



MARG DARSHAN

A Vigilance Magazine
तमसोमा ज्योतिर्गमया



INTEGRITY— A WAY OF LIFE

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Look for 3 things in a person. Intelligence, Energy, & Integrity. If they don't have the last one, don't even bother with the first two.

Warren Buffett

CMD's Message

ಆರ್. ಮಾಧವನ್

ಅಧ್ಯಕ್ಷರು ಮತ್ತು ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು

आर. माधवन

अध्यक्ष एवं प्रबंध निदेशक

R. MADHAVAN

Chairman & Managing Director



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मुख्यालय

HINDUSTAN AERONAUTICS LIMITED

CORPORATE OFFICE



Message

I am delighted to learn that the Vigilance Department has devoted this edition of Marg Darshan to 'Integrity – A way of Life'.

Integrity is a trait that goes a long way in making people a better version of themselves, better human beings in general. When we are guided by Integrity, our thoughts and words are in line with each other; our actions align with our principles. Our conduct speaks for us, more eloquently than words ever could. It becomes the basis for reputation and self respect.

As we know, Integrity is one of the essential values an employer always seeks in his employees. Integrity in a workplace also promotes a positive environment which encourages higher productivity. Therefore, we should cultivate Integrity in our daily life and the most important thing is that we should pass it on to our children, who are the future of the nation.

Hindustan Aeronautics Limited, being a Defence PSU has chosen Integrity as one of the Core Values. We believe in a commitment to be honest, trustworthy and fair on all our dealings. We will comply with all requirements so as to ensure that our organization is always worthy of trust.

I compliment the Vigilance Department for involving officers from diverse Departments to spread the theme of Integrity across the Company.

(R. Madhavan)

Chairman and Managing Director

Place: Bangalore

Date: 28th Sept, 2020

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CVO's Message



श्रीकांत वलागद आई ए एस
मुख्य सतर्कता अधिकारी
SHRIKANT WALGAD, IAS
Chief Vigilance Officer

हिंदुस्तान एरोनॉटिक्स लिमिटेड
मुख्यालय
HINDUSTAN AERONAUTICS LIMITED
CORPORATE OFFICE

CVO's Message



It is my proud privilege to address through this latest in-house magazine, Marg Darshan, on the theme **"Integrity - A Way of Life"**. The editorial team has put in efforts in compiling and bringing out important activities of Vigilance Department and articles on the theme.

Central Vigilance Commission (CVC) envisages the role of Vigilance Department in a PSU to be predominantly preventive in nature. Vigilance Department is making continuous efforts through planned activities to encourage employee participation in enhancing integrity and probity.

Vigilance Department is committed to enhance transparency, fair play and equity in dealings of the Company through proactive Vigilance initiatives.

I wish all the success for Vigilance Awareness Week 2020 and take this opportunity to extend my warm greetings to HAL fraternity and their families.


(Shrikant Walgad, IAS)
Chief Vigilance Officer

Place : Bangalore

Date : 13th Oct, 2020

Your
REPUTATION
is who other people
think you are. Your
INTEGRITY
is who you really are!

HONESTY, INTEGRITY AND TRUST



Sanjiv Kapoor
ED(Finance)-DC

A civilized society is well conscious of the three words- Honesty, Integrity & Trust. Ideally speaking, everyone wants to demonstrate himself placed at high Pedestal in terms of these Virtues, besides relating with those having these Virtues.

However, the worldly way of living more particularly in the modern life style where materialism, in a way, becomes the foremost attraction of living a life of instant, apparent, visible comfort & pleasures. When this factor dominates and interferes over the commitment of a life of Honesty, Integrity and Trust, this creates a state of confusion in the minds of the people.

As an individual or a group, the people face a conflicting situation in day to day life between the Path of Honesty, Integrity & Trust and that of realism of Worldly Life of gain, advantage & benefits to self and near & Dear ones.

Generally, most of the people would want to live a comfortable life with all kinds of happiness & pleasures. That may not always be possible with an approach of Honesty, Integrity & Trust. This forces people to compromise on their commitment for these virtues in the practical arena of life. But in order to stay as a believer & follower of these Virtues, the people resort to manifest that Honesty is a way of life for them though the reality may not be the same always.

As a child, one gets brought up seeing, hearing and experiencing the flow of life, which sometimes is purely Idealistic, encompassing through all the Virtues such as Honesty, Integrity, Truth, trust etc, while most of the time, the life of extreme realism prevails, which offers the benefits, gains and pleasures of Worldly way of life. This influences & attracts him or her to adopt the way of hybrid life style. During this process of life from childhood to adolescence to adulthood, one also gets the opportunity of keeping his own thoughts & beliefs in contention and decides the course of his life. Generally the learning & experience since childhood and his own thought process leads him to follow a proven kind of life style, sometimes more towards Virtues and sometime more towards materialistic way of life. Such people are generally called Worldly. Those who adopt life of complete Virtues turn out to be pious souls, whereas those who follow completely the other way are called materialistic. This is how child grows as an adult embedded with a certain Value System.

There is one more dimension where people, in addition to pious souls, tend to stand committed to all the Virtues for that part of time when they are in their respective places of worship or when they attend Funeral /Last rites of someone. During such a period, these Virtues become dominant factors.

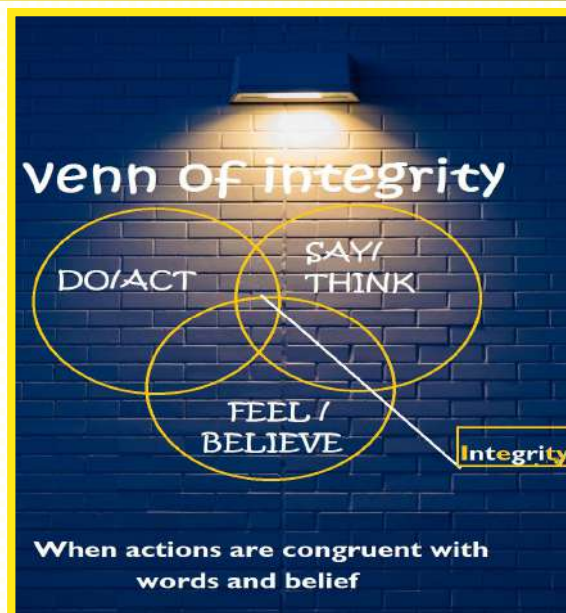
It is noticeable that majority of actors depicting such Virtues in their roles in movies are liked by audience in general. This means that belief on these Virtues is inherent and natural way of life.

All the religions, in their own way, advocate for leading a life of Honesty, Integrity & trust, and the spiritual preachers stress for practicing these Virtues for leading a life of contentment and achieving salvation. But the followers of almost all the religions get caught in the conflict of adhering to these Virtues and the Worldly gains of life and tend to deviate from the path of Virtues under compulsion for living a life of comfort & pleasures.

The modern times have witnessed the co-existence of these Virtues with the Worldly way of life. The degree of adherence to the Virtues and otherwise has, however, varied from time to time, age to age, society to society. It seems that the civilization would move onward in this way between the Idealism of all such Virtues and Realism of the Worldly way of life.

