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MESSAGE FROM THE FOUNDING MEMBER

The Challenges that the Indian Valve & Actuator Industry will face in 2025-26

Dear Members,

The business world we knew in 2024 will be quite different from the one that we will face in 2025. The tariff war unleashed by USA, the increasing barriers to trade being put up by all trading blocks to safeguard their economies, the greater emphasis to make products at home by many countries for geo-political reasons and on going wars and civil disturbances in many countries will create unprecedented supply chain disruptions.

Pratik Patel
Chairman & Managing Director,
Jash Engineering
Founding Member, IVAMA

Markets developed over time will disappear and competitors unheard of till now will appear as companies seek to replace lost markets by aggressively pursuing new markets. To retain external markets, huge investments will be required to be done in marketing activities to strengthen the brand as well as high capital investments to be done to produce locally in different markets. Only those who are financially strong, have strength in their domestic market and have ability to produce economically and efficiently will be able to survive the next 2 years during which the growth will be at a premium.

Fortunately the growing market for water and waste water industry as well as for process industry in India will be able to cushion the impact of these unprecedented events. However companies having poor customer centric policies, less agility and rigid behaviour towards their employee will face erosion in market as well as team.

Most importantly, the industry alongwith trade associations will have to come together to compel the government to resist the Chinese invasion of goods and products that will take place because of diversion from the American market. These will flood into Indian market with full support from Chinese government and smaller players in India will stand no chance against this competition due to constraints in scale of operations and limited financial support from Indian government as well as Indian buyers who are myopic in approach.

Pratik Patel
Chairman & Managing Director,
Jash Engineering
Founding Member, IVAMA

INDIA AWARDS NEW OIL & GAS EXPLORATION BLOCKS TO BP, RELIANCE, VEDANTA, ONGC AND OTHERS IN MAJOR LICENSING ROUND

A consortium comprising energy supermajor BP, along with Indian players Reliance Industries and Oil & Natural Gas Corporation (ONGC), has secured a prominent offshore block in India's latest Open Acreage Licensing Policy (OALP) bidding round. Meanwhile, ONGC, Vedanta Group, and Oil India Limited (OIL) have been awarded multiple exploration acreages across the country.

India's Ministry of Petroleum and Natural Gas (MoPNG) officially signed contracts on Tuesday for 28 exploration blocks awarded under the OALP-9 bid round, along with two additional blocks offered through a special Discovered Small Field (DSF) release.

GLOBAL COMPETITIVENESS: THE FOUNDATION OF SUSTAINABLE GROWTH AND PROSPERITY

VINAYAK LOKUR
MD, EXPERT VALVES & EQUIPMENT
VICE CHAIRMAN, IVAMA

In today's interconnected world, global competitiveness has become more than just a strategic advantage—it is a necessity for any nation or organization aspiring to thrive in a rapidly changing global landscape. At its core, global competitiveness is the ability to produce goods and services that meet international market standards while ensuring an improved quality of life for citizens.

This concept acts as a powerful catalyst for economic development by attracting investment, fostering innovation, enhancing productivity, and expanding market access. In doing so, it lays the groundwork for improved living standards and sustainable prosperity. In an era where innovation, technology, and capital flow freely across borders, the competitive edge becomes vital.

The Global Imperative

No country, regardless of its size or power, can afford isolation. Success today is not just about internal progress but also about international performance. In a globalized economy, competition and collaboration go hand in hand, shaping societies and influencing futures.

The nations that excel in global competitiveness are not only better equipped to create jobs and manage resources but are also more resilient in the face of global challenges such as climate change, inequality, resource scarcity, and technological disruptions. Moreover, the rise of industries like clean energy, biotechnology, and digital transformation underscores the importance of being prepared for a constantly evolving economic environment.

A Balanced Ecosystem of Competition and Cooperation

True competitiveness is not solely about winning—it's about building ecosystems where innovation flourishes, challenges are met with solutions, and nations collaborate for the greater good. From climate action to poverty alleviation, being globally competitive also means contributing meaningfully to global solutions.

