

• January – February 2020 •

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Welcome Note

Thank you for pausing from your busy day to read our issue of e-Newsletter.

It is with immense pleasure that we bring to you this quarter's newsletter. You'll find that it is filled with educational information, helpful hints and tips, events and news of our VITS community. We want this newsletter to be valuable for you so please, please share your feedback and suggestions to help us improve.

We hope you'll enjoy this quarter's newsletter.



Mr. Vikram Kamat Invited at MSIHMCT to deliver a speech.

- Maharashtra State Institute Of Hotel Management And Catering Technology!
- MSIHMCT (Pune) is a pioneering Institute of Hotel Management & Catering Technology in Maharashtra.
- This year's focus was on 'Entrepreneurs - the change agents for Hospitality'
- On Saturday, 31st January, 2020, Mr Vikram Kamat delivered a speech.



Feedback Letter from MSIHMCT

Greetings from MSIHMCT Pune!!

We would like to extend a heartfelt thank you for having accepted our invitation as Chief Guest and as a Resource Person to interact with the students during the Seminar, "Entrepreneurs - The change agents for Hospitality" on 31.01.2020.

The students were enthralled by your session on your individual career growth apart from the famous Kamat legacy and were inspired by the seven behavioural habits that you wished should be inculcated in an entrepreneur. We are attaching a few memoirs of the session.

Looking forward to an opportunity of meeting you soon.
Regards,

Principal & Team MSIHMCT
Pune.



CELEBRITY VISIT

MLA Aditya Uddhav Thackeray, serving as Cabinet Minister of Tourism and Environment Government of Maharashtra, visited Kamats Kedshivapur Outlet along with his team.

In Pics - Kamats Kedshivapur Team with Aditya



Special SPICY CORN WITH TOAST Recepie



by Mr.Raju Bawane
(Corporate Chef)



Ingredients

Onion 30 Grams, Capsicum 30 Grams, Garlic 20 Grams, Green Chilly 3 Grams, American Corn 100 Grams, White Flour 15 Grams, Amul Butter 40 Grams, Amul Cheese 40 Grams, Oregano a Pinch, Fresh Cream 30 Grams, Milk 50 ML, Red Chili Paste 20 Grams, Bread Slice 2 No's, White Pepper to taste, Salt to Taste, Aromatic Powder a Pinch

Method For White Sauce

Take a fry pan and heat it .put the butter then add some white flour. Sauté till golden brown. Then add milk and mix properly add little salt and sugar. Make a good white sauce. Keep aside.

Method For Tomato Puree

Just blanch the tomato then grind properly and keep aside.

How to cook

- Take a corn and boil it till it gets good softness then keep aside.
- Cut all vegetables in to fine baby chops, only garlic has to be cut in to fine chop.
- Take frying pan, put butter. Heat it, and then add chopped garlic. Sauté till golden brown, then add onion and capsicum and sauté till get good aroma.
- Then add red chili paste, add boiled American corn ,sauté some time .
- Then add Tomato Puree ,Mix Properly then add White Sauce mix Properly.
- add Amul Cheese ,add Oregano ,Salt and Aromatic Pwd add Some Milk then mix Properly and Cook till Good as a Saucy Thickness .
- Served Hot with The golden brown toast ,with the Garnish of Cream .

Production & Supply Chain Management for House Of Kamats (HOK)

Mr Shrikant Bharate explains about how the House of Kamats (Farsan) Brand is operated.

There is a factory setup in Silvassa especially for Farsan production. The HOK is proud to mention that it has all the necessary licenses (Like FSSAI and others) needed to operate a FMCG brand. Currently there are 10 workers engaged in this facility. We use Fresh Standard Oil (and not Palm oil) for making our Farsan. It is ensured that the facility is cleaned daily and hygiene is maintained to strict standards. This is done as per checklist and also each batch produced is tested against a set of listed parameters in the Quality Control Sheet.



SHRIKANT
(MARKETING & DISTRIBUTION)

- Once produced the Farsan is packed. Nitrogen gas is filled to keep the Farsan fresh.
- Currently we are producing 50 products which are available in 150 grams & 1 Kg packaging.
- These are then distributed through a channel. We supply it to Super Stockist which then goes to Distributor further going down to the Sales Team (we have 10 people in the Sales Team) who finally gives it to the Retailer from where the customers can buy our products.
- We have started supply in all over Mumbai and Gujarat and looking forward to spread our reach in other places as well.

HOK PRODUCTS



Our HR Mr. Bhuwan Joshi Shares some challenges faced and how to solutions regarding Recruiting candidates for the Hospitality Industry.

Sourcing and Maintaining Human Resource Management

Challenges in Hospitality Recruitment

Challenge #1: Finding candidates

- A recent report by hospitality skills and workforce development charity People 1st estimated that the sector still needs 993,000 staff by 2022, with 870,000 needed to replace existing staff.
- As a result, according to new research conducted by The Caterer, an overwhelming majority of hospitality employers find recruiting harder than ever!
- Nearly 82% said it was harder than at any time in the past to recruit suitable staff.

Solution: Start using effective candidate sourcing methods. According to a study by British catering supplier Nisbets, more than a third of hospitality employees find jobs not on

job boards but through word of mouth. We can utilize this fact by setting up an effective employee referral program!

