

# Biz honchos' wellness mantra: Me time, music, walks, smiles

From work–life balance to work–life integration, corporate leaders share how they stay healthy in every way

BS REPORTERS  
Mumbai/Kolkata/New Delhi/  
Bengaluru/Chennai, 4 March

In the last few years, the debate on worklife has swung between how much is healthy and how much is necessary. Should a work-week be 70-hour-long or is a four-day office routine more productive? Should we give work our all or seek work-life balance?

While there is no one right answer to these questions, the general consensus is that work and wellness have to go hand in hand. Incidents such as Zerodha Founder and Chief Executive Officer (CEO) Nithin Kamath suffering a stroke only reiterate this reality. India Inc leaders say that while stress is inevitable given the nature of their jobs, they all have their ways of ensuring their wellness.

“For me, it is [through] family, music, books and physical activity,” says TV Narendran, managing director and CEO, Tata Steel.

When not on a plane, Narendran goes for at least an hour-long run or walk in the morning. During weekends or if he is travelling, he turns to books. Music, he says, normally plays all the time at home or when he is running or walking; the preference is for rock, jazz and Blues. He also plays drums, which he gets time for if he is in Jamshedpur over the weekend.

Jayant Acharya, joint managing director and CEO, JSW Steel, also turns to music to unwind, besides yoga, walks and theatre. “I generally alternate between yoga and walks in the morning,” he says. “Usually, people take a break from physical activity on Sunday; I don’t.” Whenever there is an opportunity, he tries to catch a play or go to a music concert. Apart from this, he attempts to keep his weekend free — at least two-thirds of it.

Ajay Bijli, managing director, PVR INOX, credits his focus on wellness “to how we were brought up in school (Modern School, New Delhi).” Each day, he says, was dedicated to a hobby like art, music or pottery. “As a result, that one-dimensional view of life, of only working and doing nothing else,



THEIR STRESS-BUSTERS



**TV Narendran, MD & CEO, Tata Steel:** Family, music, books, physical activity; also plays drums

**Ajay Bijli, MD, PVR INOX:** Starts the day with singing, exercises; has revived his rock band



**Jayant Acharya, JMD and CEO, JSW Steel:** Yoga, morning walks, going to plays, music concerts, keeping weekends free

**Tapan Singhel, MD & CEO, Bajaj Allianz General Insurance:** Tries to smile a lot, practises yoga & meditation, reads spiritual philosophies, doesn’t carry work forward

**Vignesh Shahane, MD and CEO, Ageas Federal Life Insurance:** Believes in work–life integration rather than work–life balance; is careful about what he eats, drinks

**Dilip Jose, MD and CEO, Manipal Hospitals:**

Early start and finish to office, evening walks, answering all mails the same day

**Mayank Kumar, co-founder & MD, upGrad:** Morning run, time with family

**Arun Alagappan, executive vice-chairman, Coromandel International:** Spending time with nature, horses



and yoga. During the Covid pandemic, he found music and fitness to be “great channels to build my resilience — physical, mental, and emotional”. He has since revived his 1980s-style rock band.

Tapan Singhel, MD & CEO, Bajaj Allianz General Insurance, meanwhile, swears by the power of a smile. “I try to smile a lot, even when I don’t have a reason to; this changes your mood and uplifts that of people around you,” he says. He also practises yoga and meditation, and “I keep reading and exploring different spiritual philosophies”. Also crucial is family time.

“I have observed that stress stems from the anxiety of not knowing what to do and having many pending tasks,” he says. To counter this, he finishes the tasks of the day and does not carry them forward. “I also ensure I am well-prepared for the day, which means spending extra time reading various reports and briefs.”

Despite these efforts, he admits, stress has a knack of creeping up on you. “To manage such situations, I close my eyes and take a few deep breaths. This helps reduce my stress level exponentially,” he says. Time permitting, he goes on walks to spend time with himself.

