

MAW
MAW DIARIES E-MAG NEWSLETTER

Diaries

FIRST
ANNIVERSARY
ISSUE

INSIDE
SKODA OCTAVIA



YAMAHA
LAUNCHES
XTZ 125 IN NEPAL



MESSAGE FROM THE MANAGING DIRECTOR

First of all, I would like to wish all of you a very Happy and Prosperous New Year 2016!

Time Flies! I am very happy to present to you the Anniversary Issue of our Quarterly E-Newsletter, "MAW Diaries". This would not have been possible without the love and support of whole MAW family. I must thank our Newsletter team for their hard work to release every single issue of "MAW Diaries" on time. The fruits of hard work is there for everybody to enjoy.

This quarter has been an exciting one with lots of new products. I would also like to share few launches we had:

- Skoda Octavia
- Skoda Kodiaq L&K Edition
- Yamaha XTZ 125
- Yamaha FZS-FI V3.0
- Jeep Compass Limited Plus
- D & O Music

MAW organized an Annual Retreat Program for Corporate, Skoda, JEEP, MIPL, MAW Engineering, MAW Music and Yamaha Division at Godavari Village Resort. I would like to thank each one of you for your enthusiasm and participation. The feedback I got from people were very enthusiastic and also, they were happy for the opportunity to have bonding with people from different department and divisions.

I would also like to share one of my personal achievements on this platform. This year, on the 16th AGM of Confederation of Nepalese Industries (CNI), I was elected as Vice President of CNI. This is a huge accomplishment and at the same time a big responsibility. I would like to thank all the MAW staff without which such feats are impossible.

“**The feedback I got from people were very enthusiastic**”



Furthermore, Ambassador of the Czech Republic to Nepal, His Excellency Mr. Milan Hovorka visited Nepal during 4th-7th April 2019. During his visit, we inaugurated facility of Czech visa services from Nepal at VFS Global, inauguration of Bindabasini School in Devpur Mandan, Kavre which was destroyed in 2015 Earthquake and reconstructed by Namaste Nepal, Czech based INGO. We, as Honorary Consulate General of Czech Republic participated in EU Consular Crisis Preparedness Exercise on 10th April 2019, which is programmed to help EU nationals during any kind of crisis in Nepal.

At last, Wishing you all a year full of Happy Days.

MAM COOK BOOK



Aalu Sadheko



“

Utensils
Small pan, Presser cooker,
Spoon & Bowl ”

- Khem Rajbanshi

! INGREDIENTS

Red potatoes-1 lb
Onion-1small sized
Tomato-1
Garlic cloves- 2 (finely chopped)
Green chili peppers- 2
Mustard oil- 2 table spoon (I prefer bhuteko tori ko tel)
Ginger paste-1 tea spoon of
Salt- as your taste
Fenugreek(Methi)-1/2 tea spoon
Red chili powder-1/2 tea spoon
Cumin powder-1 tea spoon of
Turmeric powder-1/4 table spoon of
Cilantro(Dhaniya ko path)- 1 table spoon (finely chopped)
Lemon juice-1 table spoon

METHO D

1. Clean all the potatoes and put it in the presser cooker
2. Add 1 tea spoon of salt to it
2. Now add about a glass of water
3. Let the potato boil in the cooker
4. Meantime chop onions and tomato
5. When the potato gets boiled let it cool enough to touch, cut them (1 potato into 4 parts)
6. Put the cut potatoes in a big bowl
7. Now add onion, tomato and green chili
8. Add red chili powder, coriander power & mix well
9. Now add oil, ginger and garlic and mix it well
10. Add lemon juice and mix it well
11. Now heat a pan
12. Add one table spoon of oil
13. When oil gets hot add fenugreek seed
14. When fenugreek seed turns black switch off the stove and add turmeric powder
15. Now add this mixture to the potato mix and stir it well
16. Aalu Sadheko is ready to serve



EAT GOOD
FEEL GOOD

MAA COOK BOOK

Hyderabadi Biryani



“

Ingredients of Hyderabadi Biryani Recipe| Half boiled rice layered with fried onions, mint, cooked mutton, sealed with dough & slow cooked 'Dum' style

”

INGREDIENTS OF HYDERABADI BIRYANI

- 1 Kg Meat
- 1 tbsp Salt
- 1 tbsp Ginger garlic paste
- 1 tbsp Red chili paste
- 1 tbsp Green chili paste (sautéed brown onions to taste)
- 1/2 tbsp Cardamom powder
- 3-4 sticks Cinnamon
- 1 tbsp Cumin seeds
- 4 Cloves
- A pinch of Mace
- to taste Mint leaves
- 2 tbsp Lemon juice
- 250-gram Curd
- 4 tbsp Clarified butter
- 750 gram Semi cooked rice
- 1 tsp Saffron
- 1/2 cup Water
- 1/2 cup Oil
- Garnish ingredients:
Eggs, boiled
Carrots, sliced
Cucumbers



HOW TO MAKE HYDERABADI BIRYANI

1. Now in a pan add meat, salt, ginger garlic paste, red chili powder, green chili paste, sautéed brown onions, cardamom powder, cinnamon, cumin seeds, cloves, mace, mint leaves and lemon juice.
2. Mix all of these ingredients thoroughly together.
3. Add curd, clarified butter, semi cooked rice, saffron, water and oil. Mix it well.
4. Now apply sticky dough on the sides of the pan.
5. Cover with lid to seal it and cook for about 25 minutes.
6. Hyderabadi Biryani is ready to eat. Garnish it with boiled eggs, sliced carrots, cucumbers and serve hot.



NEW SKODA

BACK IN BUSINESS

WORDS & PHOTOGRAPHY: NEPALDRIVES

OCTAVIA



“ The New Skoda Octavia comes with Apple CarPlay and Android Auto and Mirror link to give the best smart phone integration ”

M.A.W Enterprises, authorized dealer of Skoda cars in Nepal, has officially started sale of the New Skoda Octavia in Nepal. The New Skoda Octavia is available in three trim options- Ambition, Style and L & K and eight different iterations based on engine options and transmission.

The New Skoda Octavia gets both diesel and petrol engines. The 1.8-litre TSI engine makes 180 bhp and is mated to a 7-speed DSG gearbox while the smaller 1.4-litre TSI gets mated to a 6-speed manual and makes 150 bhp. The diesel is the tried and tested 2-litre motor that makes 143 bhp and gets mated to a 6-speed DSG gearbox. The Octavia gets 8 airbags in the top spec version while the style& ambition version gets 6& 4 airbags respectively. ABS (anti-lock brakes), EBD (electronic brake distribution) and traction control come as standard.