Organizations and countries that lag in global competitiveness risk falling behind in several areas: growth stagnation, vulnerability to market shifts, talent shortages, rising costs, and missed opportunities for collaboration.

One of the most defining aspects of global competitiveness today lies in supply chain excellence. Efficient and agile supply chains drive competitive advantage, allowing businesses to lead in quality, cost, speed, and innovation. Furthermore, sustainable supply chain practices, including waste reduction and minimizing carbon footprints, are now crucial for attracting international partners and consumers.

A Pathway to Prosperity

Global competitiveness inherently pushes all players to raise their game—resulting in better products, higher productivity, and increased economic stability. It drives countries to invest in research, upskill their workforce, enhance infrastructure, and adopt inclusive economic policies.

For India, this journey is especially critical. With its vibrant startup ecosystem, tech-savvy youth, and diverse economy, India holds several competitive advantages. Initiatives like Make in India, along with leadership roles in international forums like the G20 and BRICS, reflect a strong commitment to global collaboration.

However, continued progress requires sustained focus on:

- Adaptability and Agility
- Cultural Understanding
- Investment in R&D and Skilling
- Innovation and Infrastructure
- Inclusive Policy-Making

Looking Ahead

India's goal to become a global economic powerhouse by 2047 is well within reach—if we continue to address challenges through a tech-enabled, multi-pronged, and inclusive approach.

Global competitiveness is not a fleeting trend; it is the foundation for sustainable growth. It challenges us to adapt, innovate, collaborate, and constantly improve. As we move forward, let us not view competition as an end, but as a means to build a world that is more resilient, more inclusive, and more prosperous for all.

Let's come together, fueled by innovation and guided by purpose, to shape a brighter future for India and the world.

MATIX GROUP TO INVEST ₹2,600 CRORE IN WEST BENGAL CHEMICAL MANUFACTURING PROJECT

Matix Group has announced a major foray into the industrial and specialty chemicals sector with an investment exceeding ₹2,600 crore. The initiative includes setting up Eastern India's first Iso-Propyl Alcohol (IPA) manufacturing facility at the company's existing site in Panagarh Industrial Park, West Bengal.

The proposed plant will have an annual production capacity of 50,000 tonnes and is expected to commence operations in FY 2026–27, according to a company statement. The facility will be integrated with Matix's existing infrastructure at Panagarh, which currently houses a 1.27 million tonnes per annum (MTPA) urea plant.

IPA is a vital raw material used in the pharmaceutical and personal care industries. With this investment, Matix aims to strengthen India's domestic IPA production capacity, supporting the government's Atmanirbhar Bharat (Self-Reliant India) initiative.

The decision to enter the chemicals sector follows an extensive study conducted in collaboration with McKinsey & Company. To ensure a reliable supply of acetone, a key feedstock for IPA production, Matix has signed a Memorandum of Understanding (MoU) with AdPlus Chemicals and Polymers Pvt. Ltd., a subsidiary of Haldia Petrochemicals Ltd.

Matix Fertilisers and Chemicals Ltd., the group's flagship entity, commands a 20% market share in Eastern India's fertiliser industry. The company operates one of India's largest and most advanced single-stream urea plants, also located at Panagarh.

Dear Members,

I am pleased to invite you to the IVAMA Conference 2025, taking place on 19–20 September 2025 at Hotel Hyatt Regency, Pune.

This year's theme, "Driving Success in the Flow Control Industry: Stakeholders' Responsibilities," highlights the vital role each of us plays in shaping the future of our industry.

The conference will bring together manufacturers, end-users, EPC consultants, OEMs, and policymakers for two days of technical sessions, discussions, and networking.

I deeply appreciate your ongoing support, which has helped IVAMA grow stronger every year. To showcase your leadership and commitment, I warmly invite you to consider sponsoring the event. Sponsorship offers high-impact branding, product showcasing, networking opportunities, and strong brand alignment with IVAMA's vision.

We are happy to share that Auma has already confirmed as Platinum Sponsor.

For sponsorship details, please contact Ms. Gayatri Punetha at promotion@ivama.in or +91 7982033911.