Vignesh Shahane, MD and CEO, Ageas Federal Life Insurance, says that as a CEO, he is less stressed. “I have 10-12 earnest and hardworking reportees who do the heavy lifting for me,” he says. “In my last role, when I was reporting to the CEO, my life was more stressful because of so much travel and all kinds of pressures.”

Shahane does not believe there is any such thing as work-life balance; “it is only work-life integration”. He explains: “I do some personal work during office hours and also bring work home. I don’t believe in demarcating and putting them in separate buckets.”

There are certain aspects he does not compromise on. “I am very careful about what I eat, how much I drink. I’ve stopped smoking altogether,” he says. Having played for

Bombay (Mumbai) in the Ranji Trophy, he says he was always conscious about exercise. However, “after a certain age, you cannot keep running marathons and working five hours in the gym.” It is about a sense of well-being, which can be achieved by running, going to the gym or for a morning walk or something like yoga, he says. Experience also teaches how to find one’s equilibrium.

“Over the years, I have figured out a pattern that works fairly well,” says Dilip Jose, MD and CEO, Manipal Hospitals. “That includes an early start to office and an early finish, too.” An hour of walking in the evening serves both as exercise and destresser, he says, after which he catches up on mail.

“Ensuring that all mails are responded to by the end of the day also helps in adhering to a regular schedule as you are not dealing with backlogs,” he says. These, and a couple of short breaks with the family in a year work as food for the mind and soul.

Part of a young sector that has seen some sharp ups and downs, Mayank Kumar, co-founder and managing director of edtech upGrad, says, “I’ve come to realise that my health and fitness are my own responsibility.”

Every day, “rain or shine,” he goes for a morning run. “It serves as an incredible stress-buster for me, also giving me the chance to slow down and reflect.” Recently, he says, his son and wife have picked up on running as well, which allows him to spend more time with them.

For Arun Alagappan, executive vice-chairman of Coromandel International and a member of the Murugappa family, horses serve as a stress-buster. Dedicating time to nature and horses is his passion. “I don’t engage in practices like yoga; instead, I believe in maintaining a clear mind,” he says. “I find solace in the company of horses and have my own setup for them.”

Manojit Saha, Ishita Ayan Dutt, Veenu Sandhu, Sohini Das, Peetrada Abrar & Shine Jacob contributed to this report

## Startups want apps restored on Google Play

Govt assures long-term solution to developers’ tussle with Google

ARYAMAN GUPTA  
New Delhi, 4 March

Indian developers whose apps were delisted from Google’s Play Store last week met with senior government officials on Monday for a “sustainable and long-term solution” to the tussle between the startups and the technology giant.

“Today, startups presented their concerns regarding a few policies of Google. Assured them that the Ministry of Electronics and IT will take it up with Google for a sustainable and long-term solution,” Rajeev Chandrasekhar, information technology (IT) minister of state, said in a post on social media platform X.

He added that the government would work towards a level playing field for big and small firms alike, while creating an ecosystem that will catalyse growth for startups.

It was a day full of meetings for app developers. Many dashed to meet Union Minister of Communications, Electronics and IT Ashwini Vaishnaw, apart from Chandrasekhar.

As many as 10 developer apps were removed from Google’s Play Store on Friday. Sources confirmed that at least eight of them have returned to the store.

“The only outcome we are hoping for is that we want our apps to be restored on the Play Store as they were on Friday morning before delisting. All we want from Google is to wait until the CCI (Competition Commission of India) and Supreme Court order,” said Vinay Singhal, founder and chief executive officer of STAGE, at a press conference organised by industry body Alliance of Digital India Foundation.

Developers expressed concern over Google’s “arbitrary revenue share”. The tech major, they said, was using its dominant position to charge exorbitant commissions of 15-30 per cent for its services.

“We pay only 0.25 per cent commissions on (third-party) payment gateway charges. Most companies do not pay more than 2 per cent, which is on the higher side. Google, on the same service, is charging a 15-30 per cent share,” said Singhal.