The petrol powered base trim - 1.4 TSI MT Ambition variant starts at Rs.71,00,000 and the price goes up to Rs.102,00,000 for the top of the line 1.8 TSI L & K variant. Similarly, among the diesel models the price for the 2.0 TDI MT Ambition start at Rs.91,00,000 and goes up to Rs.1,11,00,000 for the top-spec 2.0 TDI AT L & K variant.

Visually, the New Skoda Octavia comes with substantial updates including the new signature butterfly grille design. In fact, the new Octavia is more stylish than ever before. Skoda has moved away from the single headlamp cluster for the Octavia to a split headlamp unit that Skoda calls Quadra LED headlights because it's split into four compartments. The updated Octavia also gets new LED daytime running lights and fog lamps on the bumper. At the rear, the tail lights gets a new LED lighting pattern. The New Skoda Octavia also gets a new set of alloy wheels.

The New car gets a brand new centrally mounted 8-inch color infotainment touch-screen that now has a capacitive touch feature. The New Skoda Octavia comes with Apple CarPlay and Android Auto and Mirror link to give the best smart phone integration. The car also gets park assist which helps reduce parking effort as sensors help identify a parking space and line the car up.

The Octavia is currently in its fourth generation. Skoda Laura was its predecessor which was very popular among Nepalese sedan-lovers.





Skoda Kodiaq Laurin & Klement edition in Nepal

SKODA M.A.W, the authorized distributor of Skoda cars in Nepal, has introduced the new Skoda Kodiaq Laurin & Klement in Nepal. The Kodiaq marked the beginning of Skoda's full-sized SUV campaign in Nepal, and its segment leading luxury was very well received. The L & K variant, with its characteristic design and features that are first for any segment in Nepal, pushes the yardstick further. The original L & K badge is a reminder of Skoda's founding fathers. Their focus was on the highest level of craftsmanship, revolutionary technical design, and a personal approach to customers. The Skoda Kodiaq L & K will be available in five color options: Lava Blue, Quartz Grey, Moon White, Magic Black, and the all-new Magnetic Brown, across all authorized Skoda dealership facilities in the country. The price for Kodiaq L&K edition is Rs.1,58,00,000 in Nepal. Kodiaq L&K's individualistic exterior design and the plethora of distinctive features are an arresting sight.

The fascia is dominated by a distinctive chrome grille and appearance is characterized by LED headlights with illuminated "eyelashes" & 18(R) Trinity alloy wheels.

At the back, the Kodiaq L&K dons crystalline elements in the Skoda-typical C-shape LED taillights. The chrome trim in the rear bumper borders the exhaust pipes and the diffuser. The silver roof rails intensifies the premium feel of this Skoda SUV offering. The most luxurious version of the Kodiaq offers such a wealth of standard that you won't want anything anymore. The 360° Surround Area View, with an array of four wide-angle cameras mounted on the front and the rear as well as the wing mirror covers displays the immediate area surrounding the car on the infotainment system. The Hands-Free Parking minimizes the hassle of parking in tight spots by automatically selecting an appropriate parking place in a row of parallel or perpendicularly parked vehicles.

“The elegance of the Skoda Kodiaq L&K is suitably accompanied by an impressive performance.”

In today's crowded cities and space-starved streets, hands-free parking is a blessing indeed

The Kodiaq L&K also features a Digital Voice Enhancement feature, which transmits the driver's and front passenger's voice to the passengers in the rear via a microphone in the cockpit, thereby facilitating a smooth interaction among occupants.

The elegance of the Skoda Kodiaq L&K is suitably accompanied by an impressive performance. The 2.0 TDI (AWD, AT) diesel engine generates 110 kW (150 PS) of power and 340 Nm of torque.

The all-wheel-drive system with electronic control delivers a big increase in traction, stability, and safety. It has an electronically controlled multi-plate clutch that allows the Kodiaq to venture off-road.



उदाउँदो

तारा कस्तो देखिएला ? यो प्रश्न तपाईंको मनमा छ भने एक पटक जिप कम्पास माथि नजर लगाउनुहोस् । एफसीएले भारतीय प्लान्टबाट उत्पादन गरेको जिप कम्पासले अहिले भारत मात्र होइन संसारभरनै लोकप्रियताको सिढी चढिरहेको छ किनभने कम्पासको रिडिजाइन र रिइन्जिनियरिङ गरिरहँदा जिप कम्पनी आफ्नो 'गो एनिह्वेयर' सम्पदाप्रति प्रतिबद्धता कायमै गरेको थियो ।

जिप कम्पासको लोकप्रियताले अहिले विस्फोटक स्थिति लिएको छ । नेपालमा पनि अवस्था त्यस्तै छ । नेपाल भित्रिएको चार महिनामै १२५ युनिटभन्दा बढी जिप कम्पास बिक्री भएका छन् । 'जिप कम्पासको बिक्री हामीले सोचेकोभन्दा निकै राम्रो भइरहेको छ,' नेपालका लागि जिपको आधिकारिक विक्रेता लाइफ अटोमोबाइलका असिस्टेन्ट म्यानेजर किरण आचार्यले भने, 'काठमाडौंभित्र मात्र होइन मोफसलमा पनि कम्पासको माग धान्न हामीलाई गाह्रो भइरहेको छ ।' उनकाअनुसार हाल लाइफ अटोमोबाइलले स्पोर्ट, लंगिच्युड र लिमिटेड ट्रिममा गरी १० भेरियन्टको जिप कम्पास बिक्री गर्दै आएको छ । सबैभन्दा कम मूल्यमा जिप कम्पास स्पोर्ट १.४ (६९.९ लाख रुपैयाँ) छ भने सबैभन्दा हाइरेन्जमा लिमिटेड अप्सन ब्याक प्याक (९७.९० लाख रुपैयाँ) रहेको छ । 'पाँच वटा सोरुमबाट जिप कम्पास बिक्री गरिरहेका छौं ।