Let's make the IVAMA Conference 2025 a grand success together!

Warm regards,
Ramesh Babu
Chairman, IVAMA

10 HR BEST PRACTICES FOR BUSINESS SUCCESS IN 2025

Over the past few decades, Human Resources (HR) has seen significant change — a trend that continues today. Despite the transformations, fundamental HR best practices have remained constant, providing a strong foundation for building people strategies that drive organizational growth.

A survey of over 2,000 small businesses revealed that companies experiencing the fastest growth were 20% more likely to implement HR best practices.

This article explores what HR best practices involve, why they matter, and offers guidance on applying them effectively.

UNDERSTANDING HR BEST PRACTICES

HR best practices consist of a universal set of processes and actions designed to enhance organizational success. HR leaders adapt these frameworks to craft people strategies that deliver optimal outcomes.

There are two main perspectives in Human Resource Management (HRM):

- **Best Fit:** HR policies should align closely with an organization's unique strategy and employee needs, emphasizing flexibility over a one-size-fits-all approach.
- **Best Practices:** Certain HR methods are universally effective, helping organizations outperform competitors regardless of industry or context (Redman & Wilkinson, 2009).

Real-world HR often involves a blend of both ideas: aligning HR strategies with company goals (best fit) while integrating proven best practices to boost performance.

THE IMPACT OF HR BEST PRACTICES

Implementing best practices in HR creates a solid structure that strengthens an organization by:

- Enhancing overall performance: Aligning employee goals with company objectives fosters better individual and team outcomes.
- Reducing costs: By improving productivity and retention, organizations save on recruitment, training, and turnover expenses.
- Building a competitive edge: Companies that invest in people practices outperform competitors who neglect them.
- Enabling adaptability: A well-managed workforce can respond quickly to external changes, helping the business stay resilient.
- Supporting growth: Strong HR foundations ease scaling and expansion efforts without disruption.

10 ESSENTIAL HR BEST PRACTICES

Drawing from Jeffrey Pfeffer's research (1994, 1998) and adding modern insights, the following 10 practices are key:

1. Job Security: Providing employees with stability builds loyalty and long-term commitment, reducing turnover and preserving institutional knowledge.
2. Selective Hiring: Recruiting the right talent dramatically improves organizational performance, making structured and fair selection processes vital.
3. Self-Managed Teams: Encouraging autonomy fosters innovation and strengthens collaboration, particularly when teams are diverse and psychologically safe.
4. Fair and Performance-Based Compensation: Competitive pay linked to performance motivates employees to excel and stay committed.

5. Continuous Skill Development: Investing in training keeps employees at the forefront of industry changes and boosts organizational innovation.

6. Flat Organizational Structures: Treating all employees with equal respect promotes openness and idea-sharing.

7. Accessible Information: Quick, clear access to information empowers employees to work more effectively and collaboratively.

8. Transparency: Open communication about business decisions builds trust and encourages employee loyalty.

9. Employee Engagement: Meaningful work, recognition, autonomy, and well-being are critical drivers of engagement.

10. Effective Performance Management: Ongoing feedback, goal-setting, and development plans align employee performance with organizational success.

Real-World Challenges with Best Practices
While HR best practices are effective, their real-world application isn't always straightforward:

- Employment Security: Often conditional, depending on business needs rather than being absolute.
- Training Investments: Training must be strategically aligned with business goals; otherwise, it offers little advantage.
- Selective Hiring: Hiring "perfect" candidates consistently is unrealistic; aiming for better-than-average hires is more practical.

9 Tips for Successfully Implementing HR Best Practices

- Secure adequate budgets to support training, technology, and people initiatives.
- Gain leadership support to drive adoption and commitment.
- Develop HR skills through continuous learning.
- Use data to inform HR decisions and track progress.
- Leverage technology to streamline processes and improve access to information.
- Encourage open feedback between employees and management.
- Standardize HR processes to ensure fairness and consistency.
- Regularly review and update policies to stay relevant.
- Combine practices strategically to maximize their impact ("bundling").