Google’s billing policy, developers said, also gave the company access to every transaction made by customers, along with other sensitive user data. “On top of that, they (Google) have asked for audit rights on our books in our office. They can basically raid our office at any point and audit our books. By doing that, they are in direct conflict with the Digital Personal Data Protection Act, where we have to provide Google this data without the consent of users,” he added.

Abhishek Kejariwal, founder of Kutumb, another app that was removed by Google, said: “We have sought an immediate resolution, as well as a long-term framework for protection of startups.”

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Bank of Maharashtra

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www.bankofmaharashtra.com

Head Office : Lokmangal, 1501, Shivajinagar, Pune-411005.

NOTICE INVITING TENDER (RFP)

Bank of Maharashtra invites sealed tender offers (Technical bid and Commercial bid) from eligible and reputed bidders /service providers for “RFP-48/2023-24 for Implementation of Online Share Trading Facility for Bank’s Customers.”

The detailed tender document is available on tender section of Bank’s website: <https://www.bankofmaharashtra.in> in the ‘Tenders Section’ w.e.f. 04/03/2024. The RFP document can be obtained by interested bidders by paying the required tender fee.

Interested bidders may download the RFP document from above mentioned site. All further updates related to tender will also be available on Bank’s website. Bank reserves the right to cancel or reschedule the RFP process without assigning any reason.

Sd/-

Date : 04/03/2024 General Manager & Chief Information Officer

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For OIL INDIA LIMITED

Sd/-

(A.K. Sahoo)

Company Secretary

M. No. : A12385

Place: Noida

Date: 04.03.2024

THE ASKA COOPERATIVE SUGAR INDUSTRIES LTD.

P.O. Nuagam (Aska) - 761111, Ganjam District, Odisha

Ph.No.06822-273464, 273465, 273737, Fax: 06822-273023

email: [askasugar@yahoo.co.in](mailto:askasugar@yahoo.co.in), GSTIN : 21AAAT5989L120

TENDER CALL NOTICE

Ltr.No.(PURJ/1972/1973/1974/1975/1976 Dt.02.03.2024

The Aska Cooperative Sugar Industries Ltd., at Nuagam, Aska in Ganjam of Odisha State invites sealed Tenders from Manufacturer/Dealers/Supplier having GSTIN for supply of (1)Clarifier (Model-Door-4-4-4), Flash Tank (Suitable for 2500 TCD), Juice Column (For Clarifier), (2)Secondary Clarifier Mechanical of sugar E.T.P with Civil Construction Capacity-400M<sup>3</sup>/day, (3) Lime Classifier (500Kg per hour), (4) Automatic Digital Polari Meter, (5) Digital Spectro photo meter . erection & commissioning parties are requested to give their offer with detail terms & conditions. Please visit our website [www.askasugar.com](http://www.askasugar.com) for details of the Tender Call Notice.

Managing Director

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ऑइल इंडिया

OIL INDIA

Regd. Office: P.O. Dulajjan, Dist. Dibrugarh, Assam-786602

Corp Office: Plot No. 19, Sector 16-A, Noida-201301, Uttar Pradesh

CIN: L11101AS1959GOI001148 Website: [www.oil-india.com](http://www.oil-india.com)

Notice of Record Date

Pursuant to Section 91 of the Companies Act, 2013 and Regulation 42 & 47 of the SEBI (LODR) Regulations, 2015, Notice is hereby given that the ‘Record Date’ for determining entitlement for payment of Second Interim Dividend for the Financial Year 2023-24 [if declared by the Board of Directors] is **Monday, 18th March, 2024**. For further details visit <https://www.oil-india.com/7/investor-services>, <https://www.nseindia.com> and [www.bseindia.com](http://www.bseindia.com). Also, please refer to the ‘FAQs on TDS on Dividend’ under the Section – Investor Services on our website ‘[www.oil-india.com](http://www.oil-india.com)’ regarding applicable TDS on dividend payments.

For OIL INDIA LIMITED

Sd/-

(A.K. Sahoo)

Company Secretary

M. No. : A12385