ग्राहकको माग बढिरहेका कारण अन्य धेरै स्थानमा जिपको सोरुम खोल्ने प्रक्रिया अघि बढाएका छौं, 'आचार्यले भने, 'नेपालमा औपचारिक रुपमा यसै वर्ष मात्र जिप भित्रिएको हो । भित्रिएको केही समयमै यो सबैभन्दा बढी खोजिएको एसयुभी बन्न सफल भएको छ ।' जिप कम्पासलाई वास्तवमै 'अन्तर्राष्ट्रिय एस युभी' भन्न सकिन्छ । यो एसयुभी इटालीमा आधारिक फियट क्रिस्लर अटोमोबाइल (एफसीए)ले संसारभर बिक्री गर्न डिजाइन गरिएको हो । यो कार विश्वका एक सयभन्दा बढी देशमा उपलब्ध छन् र ती सबै ब्राजिल, चीन, मेक्सिको वा भारतमा रहेका प्लान्टहरू मा बनेका हुन् । जिप कम्पास आजको स्थितिमा यतिकै आएको भने होइन । १० वर्षअघि कम्पासको पहिलो पुस्ताको निर्माण भएको थियो । यो क्रसओभर माफ्रिदैमाफ्रिदै अमेरिकामा सबैभन्दा बढी रुचाइएको एसयुभी बनेको हो । जिप सम्पदाको आधुनिक रुप हो, कम्पास । जिप कम्पास बनोट वर्गाकार र यसको स्वरुप 'गो एनिह्वेयर, डु एनिथिङ' थिमबाट प्रभावित छ । तर यो चिल्लो, सानदार र कलात्मक पनि छ । कम्पास को इन्टरियर आरामदायी र उच्चकोटीको छ । क्याबिनको डिजाइन सफा छ र स्टाइल संवेदनशिल छ । कम्पासमा लेन किपिङ असिस्टेन्स, पार्किङ असिस्टेन्स, फर्वाइड कोलिजन प्रिभेन्सन, अटोम्याटिक ब्रेकिङ, रेन-सेन्सिड वाइपर, ब्लाइन्ड-स्पट मनिटरिङ,

नेभिगेसन, स्मार्टफोन कनेक्सन जस्ता सुरक्षा दर्जनौं सेफ्टी फिचर, ड्राइभिङ एड र कम्प्युनिकेसन फंकस नहरु छन् । जिप कठोरता र एडभेन्चरका लागि प्रतिष्ठित छ र कम्पासमा पनि त्यहिँ अफरोड क्षमतालाई कायम गरिएको छ । यसको सस्पेन्सन यसरी राखिएको छ कि ठूला खाल्डाखुल्डी भएको स्थानमा पनि विना कुनै समस्या अघि बढ्न सक्छ । यसको ग्राउन्ड क्लेरेन्स राम्रो छ । अल ह्विल ड्राइभ सिस्टमले मड, स्नो, स्यान्ड जस्ता मोडमा सहज यात्रा गराउँछ । कम्पासको नयाँ आउँदै गरेको भेरियन्ट ट्रायलहकमा रक मोड पनि थपिनेछ । ट्रायलहक भर्सनमा कम्पासको अगाडि र पछाडिको भागलाई मोडिफाई गरिएको हुनेछ ताकि यो कठिन उकालीमा पनि चढ्न सकोस् । भारतमा एकै वर्षमा ३० हजारभन्दा बढी युनिट कम्पास बिक्री भएको थियो । यसले सन् २०१८मा २५ वटा प्रतिष्ठित अवार्डहरू हासिल गरेको थियो ।

“ जिप कम्पास आजको स्थितिमा यतिकै आएको भने होइन । १० वर्षअघि कम्पासको पहिलो पुस्ताको निर्माण भएको थियो । ”

अटो विश्लेषकहरु कम्पासलाई एफसीए र जिपको सहकार्यको सबैभन्दा उत्कृष्ट नतिजा पनि भन्न थालेका छन् किन सफल रह्यो त जिप कम्पास ?

१ जिप कम्पास १० भेरियन्टमा उपलब्ध छ । यसको इन्जिन र ट्रान्समिसनले सबैखाले ग्राहकको मागलाई सम्बोधन गर्छ । कम्पास १.४ लिटरको टर्बोचार्ज्ड पेट्रोल इन्जिन र २.० लिटरको डिजेल इन्जिनमा पाइन्छ । दुवै इन्जिन अप्सनमा ६-स्पिडको म्यानुअल ट्रान्समिसन छ । पेट्रोल इन्जिनमा अटोमेटिक ७-स्पिड डुअल क्लच ट्रान्समिसनमा पनि उपलब्ध छ । डिजेल इन्जिनमा कम्पास ४बाई४ अप्सनमा उपलब्ध छ ।

२ अफरोड यात्राका लागि जिप संसारभर प्रसिद्ध छ । जिपको ब्रान्ड भ्यालु अतुलनीय छ । कम मूल्यका कारण कम्पास मध्यम वर्गीय ग्राहकमा पहुँचमा पुग्न सकेको हो ।

३ कम्पास 'वेल-लोडेड' एसयुभी हो । टप भेरियन्टमा ६ एयरब्याग, एबीएस, इएसपी, ट्याक्सन कन्ट्रोल, हिलहोल्ड, 'स्नो, स्यान्ड, मड र अटोमेटिक मोड'सहितको फोर ह्विल ड्राइभ सिस्टम छ । यसमा लेदर सिट, एन्ड्रोइड अटो र एप्पल कारप्ले भएको टचस्क्रिन इन्फोटेनेमेन्ट सिस्टम र गुणस्तरीय स्पिकर सिस्टम समेत रहेको छ ।

४ सग्मेन्टकै पावरफुल एसयुभी हो कम्पास । यसको डिजेल भर्सनलाई २.० लिटर मल्टिजेट इन्जिन छ जसले १७३ बीएचपी- ३५० एनएन बराबरको अधिकतम पावर निकाल्छ भने १.४ लिटर टर्बोचार्ज्ड पेट्रोल इन्जिनले १६३ बीएचपी- २५० एनएमपावर उत्पन्न गर्छ ।

५ जिप कम्पासले लो रेन्जमा हुन्डाई क्रेटा, निसान टेराको, रेनो डस्टरेडिख हाई रेन्जमा हुन्डाई टुसान, टोयोटा रेभ४, फोर्ड इन्डिभोर, मित्सुबिसी एसएसएसका ग्राहक समेत आकर्षित गरिरहेको छ । जिप कम्पासको मूल्य यसरी कायम गरिरहेको छ कि अटो बजारको ठूलो हिस्साले एसयुभी किन्नु भन्दा पहिला जिपबारे पक्कै एक पटक सोच्नेछन् ।

यी सबै गुणका कारण जिप कम्पासलाई उदाउँदो तारासँग तुलना गरिएको हो । (अन्नपूर्ण पोस्टमा प्रकाशित)





VFS GLOBAL SCHENGEN VISA SERVICE TO CZECH REPUBLIC

VFS Global Schengen visa service to Czech Republic is now available in Nepal. On 5th April, 2019 VFS Global - Czech Schengen Visa services in Mahalaxmishthan, Lalitpur, Nepal was officially inaugurated by Ambassador of the Czech Republic to Nepal His Excellency Mr. Milan Hovorka. He was accompanied by Honorary Consul General of the Czech Republic to Nepal Mr. Vishnu Kumar Agarwal. With the opening of this center, citizens of Nepal travelling to the Czech Republic would no longer have to travel to Delhi to submit the application for Schengen Visa. His Excellency interacted with the Media at the inauguration. He also personally talked to all the staff at VFS global who directly look after Czech Visa Service. VFS global accepts application only on Monday and Tuesday and processes 10 Applications in a week.

