, paramedic care, emergency services, checking of temperature, weight, blood pressure etc. Also, it hires senior doctors/ consultants/ technicians independently, without any contract of such persons with the patient; and pay them consultancy charges, without there being any employer-employee relationship.

Health care service has been defined to mean any service by way of diagnosis/treatment/care for illness, injury, deformity, abnormality or pregnancy in any recognized system of medicines in India in the notification no. 12/2017 CT (R) dated 28.06.2017.

Since the service provided by the doctors hired by the hospitals whether employee or not are health care services which is exempt under GST in the notification mentioned *ibid*.

Health care services provided by the clinical establishments will include food supplied to the patients; but such food may be prepared by the canteens run by the hospitals or outdoor caterers maybe outsourced.



When outsourced there should be no ambiguity that the suppliers shall charge tax as applicable and hospital will get no ITC.

If hospitals have their own canteens and prepare their own food, then no ITC will be available on inputs including capital goods and in turn if they supply food to the doctors and their staff; such supplies, even when not charged, may be subjected to GST.

Since Food supplied to the in-patients as advised by the doctor/nutritionists is a part of composite supply of healthcare and not separately taxable. Other supplies of food by a hospital to patients (not admitted) or their attendants or visitors are taxable. Therefore, the foods supplied to the doctors and staff will be subjected to tax.

-Ajit Jain



Criticism - one of those words that itself looks to be negative and giving a feeling like being pessimistic and unwilling to accept or making a massive disagreement. But to everyone's utter surprise it's not like that. It is somewhat different from what people perceive.

ALL of us have been criticised, sometimes unfairly. We have all criticised others at one time or another. To be critical is human. To criticise is to pass judgement on something or somebody out of our personal interpretation of what is good or bad. Some are better than others in this business of offering criticism.

We know the odd individuals among us who criticise everything and everybody. They probably have a bloated self-image, thus appointing themselves as the ultimate judge of everything human. Their constant whining criticism probably stems from their need to assert their sense of superiority. It is often an inferiority complex working in reverse gear.

We have been told often times to make constructive criticism, and avoid negative criticism. What is the difference between the two?

Negative criticism is made out of spite, to put down or demonise the party or thing being criticised. Sometimes, it is made out of



good intention, but from the perspective of prejudice or ignorance. The best negative criticism may point out a problem that everybody knows about, but it offers no solution.

As Benjamin Franklin once said, "Any fool can criticise, condemn and complain, and most fools do."

Constructive criticism is born out of genuine concern or even love for the person or thing criticised. The best critics are those who have knowledge and experience in the subject matter, and have given long and careful thought to the matter at hand before they even open their mouth.

A constructive critic will foresee a problem before anybody else does, and he will also offer options and solutions towards solving the problem. He may even be ready to offer his service towards solving the problem. A leader in any field must also be a constructive critic.

A good critic will always be courteous in his manner and language, so as not to antagonise other people. His intention is perhaps to encourage and stimulate healthy debate and promote common understanding, and so he will avoid totalitarian absolutist condemnation. In short, good criticism must start on a humble standpoint.

The most common form of criticism is probably political criticism. With so many dramatic events unfolding on the national and local political stage, everybody is a political critic in the privacy of his skull. We watch public events quietly, and we make judgement in our hearts. All those private judgements will evolve into a firm political opinion that will determine how we vote one day.

Political criticism used to be quite muted in the mainstream media for various reasons.



The trouble with political criticism on the Internet is the wide variance of quality of the fare offered to readers.

But political criticism on the Internet is the way to go in the future. In time, it may grow to be more powerful than criticism in the mainstream media. Scholars are already predicting that Internet communication will change the nature and mode of democratic politics in our country.

This may not be a bad thing. As **Winston Churchill once said, "Criticism may not be agreeable, but it is necessary. It fulfils the same function as pain in the human body. It calls attention to an unhealthy state of things.**

Now the point is whether to consider it good or not. Basically, if we go by its meaning then to criticize someone is bad but simultaneously it may lead to improvement of the person being criticized and he becoming a better person not repeating the mistakes again hence proving criticism to be good. So, it entirely depends upon the perceived value hidden behind the criticism.

So, we can very easily understand the fact that if Criticism is done in a positive and constructive way then it may lead to come up with good and fair outcome but if criticism is done destructively it



may lead to account for the adverse effects on the society both personally and generally. Every type of criticism done or practiced, in some form or the other, affects a person and that entirely depends upon the perceived value of both the criticizer as well as the person being criticized. Moreover, criticism is something that each one of us face every now and then in this fast-moving rapid life and hence we must be very careful about the subject of concern.