When it comes to adherence of these Virtues in Official dealings at organizational Level, there is one more dimension. Every organization has some set of rules, regulations, Systems, Procedures, Internal controls etc., which conform to Honesty, Integrity & Trust. The non-adherence to them may lead to administrative actions & even punishment to the individual as per the rules of the Organization. In respect of organizational dealings also, the mindset of the individual remains almost the same of a conflicting state i.e., Virtues v/s gain, benefit, pleasure, comfort etc. While in the personal life it could be just a mental tussle of being moral on adherence of these Virtues or otherwise on non-adherence, at organizational level, the conflict is not only that of being moral or otherwise, as the individual action is influenced by the fear factor, the fear of administrative actions / punishment to the individual. This fear plays an important role in keeping a check on the people in adherence to Honesty, Integrity, and Trust etc. In course of time, the path of these Virtues may sooner or later become a way of life.

The author of this article is Post graduate in Commerce and Chartered Accountant. He is presently posted as Executive Director (Finance) in Design Complex.



CVO's Review at Helicopter Complex



Meeting with Officers during the review



CVO's visit to Shop



CVO's visit to Shop



Farewell to Shri B Selva Kumar, IPoS, CVO-HAL



CVO addressing the gathering during the Farewell



Felicitation to CVO by
Shri K T Venkatesh, AGM(V)-CO

Glimpse of Vigilance Awareness Week-2019

Corporate Office



CMD inaugurating VAW-2019 by lighting the lamp



Address by CMD during the Inaugural function



Address by CVO during Inaugural function



Release of Marg Darshan by CMD during the Inaugural function

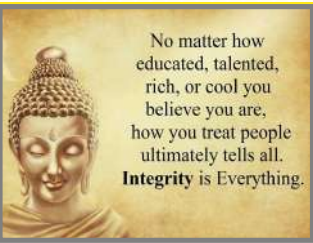
VIGITHON-2019



CVOs of BEL, HAL & BEML along with Team Vigilance



Human chain formed by HAL Team Vigilance during VIGITHON



INTEGRITY-A WAY OF LIFE



Shri V Saravanan
DGM(Outsourcing)
Engine Division

Integrity is adhering and honoring our word. It is state of being whole, complete and perfect. Though we can find the origins of integrity from Latin, essence of the same can be connected to **Individual Nature Testing and Evaluating for Generation of Relationship to Increase Trust and Yield good results (INTEGRITY)**. It is something which has to be measured from within, as we are faced with various situations and excel upon. Integrity not only defines our character by how we take advantage of opportunities and manipulate circumstance to arrive at a destination, but also lays a path for nurturing it along the way for meeting our ends. As rightly said by Mahatma Gandhi "One needs to be slow to form convictions, but once formed they must be defended against the heaviest odds."

We can only realize the effect of integrity in individual life when the definition of LIFE itself is appreciated. Life is a gap between Birth and Death, both of which are neither individual choice nor luxuries but mere biological cycles. It is this phase where choices are taken and changes are reflected. One of the key purpose of life is imbibed in being socialized based on high moral principles, ability to make ethical judgments in the face of diversity, united as a nation in-spite of being faced by thousands of differences, to be the change and to be nothing less than oneself and find pride in it. This inherently calls for integrity to be a way of life and also the key to the growth of self and our nation at large.

As an Engineer the trait of logical thinking and reasoning compels me to put forward the basic question 'Is integrity necessary for public life?' There have been thinkers like 'Machiavelli' in the West and the 'Kautilya' in the East who felt that the moral standards prescribed for a private individual cannot be applied when one deals with public life. A person who has high moral standards is bound to take decisions, which are also in the public interest. An example of the same can be visualized from a real life story of great personality whom we refer as "Missile man of India".

"Once Dr. APJ Abdul Kalam went to a place called Erode in Tamilnadu to attend a function sponsored by a Company that manufactures wet grinders. On that occasion, the said Company gifted him a wet grinder. He refused to accept it but since he needed it he insisted on paying for it. He then sent a person to the shop with a cheque equivalent to the cost of the grinder. The Managing Director of the Company was reluctant to receive money from Kalam and did not encash the cheque for over a month. After a month, the Company received a call from Kalam's Office asking why the cheque has not been deposited. Further, Kalam directed them to deposit the cheque to avoid returning the grinder. The Company agreed to deposit it.

But, they did not want to let go of the treasure and decided to keep a copy of the cheque. They got it scanned and have framed it. The very next day they deposited the cheque and received a message from Kalam's Office thanking them for doing so." This is one of the few instances of ethical and moral character personified through Dr. Kalam which not only made him a true legend among the youngsters but also an inspiration for the whole country. It is more fascinating to know that he retired from the post of 'President of India' with a total material property of 2,500 books, a wrist watch, six shirts, four trousers, three suits and a pair of shoes alone, but earned the name of "People's President" due to his honesty and simplicity which no one else was able to achieve till date.

Integrity in the context of public sector unit like our HAL, flows from the Company's core values that upholds honesty as an optimal example of integrity in the workplace. Honesty encourages open communication between employer, employees and co-workers and leads to effective relationships in an Organization. The traits that relate to integrity apart from honesty include respectful nature, trustworthiness, hardworking attitude, responsibility and patience. Achieving prosperity without integrity is impossible. Only men of high integrity have the strength, creativity, and will to work tirelessly. Organizations with a high level of integrity enjoy better stability, exceptional growth, improved workflow and heightened workplace satisfaction. Of all these, the most important outcome is a strong employer branding. This propounds the need for integrity as strong factor for self as well as group development.

Integrity can be of different types like Intellectual integrity, Financial integrity, Moral integrity etc. While intellectual integrity means that the person does not change his views or perception depending upon the circumstances or external considerations, financial integrity is about not becoming corrupt, not to get sold to others' mean interests for some amount of money however big or small. On the same line, moral integrity would mean observing the same principles irrespective of the situation. Lack of integrity results in undesirous responses like corruption which embezzled our Country's rightful growth. It is very essential to find the root cause for individuals deviating from being honest and also to implement various strategies for developing integrity in workplace among employees. In general, the qualities required for inculcating integrity can be traced to self-discipline, self-motivation, extraordinary commitment, focus and responsibility etc., some specific measures include:

- ◆ Conveying the importance of integrity, its positive impact on professional and personal life.
- ◆ Adhering to fair compensation methods by treating everyone with equal importance they deserve.
- ◆ Maintaining transparency in every activity paves way towards healthy work culture.
- ◆ Recognizing and rewarding the employee's effort for elevating the sense of integrity within.
- ◆ Fostering integrity by setting achievable goals that are less likely to divert their minds elsewhere apart from work.
- ◆ Most importantly discouraging the concept of favoritism.

Encouraging employees to work with integrity should begin on the very first day they join the company. This will not only help towards better work ethics but will strengthen their own moral and ethical principles. In fact schools should take the first step in producing students with integrity by teaching them moral science. If, we perform our civic duties responsibly we can definitely build a society that thrives on integrity and then good governance will not be the only result but will be a part of a larger system that thrives on goodness and fairness. Finally I want to end this article with a mention of "subhashitani"

असद्भिः शपथेनोक्तं जले लिखितमक्षरम्।
सद्भिस्तु लीलायाप्रोक्तं शिलालिखितमक्षरम्॥

When dishonest proclaim their vows, it is as if written in water - good for nothing.

But when virtuous people even make a passing remark, it is as if written on stone - they will live up to it.

