

Keep on going, and the chances are that you will stumble on something, perhaps when you are least expecting it. I never heard of anyone ever stumbling on something sitting down. ~ Charles F. Kettering



Sooner or later,
those who win are those
who think they can.

Richard Bach

Friendship isn't a big thing - it's a million little things.

If you get up one more time than you fall you will make it through .

~ Chinese Proverb

Learn from yesterday, live for today, hope for tomorrow. The important thing is to not stop questioning.

~ Albert Einstein

Failure doesn't mean you are a failure... it just means you haven't succeeded yet.

~ Robert H. Schuller

WHAT ARE THE TOP MANAGEMENT TECHNIQUES?



What are Management Techniques?

Being a great boss means helping to boost employee productivity and job satisfaction through effective management. Good management techniques involve creating a supportive atmosphere where employees have autonomy and are motivated to excel. We've all had bad managers. Ineffective managers might micromanage, be overly controlling, focusing too much on details and what hasn't gone right, or fostering poor work/life balance.

Whether you want to hear it or not, employee productivity starts with good management. According to the Bureau of National Affairs, U.S. businesses lose \$11 billion a year to employee turnover, often resulting from disenchanted workers. The good news is that there are simple things you can do as a small business owner to manage your employees more effectively to keep your team motivated and productive. In this article we'll cover effective management techniques, as well as management techniques for new managers, management techniques to improve productivity, and management techniques to motivate employees.

Top management techniques

1. Dole out recognition when it's deserved.

An employee study by gamification and behavior management platform Badgeville found that 70 percent of workers are more motivated by recognition than by monetary rewards. Employees who are acknowledged for their good work tend to feel more of an emotional commitment to their job, which results directly in increased effort (i.e., better productivity and improvement to your bottom line). What's more, a study by TINYpulse, an employee engagement firm, found that only 21 percent of employees feel strongly valued at work. So don't be shy — bring out the warm-and-fuzzies for a job well done.

2. Make company goals transparent and provide consistent feedback.

Sharing the company's goals and vision with employees helps them understand the meaning of their day-to-day tasks and the value that they each bring to the job. Set up monthly or quarterly check-ins to provide honest feedback — even if that includes constructive criticism. When you hold your employees accountable, they're more likely to deliver if it's crystal clear what they're expected to achieve.

3. Provide training and career development.

Work with your employees to identify areas of growth and learn what parts of the business they're most interested in. By providing training and career development, you help em-

ployees develop new skills which is an asset for your business and a way of showing you care about your employees future, which in turn builds loyalty.

4. Troubleshoot problem areas.

Be clear with staff about your expectations. When you hit a trouble spot, give them specific, timely feedback about what isn't working. Together, try and find a solution that works for everyone. For example, if an employee is consistently late to work, talk to them about how their tardiness impacts other people, learning more about the root cause. Once you have more empathy about what's going on it will be easier to come up with an appropriate solution together.

5. Know when to let someone go.

One underperformer on the team can reduce the team's productivity by 30 to 40 percent, but if you do come across a few bad apples, don't be too quick to hand them the pink slip. Instead, show them you're willing to help them get better before giving up. (See number four.) If their behavior doesn't improve, or gets worse, it could be time to part ways. This can be especially hard if you used to be able to really count on them and their work ethic has deteriorated, or if they've been working for you for a while and you like them personally. It's not easy to fire people (be sure to consult with a professional to make sure you're checking all the right legal boxes), but sometimes letting go of a problem employee is what's best for the business, and perhaps for them as well, since they may find a new job which is hopefully a better fit.