Final Thoughts

By adopting and tailoring these 10 HR best practices, organizations lay the foundation for effective people management and sustainable growth. However, success depends on customizing these practices to the company's unique context and objectives — ensuring HR remains a strategic partner in achieving business goals.

This article is based on insights from Erik van Vulpen, founder and Dean of AIHR. The original blog, "10 Best Human Resource Management Practices" is available on AIHR.com.

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Valve World Expo India 2026 is shaping up to be another tremendous success!

With over 60% of the exhibition floor already booked, momentum is building fast. Don't miss this opportunity to be part of valve world india 2026.

To access latest layout plan, feel free to reach out to us +91 7982033911.

If you are interested in participating in Valve World India 2026, feel free to connect with us—we look forward to welcoming you! **For more details you can reach out to us at:**

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JASH ENGINEERING LTD. REPORTS IMPRESSIVE GROWTH AND ANNOUNCES MAJOR EXPANSION PLANS

Jash Engineering Ltd. has announced a remarkable achievement for the year 2024-25, reporting a consolidated revenue exceeding Rs 710 crores, reflecting an impressive growth of over 37% compared to Rs 516 crores in the previous year. Over Rs 400 crores of this revenue comes from supplies to international projects, highlighting the company's expanding global presence.

In a statement, Mr. Pratik Patel, Chairman & Managing DIrector, Jash Engineering Ltd. expressed confidence in reaching a revenue target of Rs 1000 crores by 2026-27, advancing its goal by one year compared to the previous target of 2027-28. To support this ambitious growth, the company is making strategic investments, including nearly Rs 60 crores to develop a new 70,000 sq. ft. manufacturing plant in Chennai, which is set to be commissioned in May 2025.

Additionally, a 75,000 sq. ft. facility at SEZ Pithampur near Indore will be completed by December 2025.

As part of its expansion into the North American market, Jash Engineering Ltd. is also investing around Rs 50 crores to establish a new 14,000 sq. ft. office in Houston, USA, which will be operational by March 2026. Furthermore, the company plans to expand its existing facility in Orange, Massachusetts, USA, by an additional 50,000 sq. ft. by March 2026.

These strategic investments are part of Jash Engineering Ltd.'s ongoing efforts to strengthen its global footprint and achieve its future growth targets.

JINDAL STAINLESS TO INVEST ₹40,000 CRORE IN NEW STAINLESS STEEL MANUFACTURING MEGA PROJECT

According to media reports, Jindal Stainless is planning to invest ₹40,000 crore over the next 10 years to establish a state-of-the-art stainless steel manufacturing plant in Maharashtra. The facility will be developed in phases and is expected to have a total melting capacity of 4 million tonnes per annum (MTPA). The first phase is slated to become operational within the next four years.

As per the available information, the upcoming facility will be geared toward producing specialized stainless steel grades for critical and emerging sectors, including hydrogen, nuclear energy, defence, mobility, infrastructure, and process industries.

Additionally, the company is executing a ₹5,400 crore capital expenditure plan aimed at expanding its overall capacity by approximately 40%, taking it to 4.2 MTPA. This also includes enhancing downstream capabilities to produce more value-added products that serve both domestic and export markets.

MOVEMENTS & APPOINTMENTS: NEW FACES

Velan is happy to announce the joining of Major Vaibhav Maheshwari as Head – Sales (India).

Major Vaibhav's native is Delhi. He has pursued B.Tech in Chemical Engineering followed by an Executive MBA in Marketing.. He is a Six Sigma green belt holder and also pursued International Business Management certification course from National University of Singapore (NUS).

Some of his areas of expertise include Sales & Business Development, P&L Management & Supply Chain Management.

He is also an infantry officer with the Indian Territorial Army and has significantly contributed to counter insurgency and counter terrorism efforts of the Indian Army.

He spends his leisure time in exploring newer cultures by travelling newer places and loves running for fitness.

His family members include his spouse, son and his mother.