The author of this article is a Bachelor of Engineering from University of Madras, M.B.A., & M. Phil from Periyar University, Salem. Presently working as DGM (Outsourcing)- Engine Division (BC).



SWEETS AND MARBLES

There was a boy who had a great collection of marbles and girl had collection of sweets. Each looked at what the other had and was envious. So they agreed on an exchange; the boy to give the girl his marbles, and the girl to give her sweets. The boy kept the biggest and the particularly attractive marble aside and gave the rest to the girl. The girl gave him all her sweets as she had promised.

That night, the girl went off to a pleasant sleep. But the boy couldn't sleep as he kept wondering if the girl had hidden some sweets from him the way he had hidden his best marble. Integrity is one the most salient element in every single relationship you have in your life. Integrity is a way of life, not just a behaviour. Don't allow yourself to hold any of your marbles back from another person. If you are experiencing any doubt, it is because you know that deep down inside yourself, you have never truly given that person all of WHO YOU ARE.!

Be Honest, Stay True

Glimpse of Vigilance Awareness Week-2019

Design & Helicopter Complex



Lighting of lamp by Justice P Vishwanatha Shetty, Hon'ble Lokayukta, Karnataka, Chief Guest during the Inaugural Function



Talk by Justice P Vishwanatha Shetty, Hon'ble Lokayukta, Karnataka during the Inaugural Function



Shri Suresh Kumar, CD(HTT-40/IJT) addressing the gathering during the Valedictory Function at ARDC



Dr. T R Rajanna, CD-AERDC distributing Prize during the Valedictory Function at AERDC



Shri Sambat Mahto, Officiating GM-MCSRDC addressing the gathering during the Valedictory Function at MCSRDC



Prize distribution to winners of Quiz Competition by Shri D B Chalwade, ED(RC) at RWRDC

Glimpse of Vigilance Awareness Week-2019

Design & Helicopter Complex



Shri N Ganesh, GM - SLRDC and Chief Guest lighting the lamp during the Inaugural Function at SLRDC



Prize Distribution by Shri Anbuvelan S, GM(HD) during the Valedictory Function



Key note address by Chief Guest Shri D.Ganesh, GM(MRO) during the Valedictory Function at MRO Division



Report on Vigilance Awareness Week by Shri T V Muralidharan, DM(Vig)-ACD during Valedictory Function at ACD



Shri Rajaram Mohanty, GM(BKP) addressing the gathering during the Valedictory Function



PROFESSIONAL INTEGRITY AT WORKPLACE AND BEYOND – A WAY OF LIFE



**Shri Shailesh Bansal,
Jt Company Secretary-CO**

Introduction

As per Wikipedia, Integrity is the practice of being honest and showing a consistent and uncompromising adherence to strong moral and ethical principles and values. In ethics, it is regarded as the honesty and truthfulness or accuracy of one's actions.

From the above, we can define the professional Integrity as the practice of showing strong adherence to moral and ethical principles and values like honesty and trustworthiness.

Who should maintain Professional Integrity?

Professional integrity needs to be maintained both by employer and employees for which both should build a faith and trust in each other.

If employer honestly maintains Professional Integrity over workplace, it will give employees a reason to trust their employer that, in running the organisation, they will behave professionally and will give preference to the professional standards and ethics over their individual interest.

If employees honestly maintain Professional Integrity over workplace, by being loyal, trustworthy and reliable to the organisation and producing expected results, there would be no way left for the employer other than to reciprocate in the same manner. It will also help in boosting the career of the employees who follow it because reward and honesty go side by side.

Whether it is enough for an organisation to maintain Professional Integrity with its employees only or something else is there?

No. To become successful in business, apart from its employees, an organisation has to maintain Professional Integrity with all of the following:

- Customers and Clients
- Suppliers
- Investors
- Banks and Financial Institutions
- Community at large
- Environment
- Government
- Media
- Competitors

The world will not be destroyed by those who do evil, but by those who watch them without doing anything- Albert Einstein.

How to maintain Professional Integrity at Workplace?

- ◆ No differentiation should be made by the employer amongst its employees regardless of their level.
- ◆ Ethical behaviour and honesty of employees should be rewarded honestly in public to encourage others.
- ◆ Environment of workplace should be filled with such a trust that nobody should hide its mistakes, even if they are costly. This is because, hiding such mistakes may lose the organisation a chance to rectify the same or minimise its impact.
- ◆ Group discussions should be promoted in the organisation, because it may result into generation of better ideas which may lead to faster growth for an organisation.
- ◆ Self-assessment should be promoted amongst the employees to evaluate their strengths and weaknesses and measures should be adopted to promote their strengths by eliminating their weaknesses for the benefit of the organisation.
- ◆ Efforts should be made for keeping professional commitments intact by encouraging employees to provide its best without fear of losing anything.

How an organisation can maintain Professional integrity with other stakeholders?

An organisation can maintain Professional Integrity with other stakeholders by adopting the following ethical standards and practices as follows::

◆ Customers and Clients

By providing good quality product and services at reasonable and fair price with all the relevant information about the product and services.

◆ Suppliers

By making timely payments of its supplies and by raising timely requirement of goods and services so that it would enable them to deliver the supplies on time without compromising with the quality. Advances, if any, required for completing the order in a timely manner may also be given.

◆ Investors

By providing them handsome return on their investments by declaring good dividends, bonus shares, achieving higher profit margin, efficiency, etc. and by keeping them informed about all the material events and developments that may impact on their decision to continue or discontinue with the investments made by them in the organisation.

◆ Banks and Financial Institutions

By making timely payment of its dues and interest and by fulfilling all its documentation and security requirement.

♦ **Community**

By taking care of its various needs and requirements as a part of organisation CSR activity so that it will stimulate the local development and increase the well-being of the local community at large.

♦ **Environment**

By making efforts to improve its quality by adopting good environmental practices and by carefully disposing-off the wastes after properly treating it as per the applicable rules and laws.

♦ **Government**

By paying truthful taxes without making any manipulation and fraud and by complying all the laws and regulations so that social and economic development of the nation can be boosted.

♦ **Media**

By disseminating all the information required to be known by general public or community at large and by not creating false perception about the organisation.

♦ **Competitors**

By not indulging in Unfair and Restrictive Trade Practices and by proving them fair chance to compete.

Conclusion

Though it is not difficult to understand the importance of integrity, but sometimes feels difficult to practice it. One should understand that, whether it be an organisation or an individual, if someone wants to excel in its profession, one has to adopt professional integrity which can be achieved only by adopting more and more traits of it i.e., by being honest, truthful, trustworthy, dependable, reliable and ethical in the profession or business.

The author of this article is FCS, Chartered Secretary and ICMAI and presently posted as Jt. Company Secretary, Corporate Office



Glimpse of Vigilance Awareness Week-2019

Mig Complex



Prize distribution by Shri R P Khapali, Offg. CD (AURDC) during Valedictory function.



Address by Shri U B Singh, GM (AOD) during the Valedictory function



Integrity Pledge being administered at Koraput



Prize Distribution by Shri Debashish Deb, Executive Director at Koraput



Shri A B Gharad, GM (AMD) addressing the gathering

Glimpse of Vigilance Awareness Week-2019

Accessories Complex



Vigilance Awareness Week report by Chairman-VAW 2019 Committee during the Valedictory Function at AD, Korwa



Message from CVC read by Shri A M Srivastava, AGM (Quality), TAD Kanpur during the Inaugural Function.