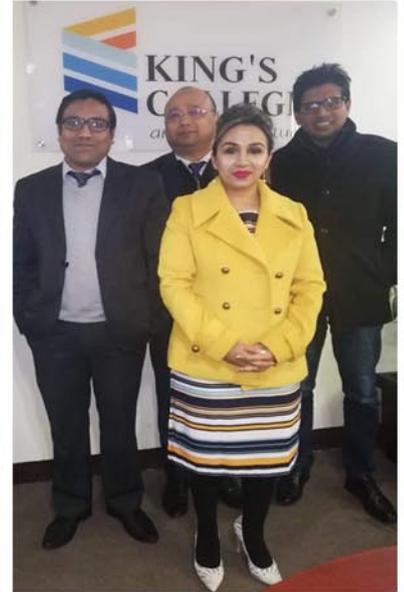


“MAW GALLERY”

College Placement Drive

(Assessment Based Approach)

Initiated by MAW Enterprises for building a strong platform for fresh talents.



“ RUNNING ASSESSMENT CENTER APPROACH FOR COMPETENCY MAPPING ”



MAW
GALLERY



CHAMP TRAINING AT NAGARKOT

HOW TO SPOT DISENGAGED EMPLOYEES? WAYS TO MAKE THEM ENGAGED

Managers are responsible for their subordinate's disengagement at work. Managers should make sure that employees are productively engaged in their work duty. For this managers should motivate their employees, should apportion task and duties with responsibilities along with proper mentoring and Guidance. Rewards and recognition should be there for promoting initiativeness among employees. When subordinates come up with new ideas then the managers should welcome new ideas positively and should give valid justification before condemning their ideas. When new ideas are being heard and implemented from subordinates then it will boost up their confidence level leading to encouraging employee engagement.

Nature of employees differs from one another. Some tend to resist change whereas some get monotonous with same routine work duties and they opt to look for uniqueness in work. Managers should be able to analyze employees nature and should decide on to change in JD or plan for job enrichment program followed by proper training & development plan so as to motivate employees and make them engaged.

Analyzing problems and obstacles of employees can also help to turn disengaged employees to engaged employees. Employees can be disengaged if they have some personal problems and issues and in this situation, management should give time to employees to ease out and to be focused on work. Employee may lack technical skills which might have created their disengagement.

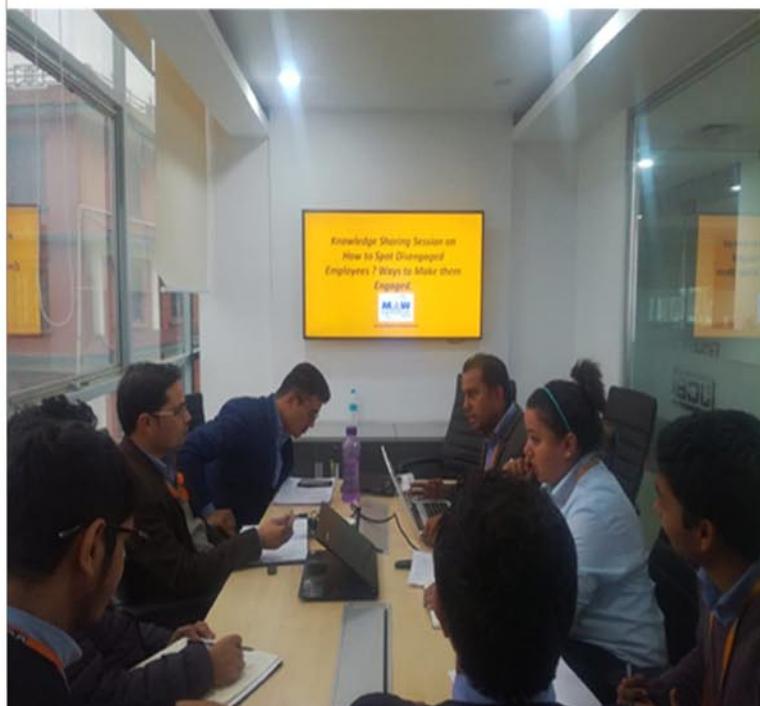
Without proper delegation of Authority and responsibility employees will not feel sense of responsibility at work and this will negatively influence their working nature.



SIGNS OF DISENGAGED EMPLOYEES

1. Increase in absenteeism rate and irregularity at work
2. Missing deadlines / Delay in report submission
3. Excuses for being unable to complete the assigned task
4. Lack of initiative and enthusiasm at work
5. Avoid Social Gatherings and Lunch breaks with colleagues
6. Taking long breaks for lunch and smoke breaks frequently
7. Negative Gossiping at workplace

Management should make the employees feel that they are important to the organization and their contribution are valuable to the success of an organization. If they are backed by authority and responsibility then they will be betrothed and will go beyond what is assigned to them. Sense of ownership will be integrated inside employee if they are valued and proper delegation of authority is backed up to them.

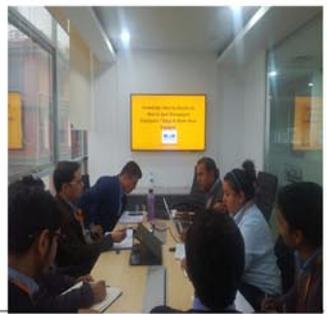


KNOWLEDGE SHARING SESSION

Employees are career focused and if there is no career enhancement or knowledge development activities in the organization then it will make them disengaged. To increase the involvement of employees management should contribute to develop their skills and look for career development. Engaged employees might turn into disengaged category if the management doesnot pay attention and motivates them.

So Parallely, management team should look both disengaged and engaged employees and make effort to engage them productively. In summary, its from both ways i.e from management and through employees that makes employees productive. No matter how favourable environment is created by management for employee engagement, employee himself/herself should be driven towards their career and work; only then, it will make them productively engaged.

SOME GLIMPSE OF KSS SESSIONS



PRAMILA BASTOLA



Can you tell us something about yourself?

My name is Pramila Bastola it's been few months since I joined the company and talking about my background I am an ACCA member and I have previously worked in internal audit and statutory audit of UK based company.

Would you mind sharing your hobbies and interest?

Well I enjoy reading and travelling.

How did you know about MAW?

I came to know about MAW through one of our ACCA Facebook page, one of our senior ACCA member shared about the vacancy and I instantly applied through the post.