-Priyanka Patil



Mind power is one of the strongest and most useful powers you possess.

This power, together with your imagination, can create success or failure, happiness or unhappiness, opportunities or obstacles. This depends on your mindset.

Your thoughts are the main ingredient of this power, and when you add to them focus and emotions, thoughts become powerful and can affect your reality. Learn How to Focus Your Attention

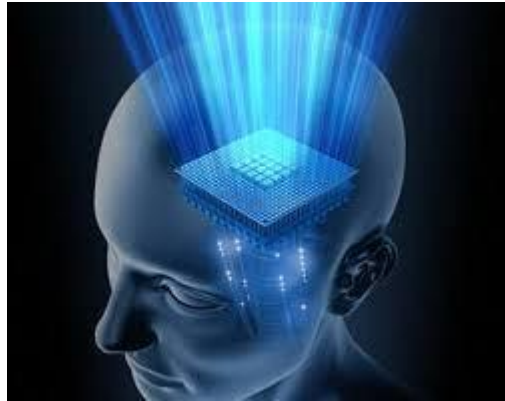
The thoughts that pass through your mind are responsible for almost everything that happens in your life.

Not all thoughts are equal. Stray ones that you think once or twice cannot do much, but your predominant thoughts, the ones you repeat often, influence your behavior and attitude, affect your actions and reactions, and shape your reality.

As your thoughts are, so is your life. Weak thoughts hardly have any effect, but powerful thoughts can create great changes.

Mind power is composed of your attention, your mental images and your thoughts.

Thoughts are energy. Though subtle and invisible, they can affect reality.



The Power of Thoughts Is a Creative Power

Thoughts are like a video that plays on the screen of your mind. What you play there, determines the kind of life you live and the experiences you meet.

To make changes in your life, you have to play a different video, one that you like more.

You can train and strengthen this power. You can use it to make changes in your life, and you can also influence other people's minds.

Your mind power plays an important role in creative visualization and the law of attraction.

Your attention, interest and enthusiasm is what makes thoughts powerful. If you show lack of interest in a certain thought, it will not gain strength and would not be powerful.

- Your thoughts affect your subconscious mind, which in turn, influences your actions in accordance with these thoughts.

- Your thoughts might also pass to other minds, and affect other people.
- When you focus on your dreams and goals, you will attract into your life people, who are in a position to help you with achieving your dreams.
- Powerful thoughts affect your life and can affect the life of other people. Be careful of what you think.

This might seem strange and unbelievable. You don't have to accept these words, but if you analyze the kind of thoughts you think, and the kind of life you are living, you will discover interesting things. There is a correlation between one's thoughts and one's life conditions.

How to Use the Power of Thoughts

- Use your imagination to visualize a perfect scene of whatever you want to accomplish.
- Put a lot of detail, color, sound, scent and life into these mental scenes.
- Repeat this visualization often, with attention and the belief that is going to come true.

Your subconscious mind will accept these mental scenes as real experiences, because it does



not distinguish between real and imaginary experiences. It will therefore, make changes in your life and attract opportunities to you, to make your reality match the images in your subconscious mind.

Actions, situations, and objects that you visualize frequently, eventually, manifest on the material plane in a natural way.

This manifestation does not happen overnight. It needs time, and depends on how ambitious and earnest you are to get what you are thinking about, and how much time and attention you put into this practice.

You can use this process to change negative habits and build new, positive habits or skills.

You can also use it for attracting money and possessions, for promotion at work, for building a business, improving health and relationships, changing circumstances, and for practically almost everything.

To make this power work for you:

- Pay attention to the thoughts you think.
- Do your best to reject negative thoughts
- Allow into your mind only thoughts that bring good, happy, and positive results.



Your Thoughts Become Your Reality

As already said, to get proof that our thoughts become reality you need to:

- Pay attention to your thoughts and how they affect your life.
- Focus on your dreams and goals, feed them with your attention, and give them prominence in your life.

Your thoughts and imagination determine whether you fail or achieve success.

-Vedang Jadhav



Name	DOB
Keshav Jhanwar	06-Feb
Keval Gala	07-Feb
Meghana Surve	12-Feb
Anand Sigamani	14-Feb
Pooja Yadav	15-Feb
Sanjay Rathod	16-Feb
Amit Dubey	23-Feb



Shilpa Soumya	Assistant Manager
Pankaj Pandey	Sr. Consultant
Abhijeet Modak	Sr. Analyst
Adil Shaikh	Sr. Analyst
Anjali Yadav	Analyst
Saurabh Kadav	Analyst
Anand Sigamani	Analyst
Aditi Waghmare	Analyst

Thank You

&

Goodbye

Stay Safe



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