VAGABOND GARMENT DYEING

1.- Cresamin

2.- Cresaging

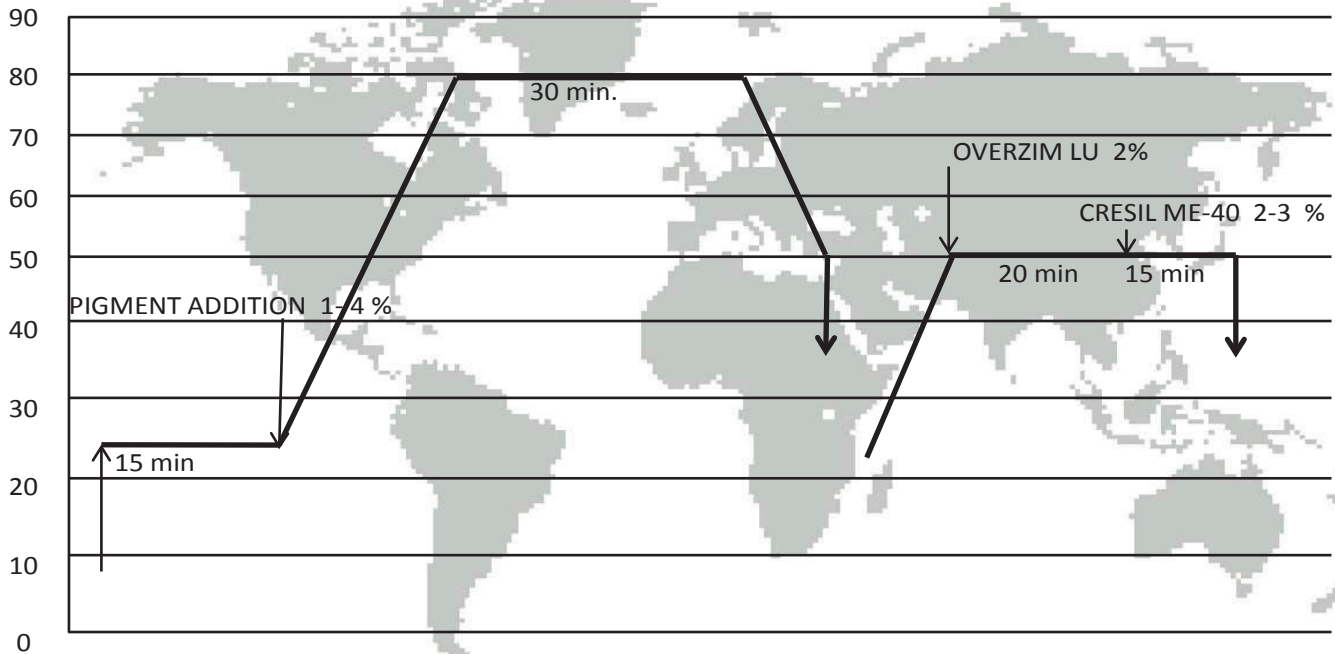
Cresamin Process Properties

- A new dyeing process with pigments; simple, economic and ecological
- Maintain the dyeing machines clean
- Reproducible process
- Low water consumption
- Excellent washing and light fastness
- Short process



Pigment dyeing

Temp.



CRESADISP FS	3 %
CRESAPOL CA	10-15 %

Time (min.)

Pigment Dyeing

How to control mechanical effect to reach
“Vagabond” look:

- Rpm. (25-30 rpm.)
- Drum diameter. (Highest effect on bigger diameter).
- Average time for turning each side.
- Constant bath ratio.
- Open pocket or division Y.

PRODUCTS:

CRESADISP FS: Dispersing agent.

CRESAPOL CA: Synthetic cationic polymer.

CRESAMIN pigment range: Water-based pigment dispersions.

OVERZIM LU: Cellulase enzyme for the anti-peeling treatment of cellulosic fibers.

CRESIL ME-40: Micro dispersion silicone softener.

NEWS FROM PRINTEX

- Mr. Vitor Simao Silva from Roq International Visited Pakistan during August and by the Grace of Allah Almighty booked another Oval from M/s Combined Fabrics, Lahore.

- Mr. Vitor during his visit gave Machine Maintenance Training at M/s Masood Textile, Faisalabad.

- We wish a very Happy

Eid Ul Azha
to all our valued Customers and the Principals.



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