How is your experience with MAW as of now?

It's been 2 months since I started working at MAW but it does not feel like I am new here I feel very familiar with the place, work or the people I am working with.

We would like to hear something from you. Any Messages?

MAW is probably one of the best private company of Nepal to be part of the culture, the system of the company is employee oriented and I am fortunate enough to be part of such an amazing company.

SAN AWALE

Can you tell us something about yourself?

My name is San Awale, an MBA graduate in Management. I have joined as Head - Operations in MAW Earthmovers Pvt. Ltd. in January 2019. I have worked in different educational organizations as operations manager, an administrator. Before that, I have worked as a Compliance Manager in Business Process Outsourcing (BPO) Company that specializes in working for Australia and the global mortgage industry. Besides this, I have also volunteered as a Project Manager in a social initiative program by collaborating with NGOs, which is committed to the cause of providing the right to education for children living and working at difficult circumstances.

Would you mind sharing your hobbies and interest?

Painting, listening Music. I love traveling and sometimes like to watch movies.

How did you know about MAW?

Internet. I bought my first Yamaha bike from MAW.

How is your experience with MAW as of now?

My experience at this company has been great so far, I have been able to learn a lot about branch operations, its system, and processes in a fast paced environment. The environment is very friendly, I can go and ask anyone a question in my department, and they are always willing to help. The work environment is also very fast paced. Sometimes the fast paced environment is slightly demanding which is a bit stressful at times, but it gives us an opportunity to learn quickly.

We would like to hear something from you. Any Messages?



If we can think of a school infrastructure development (school buildings, roads, play area) program in rural areas of Nepal or an education support program, as a part of Corporate Social Responsibility initiative of MAW. Then, I will be more than happy to be and support the initiative.

Would you mind sharing your hobbies and interest?

Some of my hobbies include watching movies, reading books, and dancing of course, and sometimes I sing too.

How did you know about MAW?

I came to know about MAW through one of my friend.

How is your experience with MAW as of now?

As of now MAW experience is going okay. Trying to adjust with the environment and culture of SKODA.

We would like to hear something from you. Any Messages?

I've heard MAW as one of the company that really looks after its employees. I appreciate the employee policies of MAW. Hope this culture applies to all the divisions of MAW.



Rabina Maharjan

Can you tell us something about yourself?

I'm Rabina Maharjan from Nayabazar, Kathmandu, working as hospitality officer at MAW Skoda. Before MAW I've worked as Service Supervisor at Mercantile Traders, Kantipath. I started at Mercantile Traders as front desk officer, then I was promoted to customer support officer and to service supervisor. After working at Mercantile Traders for 3 years, I've developed a keen interest on customer relations, customer service, customer satisfaction and sales. Also gained a lot of knowledge regarding employee satisfaction and motivation.



Congratulations to MAW team on achieving 100 Gensets orders this financial year

We deeply appreciate the team work at MAW which helped achieve this ever highest Genset orders. This has been made possible with MAW management focus and relentless hard work of sales and support teams.

This landmark achievement is highly appreciated at Greaves and we hope to create higher benchmark in coming years.



2.5-5 kVA



10-45 kVA



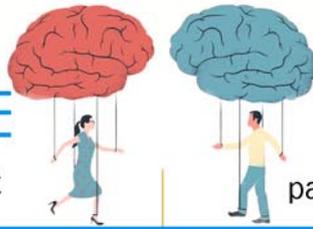
100-125 kVA



500-1250 kVA



PSYCHOLOGY OF MALE & FEMALE



Biologically speaking we are all different from each other. We differ in various factors whether in our thinking capability or in our behavior or or the body structure. The gender also plays an important part in determining the difference. Talking about the psychology of male and female, certain hormones which is released by female brain which is not released by the male brain. The male brain is slightly larger in some area where as female's might be small. Also, some



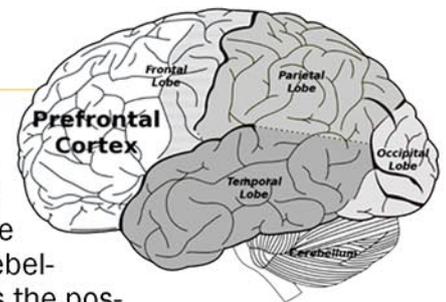
parts of brain may function differently in male and female such as amygdala responses differently in male & female. Due to amygdala female tend to recall things more accurately and respond strongly to emotional material and they tend to remember the details of emotional details like-wise, male also have strong respond to emotional material but and they tend to remember the gist of the emotional events.

REASON NURTURE

Here are some of the reason that might have effected such behavior in both of them. It is not only the natural cause but the nurture part plays a vital role while effecting the behavior such as from their birth, boys in order to show their masculinity they are exposed to stuffs such as toy cars and bikes whereas the baby girls are exposed to the dolly such as Barbie, pink clothing etc. As they grow up the family plays another important factor in their behavior. Boys are not allowed in the kitchen or people often say "Chora bhayera kitchen ma tero k kaam or kta bhayera pani kahana banayuney ho?" which develops some kind of mentality that boys should be far from cooking and kitchens and whereas a girl should learn to do all those stuff. Next, the friend circles also play a part in developing such behavior. If a boy plays with girls or girl games then they criticize them which makes them play other rough sports such as cricket, football or wrestling likewise, the majority of girls plays easy games. Next thing is that the reason of men aggression in terms of their nature is that they might have been influenced by the things that they watch. From the beginning of time men were shown as barbaric and the one who has power whereas girls were often found in the house which helped them build such nature from the things they have seen or heard.

NATURE

This is what nurture tells about the behavior difference in male and female. Now, talking about nature. The given figure shows the different parts that brain contains such as prefrontal cortex, frontal lobe, temporal lobe, parietal lobe, occipital lobe, cerebellum.



And these different parts bear different function for male and female such as the cerebellum which controls the postures and balance and the pons which helps in the consciousness is found to be larger in men than in female meaning that the consciousness in men is greater than in female. Likewise, as mentioned above, the orbitofrontal to amygdala ratio which is a region that regulates emotion and amygdala which helps in controlling the emotional reaction is greater in female thus making them much more emotionally understanding then men .

The grey matter and white matter also differs according to the gender. In men the grey matter is 6.5 time more than in female whereas the female brain has 10-time white matter than male which means that the men can do certain isolated tasks such as solving problems better and women can integrate information easily due to the higher amount of white matter

CONCLUSION

Thus, the different function of the brain helps in the development of different behavior in male and female. Whereas the environment that we are living in also effects the behavior & psychology of men and women. The different stereotypes that we grew up with has helped in making the difference in the behavior of male and female. Likewise, the natural phenomena such as the difference in brain and its structure also plays a part in the difference in the behavior of male and female.

