

# Policy: Not to be Reasonable

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Applicability – All Employees at all Units

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In our everyday work every staff member is expected to be very vigilant and have good, unbiased, impartial observation of the facts, data, and the situation as they are. When you see something wrong or non-optimum or bad or damaging than it is expected of you that you see it the way it is. Also, if you see something good, productive, and helping than you see that as well the way it is.

Now this is very human thing that sometimes we mix seeing and assuming. For example – I go the factory and I see a worker sleeping in the Godown, in which I assume that he must be tired so let him sleep. In this case I have mixed my capacity to assume with my capacity to seeing.

When you assume a reason or justify something which is not right/non-optimum, it stops you from rectifying it, since you do not see it as something that needs to be rectified and this further harm the organization. Imagine the following examples and their consequences –

- 1- One staff upon seeing a bill which is higher than the routine and assuming that it must be genuine.
- 2- One HOD sees that his juniors are coming late and assuming that there must be traffic, or they must be coming from very far.
- 3- A staff sees that some vendor is offering him favor and assumes that the vendor must be happy with him.
- 4- One staff sees that there is an area in the factory perimetry where there is neither security, nor any fence and no CCVT and he assumes that it must have been left this way.

Now you can see from above examples that it is mixing of Seeing & Assuming. This is called Reasonableness.

Reasonableness does not help since it sends you in the direction of finding Reasons for things to be wrong instead of correcting them. Hence it is expected of every staff member that when they see something, they must see it as it is without assumptions/reasons/justification for them to be wrong.

Not just on your post, you must follow the same in life as well that when you see something than you see them as it is. It is even the matter of integrity as well. Integrity



itself means – Seeing the things the way they are and having the courage to speak it as well. So when you see something which is non-optimum you must act upon it. Following is expected of you in such cases –

- 1- You must inform the concern person & his HOD exactly in details what you saw or noticed.
- 2- You shall check with the concern person that he is taking some action on it as well.
- 3- If the wrong/non-optimum situation falls under your scope of work, you must rectify the situation by not being reasonable and rectification of it should be in the favor of company.

But last and most important - When things are **WRONG!! DO NOT INVENT REASONS FOR THEM! ACCEPT THEM AND HANDLE THEM!**

*Ok Approved*

Written By  
Head – HR



*Ok Approved*

Approved By  
Management