Chief Guest Prof. (Dr.) Manju Agrawal, Dean - Amity University, Lucknow Campus addressing the gathering during Valedictory Function at AD, Lucknow



Unveiling the posters on anti-corruption during the Inaugural Function at Lucknow



Prize distribution by Shri Rajeev Kumar, GM-AD, Hyderabad



Prize distribution by Shri Arun Krishna, GM-AD, Korwa during the Valedictory Function

Integrity at the Workplace



Shri Sanjay Kumar Sah
Chief Manager(IMM)-CO

Let me start with an anecdote.

On a job application, one question read, "Have you ever been arrested?" The applicant answered "No". The next question was a follow up to the first, which asked, "Why?" Not realising he did not have to answer this part, the "honest" and rather naive applicant wrote, "I guess it's because I never got caught."

Integrity starts with "I". Oxford Learners Dictionary defines integrity as "the quality of being honest and having strong moral principles." When I have integrity, my words and my deeds match up. I am who I am, no matter where I am or who I am with.

Integrity comes in many forms, but the most important traits that are expected at the workplace are dependability, honesty, loyalty and good judgement. Employees having integrity will do the right thing, even when no one is watching.

How to Demonstrate Integrity in the Workplace?

Integrity is our most trusted friend as it keeps us on the right path. Following tips will help in demonstrating integrity:

- **Build Trusting and Respectful Relationships** with suppliers, colleagues and customers.
- **Communicate Openly and Honestly** to ensure that people know exactly what is going on around them, where everybody stands and the best way forward.
- **Follow Company Policies.**
- **Demonstrate Responsible Behaviour** - Ensure that there is no reason for your colleagues to ever question your conduct by demonstrating ethical and moral behaviour at all times.
- **Work Diligently** - Focusing on your job responsibilities while at your desk will show your colleagues, seniors, juniors and even customers, that you have strong work ethics.
- **Admit to and Learn from Your Mistakes** without putting the blame on someone else.
- **Lead by Example** - Seeing you working by the same standards and expectations, encourages others to follow suit.
- **Stand Up for Your Values and Beliefs** - This is about inborn moral conviction to do what is right, and reject the wrong, regardless of the consequences that are attached to the decision.
- **Have Your Own Identity** - Understand who you are, what you are capable of becoming, what you want out of life and where you want to go.

Unethical Behaviour in Purchasing:

In the workplace, integrity is one of the key foundations for ethical behavior and accountability. Ethical behavior plays a major role in procurement because procurement influences and controls significant financial resources through the awarding of purchase contracts. Following are few examples of the unethical behaviors in purchasing which everyone must avoid:

- **Accepting Supplier Favours:** This category involves the acceptance of gifts and favors from suppliers. Examples include dinners, free travel & lodging, free tickets to various events, and even cash.
- **Sharp Practices:** This is a broad category of behaviors that are designed to trick or deceive suppliers. Examples include
 - ⇒ Soliciting bids from unqualified suppliers to drive prices lower.
 - ⇒ Exaggerating purchase volumes to receive a lower cost per unit, then ordering lower volumes.
 - ⇒ Expecting suppliers to perform services but not compensating them for doing so.
 - ⇒ Taking advantage of suppliers in financial distress.
- **Financial Conflicts of Interest:** This means that the contract is awarded to suppliers not on merit, but on for the financial gain of the buyer. Examples include taking direct bribes and awarding business to companies based solely on their ownership by family members& friends.

Integrity Test:

As mentioned by Subroto Bagchi, co-founder of Mindtree Ltd, in his book "*The Professional*", one should qualify for following four simple questions for integrity test before doing anything:

- ♦ *"Is my intended act consistent with the law of the land?"*
- ♦ *Is what I am going to do the fair thing?*
- ♦ *If I were to seek counsel from someone with no vested interest, would the person advise me that it was the right thing to do?*
- ♦ *Would it embarrass me if the news of what I intend to do broke out?"*

We should make it our goal to be a person of integrity always no matter how many temptations or challenges we face.

In words of Oprah Winfrey *"Real integrity is doing the right thing, knowing that nobody's going to know whether you did it or not."*

The author of this article is B.Sc-Engg-Mech from Patna University and presently posted as Chief Manager (IMM), Corporate Office

When self- interest and gratification rules over the public or national interest, there starts the corruption. Once practiced, it becomes a habit. Once a habit is formed, it manifests to a menace. Then a state comes when the basic value system is manipulated"
- Anonymous

Glimpse of Vigilance Awareness Week-2019

Bangalore Complex



Administration of Integrity Pledge at BC during Inaugural function



Administration of Integrity Pledge by Shri M K Mishra, GM-ASD at Aerospace Division during Inaugural Function



Prize distribution by Shri P G Yogindra, ED-LCA-Tejas Division during the valedictory function



Shri Pradeep Kumar Verma, GM(O) addressing the gathering during the Valedictory Function at Overhaul



Lighting of lamp during the Inaugural Function of M&H Unit



Shri B Krishnakumar, COP(E) addressing the gathering during the Valedictory Function at Engine Division

Check yourself

1

Imagine that you are in a store and accidentally knock off glass jug in the shelf . It shatters. You're alone in the store - no one saw. You...

- a) Immediately find the store manager and offer to pay for the glass jug.
- b) Walk out of the store. It was an accident.
- c) Immediately find the store manager. Point to another customer and say you saw him or her deliberately smashed the glass jug.

2

Imagine that you're taking a stroll in super market, You see Rs.200 fall from the pocket of an elderly woman walking in front of you. She doesn't notice the fallen money. You...

- a) Pick up the money, and hand it back to her.
- b) Pick up the money. Hand her a five and tell her she dropped it. Rs.100 is a reasonable finder's fee.
- c) Pick up the money and pocket it. "Finders Keepers"

3

You take your 13-year-old son to a movie. The box office cashier assumes that he is younger and charges him for a child's ticket, a saving of Rs.100. You...

- a) Tell the cashier your son's true age. It doesn't set a good example to cheat, even passively.
- b) Take the cheaper ticket, but explain to your son that in most cases, one should be honest.
- c) Take the cheaper ticket. It's no big deal

Tabulating Your Score:
 For every "a" answer that you chose, give yourself 15 points.
 For every "b" answer that you chose, give yourself 10 points.
 For every "c" answer that you chose, give yourself five points.
 And no cheating!
 Your Ethics score equal to 45 means You're a straight shooter.

INTEGRITY AND ITS RELEVANCE IN THE WORKPLACE



Shri R Venkataramana Rao
CM(Vig)-CO

Personal integrity is an inborn moral conviction to do what is right and reject that which is wrong, regardless of the consequences that are attached to their decisions, but the most important traits that are judged and expected at the workplace.

Introduction:

The word integrity: "Implies the state of being complete, undivided, intact and unbroken. Such a state distinct with one that is scattered, fragmented and unfinished".

Integrity, besides being an important and basic component of the effectiveness of social processes, is also central in context of the functioning of an organization. In the organization, it is an effective predictor of employees' positive attitudes, behaviors, co-operative behavior, organizational citizenship behavior, organizational commitment and employee loyalty.