JOKE OF THE DAY

You've spent a day in hell and you've spent a day in heaven". "You must choose between the two.

An HR manager was knocked down (tragically) by a bus and was killed. Her soul arrived at the Pearly Gates, where St. Peter welcomed her. "Before you get settled in" he said, "We have a little problem...you see, we've never had a HR manager make it this far before and we're not really sure what to do with you."

"Oh, I see," said the woman, "can't you just let me in?" "Well, I'd like to," said St Peter, "But I have higher orders. We're instructed to let you have a day in hell and a day in heaven, and then you are to choose where you'd like to go for all eternity."

"Actually, I think I'd prefer heaven", said the woman. "Sorry, we have rules..." at which St. Peter put the HR manager into the downward bound elevator.

As the doors opened in Hell she stepped out onto a beautiful golf course. In the distance was a country club; around her were many friends, past fellow executives, all smartly dressed, happy, and cheering for her. They ran up and kissed her on both cheeks, and they talked about old times.

They played a perfect round of golf and afterwards went to the country club where she enjoyed a superb steak and lobster dinner. She met the Devil (who was actually rather nice) and she had a wonderful night telling jokes and dancing.

Before she knew it, it was time to leave. Everyone shook her hand and waved goodbye as she stepped into the elevator. The elevator went back up to heaven where St. Peter was waiting for her. "Now it's time to spend a day in heaven," he said.

So she spent the next 24 hours lounging around on clouds, playing the harp and singing; which was almost as enjoyable as her day in Hell. At the day's end

. "So," he said, "You've spent a day in hell and you've spent a day in heaven". "You must choose between the two." The woman thought for a second and replied: "Well, heaven is certainly lovely, but I actually had a better time in hell. I choose Hell."

We're instructed to let you have a day in hell and a day in heaven, and then you are to choose where you'd like to go for all eternity



Accordingly, St. Peter took her to the elevator again and she went back down to hell. When the doors of the elevator opened she found herself standing in a desolate wasteland covered in garbage and filth. She saw her friends dressed in rags, picking up rubbish and putting it in old sacks. The Devil approached and put his arm around her.

"I don't understand," stuttered the HR manager, "The other day I was here, and there was a golf course, and a country club. We ate lobster, and we danced and had a wonderful happy time. Now all there is, is just dirty wasteland of garbage and all my friends look miserable." The Devil simply looked at her and smiled, "Yesterday we were recruiting you, today you're staff." ;-)



St. Peter returned.



YAMAHA



CORPORATE



JEEP





SOLUKHUMBU

MIPL SITE VISIT



MAW EARTH MOVERS ACCOUNT TEAM TEMPLE VISIT





**THE LEGEND
OF MOTO GP
NOW IN NEPAL** >>

YAMAHA

YAMAHA

**R15
VERSION 3.0
BOOKING OPEN**

**ANNOUNCES NEW YEAR OFFER
HAPPY NEW YAMAHA**

MAW Enterprises Pvt. Ltd., the authorized distributor of Yamaha motorcycles and scooter in Nepal, has introduced its consumer scheme targeted to upcoming Nepali New Year 2076. In the scheme, 'Happy New Yamaha', customers of Yamaha will get chance to win 700 numbers of Golden Coins and also cash discount up to 1 lakh rupees through scratch card.



We hope this scheme will double customers' excitement in New Year celebration. Customers will get sure shot cash discount and chance to win Gold coin. It is a double bonanza.' Mr. Chiranjibi Shah, CEO of Yamaha Division of MAW Enterprises, said, 'We want to assure that this is the best time to be proud owner of Yamaha two-wheelers.'

Customers buying Yamaha motorcycle or scooter from any of Yamaha's authorized dealers will be given a scratch card on scratching which he will get chance to win up to One lakh rupees. Similarly, a weekly lucky draw will be done in every dealers of Yamaha throughout Nepal so as to announce one lucky winner from each of the dealer. 700 customers of Yamaha two-wheelers will win 700 Gold coins in this scheme.

Yamaha's motorcycles and scooters are fitted with patented 'BLUE CORE' engines. FZ series and R series are equipped with Fuel Injection (FI) technology that not only enhances the performance of motorcycle but also lessens the fuel consumption, thus increasing the mileage.



MAW

Enterprises Pvt. Ltd., authorized distributor of Yamaha motorcycles and scooters in Nepal, has officially launched its most awaited off-road motorcycle, Yamaha XTZ 125, in Nepal with the theme, 'Make Your Own Road'. Yamaha XTZ 125 was first showcased in Nepal in earlier edition of NADA Auto Show. The price of Yamaha XTZ 125 is kept at Rs 3,99,900/-.

"Off-road segment is getting substantial growth in Nepalese industry. We wanted to fill this gap in Yamaha lineup in Nepal. So, we are sure that Yamaha XTZ 125 is the best option," Mr. Chiranjibi Shah, CEO, Yamaha Division, MAW Enterprises, said, "We hope that this new beast will address the demand of off-road Yamaha motorcycles in Nepal."

Yamaha XTZ 125 has 124cc, Air cooled, four stroke, single cylinder (SOHC) engine that generates a maximum power of 10.2 PS at 7500 rpm and

"We hope that this new beast will address the demand of off-road Yamaha motorcycles in Nepal."

Mr. Chiranjibi Shah, CEO, Yamaha Division



MAW LAUNCHES YAMAHA XTZ 125 IN NEPAL

maximum torque 9.9 Nm at 5500 rpm. The carbureted motorcycle is available with a 5-speed gearbox and air-cooling as standard. It has both electric and kick start system. The fuel tank capacity is 10.6 - litres. It will be available in three colors- Blue, Black and White.

The bike weighs just 118 kg and offers 260mm of impressive ground clearance to prove its purpose. It allows conquering more obstacles including rocks, streams and shallow rivers, floods and marshes. The seat height is genuinely good at 840mm. The suspension setup is Telescopic forks for the front and Monocross suspension at the rear, both offering extended travel for all-terrain riding. The front rim measures 21-inch while rear seen here is 18-inch in diameter. Both the wheels are available with a spoke-type arrangement to absorb the bumps in a better way.



XTZ
THE OFF-ROADS ARE YOUR ROADS

External features include; semi-rugged tires, a halogen headlamp, front disc brakes and plastic panels with sporty markings on the sides. It comes with an underside cover to keep scrambled stones from damaging the engine. Similarly, features for the rider's convenience include; instrument panel with speedometer and trip meter, a wide and thick cushioned seat which is also low - enhancing upright seating and a sturdy carrier at the rear end to fasten spoils of an adventure or a cargo box.



