

Exemplary Solidarity

PCK Buderus India employees give blood for their colleagues

The success of PCK Buderus at the Indian locations Chennai, Pune and Ludhiana is due in no small measure to the principle of "one for all, all for one" as applied to the company's employees, treated as members of one family. This principle not only makes for good cooperation within the organisation – it is taken quite literally in a crisis, as illustrated by the case of Vijay.

Good working conditions for good performance

This attitude is illustrated firstly by the company's efforts to provide employees with safe working and living conditions. This includes apartments near the company premises, and transport to work. Each workplace is adapted to the job's particular physical requirements, in line with the state of the art. This is a matter of course for the Laxman family that runs the company, in addition to the state health and social provision, because only employees who feel at ease in their working environment can deliver 100 % performance, and be committed to the company long-term.

Solidarity by management and employees in adversity

However rigorous and extensive the safety provision, accidents cannot be entirely eliminated. This was illustrated by the case of Vijay. He suffered an accident at work with serious injuries to both legs. Management arranged for the best available treatment. Vijay was taken to the leading hospital in Chennai for an urgent operation lasting several hours under Dr S.S.K. Marthandam. The heavy loss of blood during the complicated operation meant that Vijay needed a blood transfusion. This illustrated the solidarity of management and employees at PCK Buderus, who do-



Vijay (on the left) negotiates with his colleague in Sales

nated blood for their colleague as a matter of course! This case illustrated more than any other the practical application of the company's philosophy. This commitment is all the more unusual, since the company retained its employee despite the plentiful supply of labour in India.

Vijay can now live and work normally again

Vijay has been fitted with steel plates specially made in Europe, and four months after the operation and various stages of postoperative treatment, he could walk with support. After six months he was able to resume work. In his current position he is the interface between stockholding and sales. "It is a wonderful feeling to see Vijay fit again – it was worth fighting for" says P.K. Laxman, Managing Director of PCK Buderus. "We also thank Dr Marthandam for helping Vijay to lead a normal life again."

Vijay (on the left) acts as the interface between Stockholding and Sales