Integrity at work environment :

Integrity has an overall impact on the organizational performance and enhances positive mental situations, accessibility and protection for developing a congenial and integrity-oriented climate across the levels.

Thus there exists a positive association between the organizational performance and confidence. Additionally, integrity outlines the behavioral context of the organizational functioning and in turn, boosts the employees output and hence, the organizational productivity.

The following five degree of integrity in employees as identified has an overall impact on the performance of any organization:

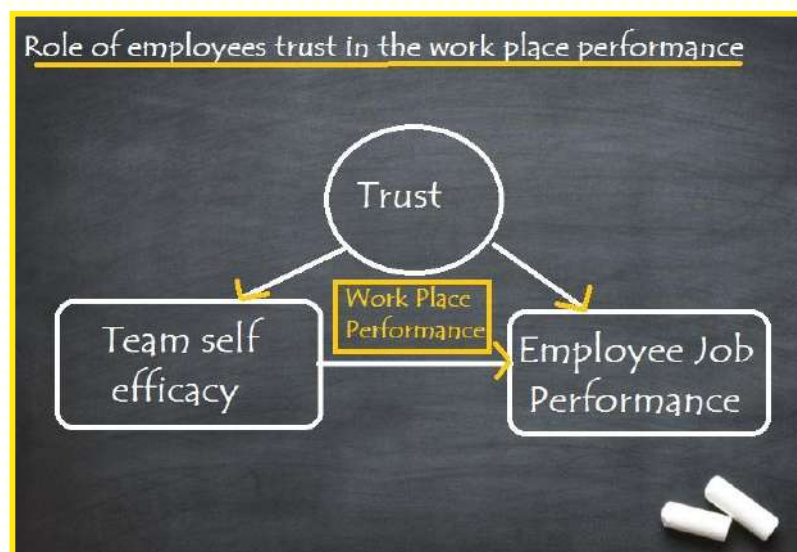
- ◆ Actions are reliable with expressions;
- ◆ Responsible, dependable and sincere;
- ◆ Converse truthfully and honestly;
- ◆ Appropriate ethics that reflect these values; and
- ◆ Mistakes are acknowledged without any fear to accept the same.

Miscellany of Integrity

- ♦ **Personal integrity** - This defines truly one is living life with integrity in mind. It is all about practicing right way although no recognition is received for doing so, is a huge step towards ensuring that you live with integrity.
- ♦ **Superficial integrity** - This is what one exhibits to those around others. One has high external integrity when actions are reliable with judgment and not if judgment, adage one thing, but actions say something else.
- ♦ **Iconic integrity** - Similar to personal integrity it outwardly displays the exact action which leaves one's opinion to interpretation? Iconic integrity is all about ensuring that none of your actions or words can be misconstrued.

Importance of Integrity in the workplace

Integrity is not just important on a personal level, it is also vitally important at a workplace. Recently many authors have focused on the issue of understanding the various concepts of integrity at workplace.



Primarily, integrity in the workplace is as important as these traits foster a positive workplace culture; promote open communication, trust, team spirit, efficiency and strong moral compass guiding all decisions.

Advantages of Integrity in the Workplace:

- ♦ **Build Trusting and Respectful Relationships** - Trust and respect are the ingredients of a healthy, positive workplace culture. Polite communication, respecting your colleague's thoughts and ideas and continuously working on relationships demonstrates

- ♦ **Communicate Openly and Honestly** - Open and honest communication is the way to ensure that people know exactly what is going on around them, where everybody stands and the best way forward.
- ♦ **Follow Company Policies** - Policies are designed to guide you as to the best practice. If it is preferred not to follow them or if individual use shortcuts, it will lead to awful decisions, problems and mistakes.
- ♦ **Demonstrate Responsible Behavior** - Ensure that there is no reason for your colleagues to ever question your conduct by demonstrating ethical and moral behavior at all times.
- ♦ **Work Diligently** - This is a very powerful way of demonstrating integrity and strong work ethics. Making personal calls, surfing the internet, texting or snacking at the work desk, are some of the activities that distract one from working efficiently.
- ♦ **Admit to and Learn from Your Mistakes** - It is common to make mistakes as we work, but one should admit the mistake without putting the blame on someone else. This shows that one is responsible enough to own up to your mistakes, are willing to correct them and learn from them.
- ♦ **Lead by Example** - This sets a firm foundation for what one value most and how one wants to work. By seeing such working standards, it encourages others to follow the same.
- ♦ **Stand Up for Your Beliefs** - This is about standing up for what one believes is the right way of doing things, even if everyone else is doing something different.
- ♦ **Have Your Own Identity** - Once the individual realizes that, what he is capable of becoming, what he wants' out of life and where he wanted to go, he can align the values to this path and steer straight follow the same.

Conclusion:

The integrity context of the organization will depend on the employees possessing high reliance in the competencies and proficiencies towards positive association between the organizational performance and confidence.

Thus, it can be hypothesized that "Integrity is your most trusted companion as it keeps us on the right path no matter how many temptations or challenges we face".

It may be therefore concluded "Do what is right, let the consequence follow." It serves as a daily reminder that success will indeed come and go, but integrity will remain forever".

The author of this article as compiled is B.Sc, MA (PM&IR), Post Graduate Diploma (Personal Management-NIPM) and Diploma (Training & Development-ISTD). Presently working as CM(Vigilance)-Corporate Office

Outreach activities conducted during Vigilance Awareness Week-2019

Helicopter/Design Complex



Run For Unity at Kendriya Vidyalaya (Air Force Station), Barrackpore



Elocution Competition at Vivekananda Vidya Mandir, Ichapore



Vigilance Awareness Programme conducted by HAL at ADA, Bangalore



Elocution competition held at Shantiniketan Women's College, Hyd



Lal Bahadur Shastri's Short Story on Integrity

When Lal Bahadur Shastriji was serving as the prime minister of India, he went to a textile mill. He requested the owner of the mill to show him some Sarees for his wife. The owner showed him some exquisite sarees. When Shastriji asked the price, he found them too expensive. He asked for cheaper sarees. The owner showed him cheaper sarees. But, Shastriji still found them expensive. The owner was surprised and told him that he need not worry about the prices as he was the prime minister of India and it would be his privilege to give the sarees to him as gift.

To this Shastriji replied that he could not accept such expensive gifts and he would only take a saree that he could afford.

Outreach activities conducted during Vigilance Awareness Week-2019

Mig Complex



Pledge by villagers to fight against corruption at Koraput



Winners of Elocution Competition in Sunabeda Women's College



Participants of the Mini Marathon at Koraput



The Gramsabha of Villages - Baruguda and Kotiaguda, Koraput



Poster Painting competition for school children held at Officers' Club, HAL Township, Ojhar, Nasik



Prize distribution by Shri A B Gharad, GM (AMD) during Valedictory function



INTEGRITY -A way of Life



Shri Virender Kundu
CM(MS&IT)-ACD

Integrity means the quality of being honesty and having strong moral and ethical principles and values. In **ethics**, integrity is regarded as the honesty and **truthfulness** or **accuracy** of one's actions. The word *integrity* evolved from the Latin adjective *integer*, meaning *whole* or *complete*. In this context, integrity is the inner sense of "wholeness" deriving from qualities such as **honesty** and consistency of **character**. As such, one may judge that others "have integrity" to the extent that they act according to the values, beliefs and principles they claim to hold. Integrity comes in many forms, but the most important that are expected out of a human being are dependability, honesty, loyalty and good judgement.