XTZ
THE OFF-ROADS ARE YOUR ROADS

PUZZLE WINNERS



Congratulations

*Glimpse of prize
Distribution*



"The core of all perfectionism is the intention to do something well"



Trying to be perfect can cause anxiety

No one is "perfect." Yet many people struggle to be, which can trigger a cascade of anxieties. Perfectionism may be a strong suit or a stumbling block, depending on how it's channeled, as clinical psychologist Jeff Szymanski explains. Dr. Szymanski is an associate instructor of psychology at Harvard Medical School and executive director of the International OCD Foundation.

"The core of all perfectionism is the intention to do something well," says Dr. Szymanski. "If you can keep your eye on intention and desired outcome, adjusting your strategy when needed, you're fine.... But when you can't tolerate making a mistake, when your strategy is to make no mistakes, that's when perfectionism starts veering off in the wrong direction." In its most severe form, perfectionism can leave you unable to complete any task for fear of making a mistake. To help you prioritize the projects and activities that mean the most to you and keep your personal strategy in line, Dr. Szymanski has shared the following exercise:

What do you find valuable in life? What would you want 50 years of your life to represent? If that seems overwhelming, think about where you want to put your energies for the next five years

Think about your current goals & projects, and assign them priorities. Use the letters "ABCF" to help you decide where you want to excel(A), be above average(B), or be average(C), & what you can let go of (F). For example:

A (100% effort) This is reserved for what's most important to you. For example, if your career is most valuable, your goals might be to impress the boss, make sure clients are happy, put out good products at work.

B (above average, maybe 80% effort) Perhaps you like playing golf or tennis or want to learn a new language. You enjoy these activities, but have no plans to go pro.

C (average effort) Perhaps having a clean home is important, too. But how often does your home need to be cleaned? People aren't coming to see it every day. Could you just clean up on the weekends? Or focus on a few rooms that get the most traffic?

F (no effort) Time-consumers that don't advance your values or bring you pleasure — for example, lining up all your hangers or folding all your clothes in a specific way. Do you have any tasks that, upon reflection, don't really matter — you've just done them one way for so long that you're on autopilot? These deserve to be pruned.



Mawpoets

“ Literature is as old as history of the man itself. Over the past few decades, the role of literature in language learning & teaching has been subject to variations. However, Poetry as an art form predates written text. The earliest poetry is believed to have been recited or sung, employed as a way of remembering oral history, genealogy, and law. ”

UNSAID WORDS

Different people have different thoughts
 So you have and I do
 There are lots of things in my heart
 Which need to be expressed
 But when we were together
 Words get wrapped in rhapsody
 And doesn't come easily
 So all the things remains in my heart.

Now I hope you feel better
 Because I felt those kind of words
 Would just pass you by
 On such day that really bring us down
 We filled our conversations with unrelated
 matter
 And I can't even say
 What I really want to say
 It's a deep darkness
 Where even saying "I love you" isn't enough

Yam Gurung "enlightened"

 YamsPoetry

OFFBEAT

Going through the same beat,
 Working on the same sheet,
 Probably make you in the top list,
 But it's not "OK", Is it?
 It's not "OK", Is it?

Because life should be on the Off-Beat,
 So, that you can know about life atleast,
 Going on the top is vexatious, on the same beat,
 Excitement!! Is there working on the Off-Beat

But it's not like everything should be on Off--
 Beat,
 Everything has a time, so point it on your list,
 Going through the same beat,
 Working on the same sheet,
 Probably make you in the top list,
 But it's not "OK", Is it?
 It's not "OK", Is it?

Aishworya Pandey



TAKING CONTROL OF YOUR LIFE

Why worry about things you can't control when you can keep yourself busy controlling the things that depend on you? According to news reports, the psychic businesses are really thriving in this challenging economy—and the clientele has expanded to a staggering number who are worried about their financial future. According to Columbia Business

“
Why worry about things you can't control when you can keep yourself busy controlling the things that ”

School's Professor Gita Johar who studies consumer behaviour, the greatest motivation for visiting a psychic is to feel a sense of control. Sure, there are lots of things we can't control: busi-

nesses may fold, stocks may plummet, relationships may end—the list is infinite, really. But wouldn't we be far more effective if we focused on all things we can control instead; if we stopped worrying about the indefinite and started benefiting from the guaranteed?

The key to maintaining a positive attitude in life is to know the difference between what we can control and what we can't.

Worrying doesn't take away tomorrow's troubles it takes away today's peace

If you are troubled about something you can control, like whether you are going to lose your job, then step up your game. Come in early, meet your targets, or volunteer to take on additional responsibilities; do anything you can think of to increase your value. If you still end up losing your job, you can be sure of getting a better reference. If you are concerned about your health, exercise regularly, eat a well-balanced diet, and refrain from smoking. On the other hand, if you find yourself worrying about something like the safety of your son or daughter serving in the military, whether the government is going to raise taxes, or whether the coming storm will deluge you with rain, understand that there's no action you can take to make any impact on these events or circumstances.



One of the traits of positive people is that they don't worry about things they can't control.

You cannot control these things; worrying about them will just cause stress and affect your overall attitude. In the long term, worrying about what you can't control puts your health, happiness, and longevity at risk.



Here's an activity that can help:

Make a list of the things you worry about. Divide that list into two categories:

"Concerns you can do something about"

"Concerns beyond your control"

“Do not worry about tomorrow, for tomorrow will worry about itself. Each day has enough trouble of its own”

Beside each of the items you can control, include an action item. For instance, if you worry about the ten pounds you've recently gained, put together a plan to do something about it. If you're concerned about an impending deadline, make a list of all the things required to get the project completed.

Make a commitment to attack everything within your control and be intentional about not worrying about the things you can't. At first, you'll find it hard not to worry about the things you can't control, but if you use self-discipline and refuse to worry about them, it will become easier.