DEEPAK NITRITE ANNOUNCES ₹3,500 CRORE INVESTMENT TO SCALE SPECIALTY CHEMICALS SUPPLY CHAIN

Specialty chemicals major Deepak Nitrite, through its subsidiary Deepak Chem Tech (DCTL), has announced a significant capital investment of ₹3,500 crore, funded through a mix of debt and equity. The investment will be used to establish a new manufacturing complex to produce phenol, acetone, and other key solvents essential in the production of a wide range of chemicals, the company said in a statement on April 9. This move is aimed at reducing India's dependency on imports for these critical intermediates.
In addition to the main project, the board of DCTL has approved a separate ₹220 crore investment for setting up a multi-purpose manufacturing facility for specialty fluorochemicals, expanding the company's portfolio into high-value segments.

The upcoming facility will have an annual capacity of 300 KTA (kilo tonnes per annum) of phenol, 185 KTA of acetone, and 100 KTA of isopropyl alcohol (IPA). The company noted that the proposed expansion will nearly double the existing capacity of phenol and acetone, which currently operate at 100% capacity utilisation. This enhanced output will also pave the way for backward integration into polycarbonate resin (PC) production, a segment where India is currently entirely import-dependent.

SUSIN I-TORK ASIA PACIFIC LAUNCHES NEW GENERAL ASSEMBLY CENTER

Susin I-Tork Asia Pacific has inaugurated a new General Assembly Center (GAC) as part of its ongoing regional expansion and commitment to meeting the evolving needs of the industry.

Located in Malaysia, the facility will initially focus on the production and assembly of pneumatic actuators and gearboxes. It also features a dedicated Valve Automation Centre, offering customized solutions, seamless system integration, and the latest innovations in valve control technology.

With plans for future product line expansions and continuous enhancements, the GAC is poised to become a leading hub for industrial automation solutions across the Asia Pacific region.

INDIANOIL TO INVEST RS. 61,077 CRORE IN ODISHA FOR MAJOR PETROCHEMICAL COMPLEX

This new initiative will build upon IndianOil's existing 15 MMTPA Refinery-cum-Petrochemical Complex in Paradip.

Indian Oil Corporation Ltd. (IndianOil) has signed a Memorandum of Understanding (MoU) with the Government of Odisha to develop a world-class petrochemical complex in Paradip. The MoU was officially exchanged in the presence of Hardeep Singh Puri, Minister of Petroleum and Natural Gas; Dharmendra Pradhan, Minister of Education; Mohan Charan Majhi, Chief Minister of Odisha; and other esteemed dignitaries.

With an investment of Rs. 61,077 crore, this project marks IndianOil's largest single-location investment and represents a significant step forward for India's petrochemical and industrial growth.

The upcoming petrochemical complex will feature a dual-feed cracker and a range of associated downstream units, producing key petrochemicals such as Phenol, Polypropylene (PP), Isopropyl Alcohol (IPA), High-Density Polyethylene (HDPE), Linear Low-Density Polyethylene (LLDPE), Polyvinyl Chloride (PVC), and Butadiene. These products will provide vital raw materials for industries like pharmaceuticals, agrochemicals, coatings, and adhesives, significantly reducing India's reliance on imports while supporting the country's "Aatmanirbhar Bharat" and "Make in India" initiatives.

Hardeep Singh Puri, speaking at the event, emphasized, "This state-of-the-art petrochemical hub will catalyze the growth of the Paradip Petroleum, Chemicals, and Petrochemicals Investment Region (PCPIR), generating both direct and indirect employment opportunities in the region."

Dharmendra Pradhan also highlighted, "With over Rs. 2.04 lakh crore invested in the petroleum sector over the past decade, Odisha is on track to become a key global hub for the energy transition."

IMPORTANT UPCOMING EVENTS

June 04-05, 2025
Houston, USA

Sept 19-20, 2025
Pune, India

Sept 26-27, 2025
Singapore

About IVAMA*spk*

"IVAMA*spk*" is a quarterly newsletter published by the IVAMA Association, delivering valuable insights into forthcoming projects, businesses, individuals, innovations in product development, IVAMA's ongoing activities, events, and various other relevant industry specific topics.

IVAMA Association encourages its members to contribute news about their companies, appointments to senior positions, and product advancements to help ensure the success of IVAMA*spk*.

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