As an individual, having integrity means;

- ◆ When ones actions are consistent with his or her words which means we say what we do and we do what we say;
- ◆ When one is trustworthy, reliable and honest and because of these qualities, he or she is trusted by the people during interaction and built healthy and open relationship with ease;
- ◆ When one communicate honestly and openly;
- ◆ When one has good moral values and behaviour while these moral values are reflected;
- ◆ When one can admit his or her mistake and can tell others about their mistake.

Integrity can be said broadly in three forms.

1. **Internal Integrity**- This is the integrity at deepest level. Is ones integrity just for show because it looks good, and cool to be called a person with integrity. Or do one truly live their life with integrity. Internal integrity is about being able to do the right thing even if no one is looking and even if no credit is given for doing so. Doing the right thing, even though it may be the toughest option, will be a founding stone to ensure that one live with integrity.
2. **External Integrity**- External integrity is what one portray around themselves. External integrity is found when ones actions are consistent with his or her speaking and thoughts.
3. **Image Integrity**- This is the image of the integrity, while he or she displays the right actions and taking the right path, but one has to ensure that these actions can't be thought of in any other way. People have great imaginations, when they don't understand something, they are very quick to form belief about why something is happening.

Why is integrity important?

The first and most important quality of a leader is impeccable integrity (which is a combination of Internal + External is + image integrity). This quality will help him to succeed in every field whether it is normal life, playing field or in corporate life.

Integrity is very important for the positive development of society. Society will move forward if there is good communication, good understanding about each other and strong moral values within residents of society whereas irresponsible behaviour and distrust will make environment uncomfortable and tense.

If one is known for his or her integrity, will gain trust and respect from people around themselves, because integrity is a true source of deep love, trust, belief and even self confidence.

Integrity is not only important at personal level, but it is equally important at professional level, In most of the surveys on leadership qualities researchers have found that most valued leadership quality is integrity. Behaving with integrity has lots of benefits especially in professional life, it improves trust and helps in developing long term professional and business relationships.

To understand better let us discuss a story:

Once there was a successful business man who was senescent and always believed in ethics, principles and most importantly honesty. It was the time to choose a successor to take over his business, but instead of choosing one of his directors or his own children, he decided to do something different. He called his all young middle level executives of the company and said "It is time for me to step down and choose the next Chief Executive Officer (CEO). I have decided to choose one of you". The young executives were shocked, but the Boss continued "I am going to give each one of you a SEED today, it is a very special SEED. I want you to plant the seed, water it and come back here after one year from today. I will evaluate what you have grown from the seed that I had given you all and the one I choose will be the next CEO".

One man named Jim was there among the executives that day and he, too received a seed from his Boss. He went home and excitedly told his wife what had happened in the office. She was also excited after hearing that and helped Jim to plant the seed in a pot by filling soil and compost manure, thinking it should grow fast. Every day Jim watered the pot and waited to see the changes like growing of seed. Jim kept checking everyday but nothing had grown. Time has passed days to weeks, and months one after one. He has enquired with others and found that their seeds have grown and became a beautiful plant, even a tree. To his dismay, no change was noticed in his pot. He was disappointed and tried to supply water and fertilizer to make it grow at least.

Finally the day had come when Jim had to show the grown plant / tree to his Boss along with other colleagues. Jim did not want to take an empty pot but his wife asked him to explain what had happened. Jim felt that it will be the most embarrassing moment of his life, and hesitantly he took his empty pot to the Boardroom, where he saw variety of plants grown by other executives in all sizes and shapes. Jim placed his empty pot on the floor and many of his colleagues laughed at him.

CEO arrived for inspection and he surveyed the room and said what a great plants, trees and flowers you people have grown. Today one of you will be appointed next CEO. All of a sudden, CEO spotted Jim at the back of the room with his empty pot. He called Jim to come forward, Jim was terrified. He thought "The CEO will understand my utter failure", May be he will scold me". CEO asked Jim what had happened to his seed in reply Jim told him the entire story.

After hearing his story CEO asked everyone to sit down except Jim and announced to his young executives "Here is the next CEO and his name is Jim". All other executives were disappointed and enquired how did CEO conclude like this? Then the CEO explained," One year ago, I gave everyone a seed and asked to take the seed, plant it, water it and bring it back to me on this day, what you have grown from that seed. But that day I gave you all boiled seeds which are dead- it was not possible for them to grow. All of you, except Jim have brought me trees, plants and flowers. You have substituted another seed for growing. Jim was the only person with the courage and honesty brought a pot with the seed given by me. He has shown the integrity at the deepest level which is the foremost quality of a leader. Therefore, he is the one who will be the new CEO to lead my company".

Major benefits of integrity in Life:

- ◆ It gives us confidence
- ◆ It helps us to make better decisions
- ◆ It sets you apart and convert you into a true leader
- ◆ It creates trust in others
- ◆ It demonstrates impact of the person
- ◆ It extends influence and help in better relationship

Benefit of Integrity in business:

- ◆ Better company culture and employee satisfaction
- ◆ More satisfied customers
- ◆ Attracting employees with integrity
- ◆ Growth and sustainable profits and overall improved performance
- ◆ Avoiding legal troubles
- ◆ Positive impact on society
- ◆ Stronger reputation
- ◆ Long term outlook
- ◆ Clearer focus

The author of this article is B.Tech (Computers) from Kurukshetra University and presently posted as Chief Manager(MS&IT), ACD

Outreach activities conducted during Vigilance Awareness Week-2019

Accessories Complex



Integrity Pledge is being taken by HAL Officials, Faculty members and Participants of Allen house Institute of Technology, Kanpur



Gram Sabha at ZPHS, Batasingaram Village by AD & SLRDC Hyderabad



A participant giving final touch to her painting during Wall-Painting Competition on Anti-Corruption theme at HAL School, Lucknow



Prof. BP Singh, VC Maharishi University opening the Elocution competition by lighting a lamp at Lucknow



Villager expressing her views during Gram Sabha Awareness Programme at Korwa



HAL Secondary School, Hyderabad children taking Integrity Pledge



1

Which is the designated agency to receive complaints under the Public Interest Disclosure and Protection of Informer's Resolution (PIDPI) 2004?

2

Where is the Headquarters of Transparency International located?

3

Complaints can be lodged by addressing letter/ e-mail directly to the CVC. Which is another way of lodging complaints ?

4

The envelope containing complaint under the Public Interest Disclosure should be addressed to whom?

5

Who developed Integrity Pact?

6

If the country is to be corruption-free and become a nation of beautiful minds, I strongly feel that there are three key societal members who can make a difference. They are the father, the mother and the teacher—Who said this?

Answers:
(1) CVC (2) Berlin, Germany (3) CVC's web-site
(4) The Secretary, CVC (5) Transparency International (6)
Dr. A P J Abdul Kalam



INTEGRITY – A WAY OF LIFE



Shri A K Singh
CM (Fin)- MCSRD

Integrity is the practice of being honest and showing a consistent and uncompromising adherence to strong moral and ethical principles and values. In ethics, integrity is regarded as the honesty and truthfulness or accuracy of one's actions. Integrity can stand in opposition to hypocrisy, in that judging with the standards of integrity involves regarding internal consistency as a virtue, and suggests that parties holding within themselves apparently conflicting values should account for the discrepancy or alter their beliefs.

