



HR Best Practices in CPSEs

CPSEs' Conclave @ New Delhi

9th April 2018

Key Characteristics of employment in CPSEs



Robust on-boarding and long term employment



Transparency across various touch points along the life cycle



Large spend and infrastructure for Learning & Development



Sectoral development in terms of talent availability

1

Crafting Employee Experience Through Digitization



Online Skill Repository



Paperless office



Self Booking for Tour



Telemedicine



Online Travel Tie-up



CLIMS



Communication App



Travel Card

Shared Services – for resources optimization & efficient HR delivery

2 Industry –Academia Partnership



Guest lectures by IOCL domain experts in technical / management institutes to enhance partnership with educational institutes



Visits of faculty/students to IOCL's installations



Involvement of IOCL in developing course content or designing modules in the curriculum



Participation in research activities



Participation in Conferences/Seminars and use of social media for employer branding

3 Web-based HRD Management System



- Entire HRD process online
- Smart TNA Capturing
- Smart profile viewing of IDP, training history
- Smart Scheduling & updating
- Smart E-communication with Mail & SMS integration
- Smart uploading facility for modules, study material & feedback
- Smart reports



NTPC-PMI Eminent Speaker Series

- **Streamed live all across NTPC's 55 locations**
- **~ 14000 learning hours per session**
- **Partnering with other organisations**



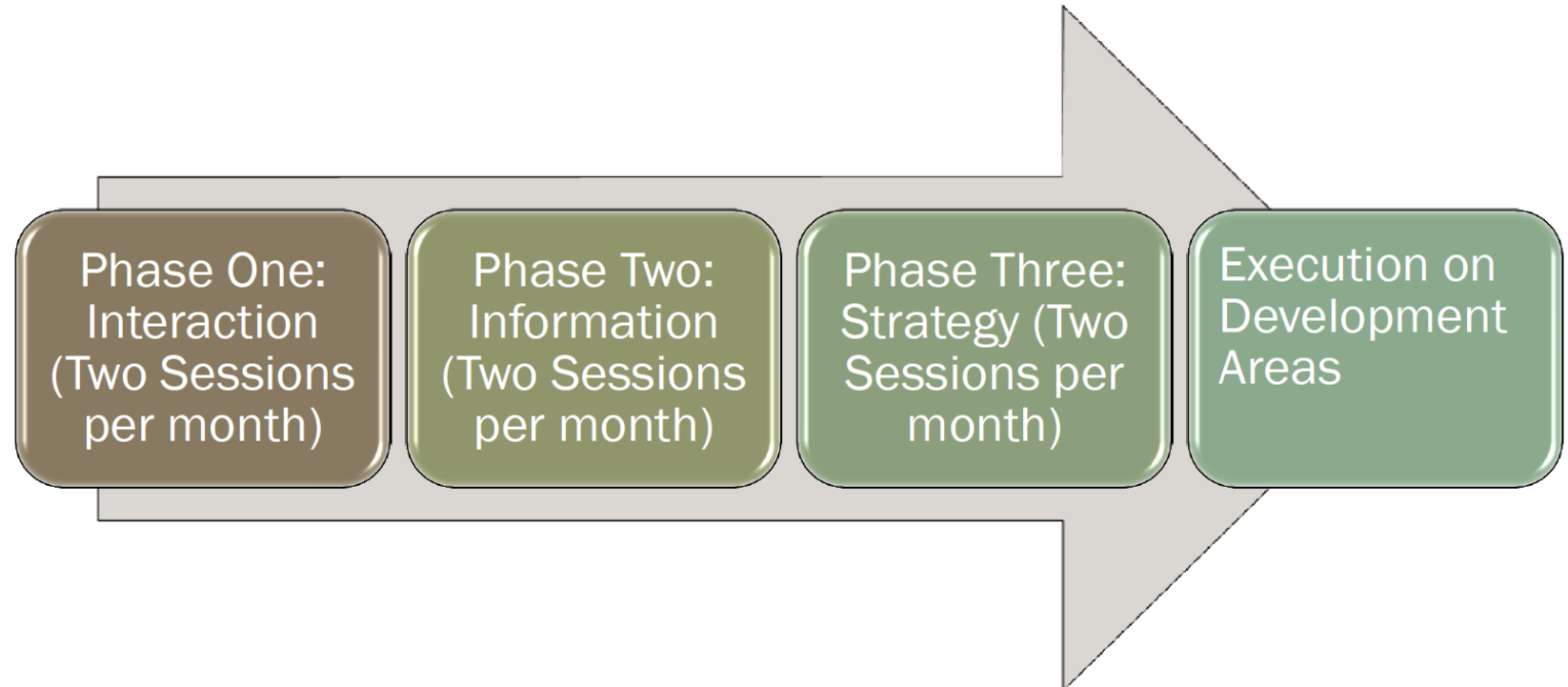
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SARATHEE: Mentoring System



Sarathee

An unique mentorship program at GAIL where both functional & personal mentorship is given by the mentor to his/her mentee



Number of Trained mentors in GAIL - 157

- **ICON: I Connect, Converse, Contribute**
- **A social networking portal for BHEL employees**
- **Provides greater opportunities to employees for collaboration, information sharing and faster communication in the company**
- **For disseminating and making employees aware of various aspects of BHEL**
- **Provides platform for Top Management to directly interact with all employees**
- **Provides a platform to know the pulse of the organisation through small polls**





Serene, stress free, beautifully-designed townships with all modern amenities

PUPS - Providing urban-facilities in Projects & Stations:
Wi-Fi, Screening of movies, food joints, clubs, gyms,
Sports

Social bonding through culture of celebrations

Best medical facilities – In-house hospitals, empanelment,
telemedicine, etc.

Engagement of spouses and schools & coaching for children



HR in CPSEs – Opportunities for Excellence ...

Make career challenging at middle level through **TALENT Exchange between PSUs**

Develop and Communicate **Employee Value Proposition**

Board to own talent development plan for key talent up to 3 level below board

Restructure HR roles to focus on Business Partnering, Centers of Expertise and Employee Services