-Jashisha Gupta

A DAY TO REMEMBER

HIKE TO DOLESHWOR MAHADEV PILOT BABA –RANIKOT

Our team, System & Compliance, were planning for outing since long. Due to many reasons we were not able to execute it. Finally, the day of excitement came; we, team of 9, finalized to go for a HIKE on Saturday, 2nd Chaitra 2075. In the early morning, despite hesitation for leaving the warm bed, all the team member gathered at Koteshwor around 5:30 am. From there, we then traveled towards our 1st destination Doleshwor temple. Doleshwor located at seclusion, with huge iconographical attributes of Lord Shiva such as Serpent, Trishula and Damaru; huge

sculpture of Nandi, gate-guardian deity of kailasha; and its simplicity left us at awe. Paying homage to Lord Shiva in the early morning, filled us with extra energy and excitement. With the beautiful sunrise and divine grace of Doleshwor Mahadev, we started our hike towards our 2nd destination Pilot Baba. On our way towards pilot baba, 'Laligurans' waved us with its fragrance throughout the way. Through the high pitched roads to the small alleys of village life and steep terrains, we continued our hike facing all the ups and downs

on the way. Sometimes breathing heavily & sometimes taking low breathes, our bodies were tiresome but minds full of joy. The fresh air, blue sky, greenery and jokes on the way; continued to fuel determination to reach our destination. Finally, we got a glimpse of our destination. At around 9:30 am, we reached the gate of Pilot Baba Ashram. Immediately, we forgot our struggle and started enjoying the scenic view, right away from the entrance. The scenic beauty from above Pilot Baba ashram and holiness of Pilot Baba were mesmerizing.



While sitting inside the meditation hall, with peaceful vedic mantras enchanting in our ears, we forgot the world outside and slipped into mysticism. Now that we walked 6-7 km and enjoyed the beauty of Pilot baba, we could here our stomach grumbling. For breakfast, we decided walk down towards open ground outside premise of the Ashram. Unlike other days, having a breakfast sitting

“Sometimes breathing heavily & sometimes taking low breathes, our bodies were tiresome but minds full of joy”

on the open ground, in the lap of mother Earth with a view to enjoy; the experience cannot be explained in just words. While having our breakfast, we also noticed the litters all around the grounds, which was very disheartening. Hence, we decided to take #Trashtag Challenge. We divided team to collect litters from all around the ground and dumped it in a single dumping place there.

The amount of satisfaction we achieved from this single act of cleanliness is boundless. We got so much peace from Ashram, we felt really good to contribute something from our side, cleaning the environment around it. From there, we started our hike towards 3rd destination i.e. Ranikot. Walking up through steep roads, we came across this steep stairways by the trees. The Rings of smoke through the trees, the songbird sings; with all our thought lost in it. Taking one step after another, slowly and steadily, listening to Led Zeppelin classic "Stairway to Heaven" helped us reach at top of the stairways and

reach at top of the stairways and gave us the sense of achievement.

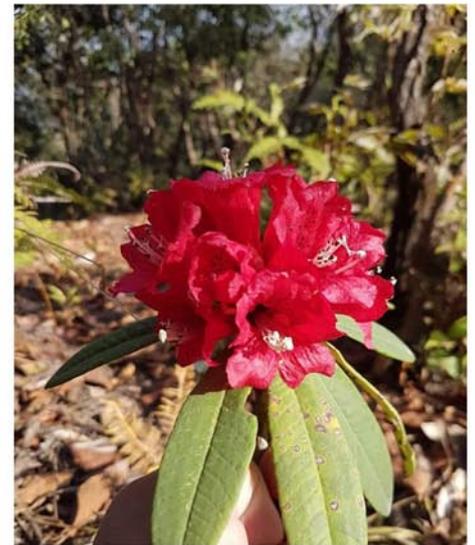


MAW-S&C CSR ACTIVITY

Soon, we found out we lost our way to the destination. However there's a saying, "It feels good to be lost in the right direction". We only lost our way to the destination but we found ourselves lost in its serenity. The journey towards Ranikot got even more adventurous, when we came to know that there was no any trail to walk down to the

road apart from the stairways that we climbed up earlier.

Being unsure whether we shall return from the same stairways; our Department head Anil Sir lead us to go through the woods to get down the road. Into the woods, we slid and we slipped, helping each other to reach the road that we could see from above. There was a sense of relief when reached down the road. We were lucky to get blessing from "Bagh Bhairab", which was resting on the walls of steepy terrain. Some members got bruises, painful legs while slipping down, but that made this hike more memorable.



Then, we continued to march towards Ranikot. Finally, we reached resort at top of Ranikot. We got freshen and had a delicious lunch. Thanks to Ms. Urusha from our team, that every grain of food we ate was like an elixir. We took rest, clicked some more and enjoyed the warm sun and the view from top of the hill.

After taking enough rest, we decided to march down as we had one last destination to reach, Ashapuri Mahadev. The waterflow at Ashapuri Mahadev washed away all our tiredness. After prayer, we had local tea and best Rasgulla. The day had come to an end, and we all moved towards our home, carrying all our bags, and more importantly hell load of life-long memories.

--Bibek Malla--



If you are inquisitive & think that everything in this world can be explained by logic, then the riddles in this article are for you. If you need to quickly warm up your brain and wake up, then this article is also for you. We are challenging you to solve each riddle in 7 secs. Ready, set, go!



The culprit was sentenced to death. He must choose one of 3 rooms: in the first one, there are raging fires, the second one is full of killers with loaded guns, and in the third one there are a group lion that have not eaten for 3 years.

1. Which of these rooms will be the safest?
2. Where are there rivers but no water, cities but no buildings, and forests but no trees?

-Nathuni Kr Shah

How did he know he had the same cup of coffee?

Bren don sat in the coffee shop & found a fly in his drink. He asked the waitress to bring him another coffee. After he'd received a new cup and taken a sip he got angry. Brendon realized that it was the same cup of coffee that he had in the first place.



Answers at the last page

MIND TRICKQUESTIONS

1. What is always coming, but never arrives?
2. If it takes eight men ten hours to build a wall, how long would it take four men?
3. If an electric train is moving north at 100mph and a wind is blowing to the west at 10mph, which way does the smoke blow?
4. Some months have 31 days, others have 30 days, but how many have 28 days?
5. What goes up and down, but always remains in the same place?
6. Who is bigger, Mr. Bigger, Mrs. Bigger, or their baby?

SUDOKU

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7			9	1			4
5							2
		7	2		6	9	
	4		5		8		7

FILL

&

WIN

BE THE LUCKY ONE

1. Name the technology that enhances the performance of motorcycle and lessens fuel Consumption.

Your Answer :

2. . "WE" began in this Year and we are Expanding.

Your Answer :

3. Yamaha XTZ 125 weighs and has a ground clearance of

4. KSS stands for

Your Answer:

5. The very striving and hard work that we so constantly try to achieve the result

Your Answer:



**ALL OF US ARE UNIQUE - WE HAVE
BLENDED TOGETHER FOR A
MISSION SINCE 1964**

RIDDLE ANSWERS

- 1) The room with lions because they already died from hunger a long time ago.
- 2) It's the map of the world.

2)
1. "The second" coffee was sweet already. Brendon had put sugar in his "first" cup before finding the fly

- 3)
1. Tomorrow
2. No time, because the wall is already built.
3. An electric train has no smoke.
4. All the months have 28 days.
5. Stairs



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5th EDITION

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