Success will come and go, but integrity is forever. Integrity means doing the right thing at all times and in all circumstances, whether or not anyone is watching. It takes having the courage to do the right thing, no matter what the consequences will be. Building a reputation of integrity takes years, but it takes only a second to lose, so never allow yourself to ever do anything that would damage your integrity.

We live in a world where integrity isn't talked about nearly enough. We live in a world where "the end justifies the means" has become an acceptable school of thought for far too many. Sales people overpromise and under deliver, all in the name of making their quota for the month. Applicants exaggerate in job interviews because they desperately need a job. Entrepreneurs overstate their proformas because they want the highest valuation possible from an investor. Investors understate a company's value in order to negotiate a lower valuation in a deal. Customer service representatives cover up a mistake they made because they are afraid the client will leave them. Employees call in "sick" because they don't have any more paid time off when they actually just need to get petty works done. The list could go on and on, and in each case the person committing the act of dishonesty told themselves they had a perfectly valid reason why the end result justified their lack of integrity.

It may seem like people can gain power quickly and easily if they are willing to cut corners and act without the constraints of morality. Dishonesty may provide instant gratification in the moment but it will never last. I can think of several examples of people without integrity who are successful and who win without ever getting caught, which creates a false perception of the path to success that one should follow. After all, each person in the examples above could have gained the result they wanted in the moment, but unfortunately, that momentary result comes at an incredibly high price with far reaching consequences. That person has lost his ability to be trusted as a person of integrity, which is the most valuable quality anyone can have in their life. Profit in Rupees or power is temporary, but profit in a network of people who trust you as a person of integrity is forever.

Every one person who trusts you will spread the word of that trust to at least a few of their associates, and word of your character will spread like wildfire. The value of the trust others have in you is far beyond anything that can be measured. For entrepreneurs it means investors that are willing to trust them with their money. For employees it means a manager or a boss that is willing to trust them with additional responsibility and growth opportunities. For companies it means customers that trust giving them more and more business. For you it means having an army of people that are willing to go the extra mile to help you because they know that recommending you to others will never bring damage to their own reputation of integrity. Yes, the value of the trust others have in you goes beyond anything that can be measured because it brings along with it limitless opportunities and endless possibilities.

Contrast that with the person who cannot be trusted as a person of integrity. *Warren Buffet, Chairman and CEO of Berkshire Hathaway said it best; "In looking for people to hire, look for three qualities: integrity, intelligence, and energy. And if they don't have the first one, the other two will kill you."* A person's dishonesty will eventually catch up to them. It may not be today, and it may not be for many years, but you can rest assured that at some point there will always be a reckoning.

A word of advice to those who are striving for a reputation of integrity: Avoid those who are not trustworthy. Do not do business with them. Do not associate with them. Do not make excuses for them. Do not allow yourself to get enticed into believing that "while they may be dishonest with others, they would never be dishonest with me." If someone is dishonest in any aspect of his life you can be guaranteed that he will be dishonest in many aspects of his life. You cannot dismiss even those little acts of dishonesty, such as the person who takes two newspapers from the stand when they paid for only one. After all, if a person cannot be trusted in the simplest matters of honesty then how can they possibly be trusted to uphold lengthy and complex business contracts?

It is important to realize that others pay attention to those you have chosen to associate with, and they will inevitably judge your character by the character of your friends. Why is that? It is best explained by a quote from a father who often keeps reminding his son to be careful of the company he is keeping: "When you lie down with dogs you get fleas." Inevitably we become more and more like the people we surround ourselves with day to day. If we surround ourselves with people who are dishonest and willing to cut corners to get ahead, then we'll surely find ourselves following a pattern of first enduring their behaviour, then accepting their behaviour, and finally adopting their behaviour. If you want to build a reputation as a person of integrity then surround yourself with people of integrity.

There is a plaque on the wall of one of my friend's office which reads: "Do what is right, let the consequence follow." It serves as a daily reminder that success will indeed come and go, but integrity is forever.

***The author of the article is B.Com, ICWAI and presently posted as
Chief Manager (Fin) in MCSRDC***

Outreach activities conducted during Vigilance Awareness Week-2019

Bangalore Complex



Essay Writing Competition held at Sacred Heart School, Jeevan Bhima Nagar



Integrity Pledge taken by students of HAL Public School



Essay Competition at HAL High School, Vimanapura



Public Awareness at KEMP FORT MALL and Bangalore One, Old Airport



Distribution of Pamphlets at Swami Vivekananda Metro Station, Bangalore



Integrity Pledge taken by Students during Assembly at East Primary and Girls High School, Bangalore

Release of Vigilance Manual by CMD



Farewell to Shri Pradeep Kumar, DGM(V)-HC/DC



Felicitations to Shri Pradeep Kumar, DGM(V)-HC/DC on superannuation during Oct 2019

Farewell to Shri K T Venkatesh, AGM(V)-CO



Shri K T Venkatesh, AGM(V)-CO, addressing the gathering during the farewell, on transfer to Finance Department, Aircraft Division, BC



Felicitations to Shri K T Venkatesh, AGM(V)-CO



INTEGRITY : A WAY OF LIFE



Dr. Vikram Rajpoot
Medical Superintendent
Overhaul Division-BC

Integrity has become an integral part of our lives. It has been considered an essential core value for any company to recruit an individual for the progress of the company. It being seen as a certificate of honesty and that the employer trusts you with the way you handle the daily routines, whether taking executive decisions or handling the finances of the company.

Therefore, what does integrity really mean in the eyes of the common man? Well in simple words it means always doing the right thing, at the right time without being watched. Where does one imbibe these values from; do these values come directly to them? A big no – the first signs of honesty are imbibed from one's parents who teach them the difference between right and wrong. Once they join school and college, it's their teachers who with the power of knowledge develop them into a young and honest human being. Here one must also remember that the real teacher or teachers is/are also the society they live in. The charms of the glamorous world around them tests their ability to the core. Taking a shortcut will bring them fame, power and money, but it will also bring dishonesty, disloyalty and distress with it. But if one earns them honestly they live a life of content and satisfaction.

When working in a company how is integrity measured; by a set of rules or a special department, force? In the working atmosphere integrity is simply measured by one's deeds. Good deeds help spread the word of one's character like wildfire, earning them trust which brings along with it limitless opportunities and endless possibilities. For employees it means a manager or boss that is willing to trust them with additional responsibilities and growth opportunities. For companies it means customers that trust giving them more and more business. For an individual it means having an army of people trusting them enough to recommend without doubt.

It is also important to realize that people also pay attention to those one has chosen to associate with, and must be ready for the inevitable judgments of their character by that of their friends. Why is that so? It can be best explained by the quote- "When you lie down with dogs you get fleas." One tends to follow a pattern of first enduring their behavior, then accepting it, and finally adopting their behavior for their convenience. If one wishes to live a life of integrity then one must surround oneself with people of integrity.

