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
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
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
Number of Trained mentors in GAIL - 157
Enterprise Social Network – ICON

- 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
Quality life at Projects / Stations

- 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