Challenge #2: Attracting candidates

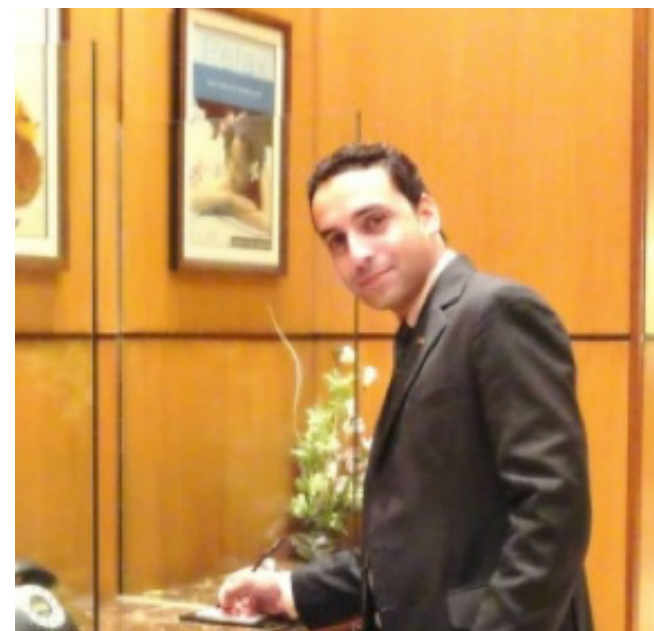
Working in hospitality industry is often stereotyped as low-wage and entry-level with little opportunity for career advancement. In some cultures, hotel or a restaurant jobs are considered to be inferior, poorly paid positions associated with servitude.

Solution : Need to build a great Employer brand and manage your reputation to become an employer of choice. And don't forget to use social media to promote your employer brand in the best possible way.

Challenge #3: High turnover rate

- According to the Labor Statistics, the rate of turnover in hospitality industry is 2 to 3 times the rate of all other industries. Estimates of average annual employee turnover range from around 60 to 300 percent, according to research conducted by the American Hotel and Motel Association.
- Hospitality employees leave an organization for many reasons, but the main reason is the quality of the selection process.

Solution: The hiring processes must ensure that the candidate would fit in well in the company culture, as well as be suited for hospitality as a profession! In other words, you need to hire the best talent by finding the perfect fit. You will do that by using cultural fit interview questions.



Article by Mr. Vikram Kamat

One of the most recent management lessons I observed is the importance of being able to give and share credit. Far too many people are so credit hungry. All the time they want their name, their credit, their trying to show only they can do something and no one else can (at least not as well as they can). And so in that mad rush for pushing everyone out of the Way so that they and they alone get the credit, you end up isolating yourself from others. No one wants to work with someone who constantly puts others down. Who are only interested in not sharing their knowledge and information just so that they can take advantage of the. Sooner (very rarely later, but always eventually) such people get shunted out.

There are in essence people who are lone rangers, and those who are team players. And while different situations require different individuals. And different job functions also require different kinds of mindsets but definitely whatever the case you need to work in a team. Even if you're James Bond, you still need M for the gadgets and Q for the missions.



Though obviously films like to depict that one man can do it all. But that's in the movies. In reality, we cannot get even our work done at home if not for our domestic helps. So the hospitality business requires the team kind of player.

Like the White blood cells that catch a free floating bacteria, and bring them to the surface of the body and remove them. Such becomes the status of the individuals. And while they are lone rangers, because they don't like working with people or in teams. Because their ego doesn't allow the sharing of the credit, they often because of this limit their own ability to perform.

I think teamwork in all businesses is important. But definitely this one of hospitality.

EVENTS IN OFFICE



Republic Day Celebrations

The 71st Republic Day of India was celebrated with lots of excitement. All staff was dressed in Traditional & Tri color attire. Moreover the office was also decorated with Tri Color theme.

CUSTOMER REVIEWS

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 Ahmedabad, India


nikusoni_justice_foodie Vithal Vada.....have you tried ever ??? People like Batata Vada in various forms either to be stuffed between a sliced bread making Vada Pav or relish it with chutney and chai during monsoon. But I found best version of Batata Vada @vitsdevbhumi during my trip and believe me it was very addictive. A big chunk of authentic Mumabiya style Vada garnished with mild sweet curd, Sev and other chat masalas is called Vithal Vada and I found the taste like never before eaten. the recipe is developed by @kamatreastaurant and very popular across the Maharashtra. Enjoy the food.

Express Food & Hospitality (EF&H) INDIA
-PURE B2B, PURE BUSINESS

#EFHExpo | GM's Conclave at the 39th Edition of Express, Food & Hospitality Expo, on the topic - Economic Slowdown: Riding out the storm, witnessed GMs of leading hotels in Mumbai voice their views on the slowdown's impact on the hospitality industry. #gmconclave. Our Corporate GM Mr Aslam Sayed was invited to share his ideas and opinions.

The overall sentiments that the industry leaders need to be very adaptive & more acceptable to changes that are taking place in the current scenario to remain ahead in the race and stay profitable. The industry which is one of the largest employer is finding it difficult to grow at the same pace as it

the type of external pressures like viral outbreaks, economic slowdown and the low customer sentiments.

Over all the panelist were very positive for the future of hospitality with better reforms being promised by the government to the industry in the proposed budget.


ASLAM SAYED
 (GENERAL MANAGER)

VITS Silvassa celebrates 32nd Anniversary