Every day one comes across two types of people – the well acquainted and the strangers. It is easy to refuse strangers but one's integrity is really tested when they are to refuse their well acquainted. Adapting and putting forth their opinion while standing their ground honestly showcases one's ability to live an honest life.

As the saying goes "Rough seas make a better sailor", a person's life passes through many phases. The phase of learning, the phase of making mistakes, and then learning from one's mistakes, finally growing into a better person. Stealing can be pretty convenient, but realizing the wrong in it and growing to control the urge to steal is an appropriate example to show how integrity can also harbor in the least expected places.

So, how does one live a life of integrity? One needs to understand the value of their life and try to live it in an honest and fulfilling manner. They should not harbor herd mentality, instead learn to speak out their beliefs. After all it is the dead fish which go with the flow. That being said, one should also have a respectable approach towards stating their opinions. They should be ready to accept their mistake and also learn the art of forgiving. One must never force their thoughts onto someone else, and respect everyone's opinions. Being polite and humble are well regarded virtues. One must project their thoughts as they are, with less filter. One must not be scared to try out new ventures due to the fear of failure. They must remember that failures are the stepping stones of success. One must also try to help others along the way, as collective effort helps in greater victory. It helps create bonds and friendships. One should be humane and work towards gaining knowledge and spreading it rather than utilizing it for wrongdoings. They should present themselves as their real self. One must rise above materialistic thoughts and be more giving towards others. Helping others is a virtue that helps in the long run. One must try to avoid using short cuts for any work or to avoid work. Life is a ladder that cannot be climbed with the hands in the pockets. One needs to put in the required effort and hard work. It's always easier to sit back and do nothing. But then one cannot achieve success or the inner satisfaction of accomplishing something they once thought was difficult. One should also remember that not every person they meet will harbor the same mindset as them. There will be pessimists and people who'll disagree with every step or opinion they put forward. But one must try to not let the negativity affect them. They should be vocal about their beliefs, and never shy away from standing up against injustice. One should never turn a blind eye towards injustice, because letting injustice happen freely is worse than causing injustice.

Integrity also stands for being whole and undivided. One can easily get stranded between the wrong and the right due to many hypothetical situations, or might have to face their biggest fears, or worse

still might have to apprehend their loved ones. But one must not avert from living with integrity, because it may seem easier and helpful in the short run, but it slowly chips away one's soul, hollowing them completely without them realizing. Humans without a soul are just dummies easily misled and used by others.

The path of integrity is difficult but in the long run it provides one with peace, satisfaction and success.

The author of this article is MBBS, CCEBDM, AFIH and presently posted as Medical Superintendent, Overhaul Division-BC

India's ranking in the Corruption Perceptions Index

(CPI-2019) has slipped from 78 to 80 compared to the year 2018.

The 2019 CPI draws on 13 surveys and expert assessments to measure public sector corruption in **180 countries and territories**, giving each a score from **zero (highly corrupt)** to **100 (very clean)**.

First launched in **1995** by the Transparency International, the Index has been widely credited with putting the issue of corruption on the international policy agenda. **Transparency International** is a non-profit, non-governmental organisation dedicated to fighting corruption. It was founded in **1993** and is based in **Berlin, Germany**.

Did You Know?

Status check CORRUPTION PERCEPTION INDEX

The Corruption Perceptions Index uses a scale of zero (highly corrupt) to 100 (very clean). The global average for 2019 is 43

Country	Score in 2019	Rank in 2019	Change in rank from '18
Denmark	87	1	0
New Zealand	87	1	1
U.K.	77	12	-1
U.S.	69	23	-1
India	41	80	-2
China	41	80	7
Brazil	35	106	-1
Pakistan	32	120	-3
Russia	28	137	1
Bangladesh	26	146	3
Somalia	9	180	0

It is true that integrity alone won't make you a leader, but without integrity you will never be one. — Zig Ziglar

Glimpse of Vigilance Awareness Sessions



Vigilance Awareness Session conducted for employees of SEPF, Kasargod by Shri Ram Kumar S, SM(Vig)-Hyderabad



Awareness Session on Works Manual by Shri M R Sahoo, AGM(Works) at Aircraft Division, Nasik



Shri K Gopal, DGM(Vig)-DC conducting Awareness Session on Certified Standing Orders at RWR&DC



Shri T V Muralidharan, DM(Vig)-ACD conducting Session on ISO 9001:2015 for Helicopter Complex employees



Awareness Session at Aircraft Division by Shri Prateek Kulshreshtha, M(Vig), Aircraft-BC



Vigilance Awareness session on ISO 9001:2015 at Koraput

WELCOME TO VIGILANCE DEPARTMENT



Smt Rajashree Sharma
GM(Vigilance)

Smt Rajashree Sharma is B.E (Electronics & Communication) from BDT College of Engineering, Davangere and Graduate Diploma in Material Management from Indian Institute of Material Management and has worked in IMM Department and Office of CMD. Presently she is working as GM (Vigilance)-Corporate Office.



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SHRI ASHISH PANDEY
VO-ASC

Shri B Selva Kumar, IPoS, CVO with Team Vigilance during CVO's Review Meeting held in February 2020 at Bangalore



Sitting Left to Right

H R Rama, M(Secretarial)-Vig-CO, Bharathi Ramesh, SM(HR)-Vig-CO, Gladys D, DM(Secretarial)-Vig-CO, R V Rao, CM(Vig)-CO, K Gopal, DGM(Vig)-DC K Manjunath, DGM(Vig) - BC, B Selva Kumar, IPoS, CVO, K T Venkatesh, AGM (Fin)-Vig, Flt Lt E Ramakrishna Phani (Retd), DGM (Vig) - HC, Ajay Chhabra, CM(Vig)-Accessories Complex, Chudasama Vijaya-kumar K, CM(Vig)-Mig Complex, H K Kamath, SM(Vig)-FMD

Standing Left to Right (1st Row)

Dr. Satish Kumar Pareek, DM(Vig)-AOD-Nasik, Rajiv Bhatnagar, DM(Vig)-Barrackpore Division, Sameer Khan Jhadwale, Mgr(AMD)-Nasik, Manish Tiwari, Mgr(Vig)-TAD Kanpur, Amit Tandon, SM (Vig) - Korwa, Padm Nav Jha, Mgr(Vig) - F&F, T V Muralidharan, DM(Vig) - ACD, Joby Joseph, M(Vig) - RWR&DC, Jesudoss Rajakumar B, SM(Vig)-Overhaul, Y Philip, Mgr (Vig) - Aerospace, Uday Kumar Rout, SM(Vig)-Koraput, R A Singh, Mgr (Vig) - LCA TD, Capt C V Murali Krishna(Retd), SM(Vig)-Hyderabad, Renjith R, Mgr(Vig) - M&H Unit, Yogesh Kumar, Mgr(Vig) - Aircraft, Prateek Kulshreshtha, Mgr(Vig) - Aircraft, Ram Kumar Sriramadasu, SM (Vig) - AD

Standing Left to Right (2nd Row)

Ashish Pandey, VO - ASC, Devendar Singh, DM(Vig) - MCSRDC, Kishore Nagdev N, SM(Vig)-HD, Anand Eti, SM(HR - Vig), C Venkatesh, M (Vig), V K Suresha Prasanna, SM (Vig) - Engine & IMGT, D Satish, DM(Vig) - MRO



Aircraft Accessories LRUs



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