



Program Overview

As the availability of quality human resource is not keeping pace with the growing demand, mapping the employee competence and assisting them in competence building are becoming more and more critical. Organizations are spending considerable time as well as expertise to arrive at knowledge, skills, attitudes, motives, and values required to turn out superior performance. This becomes the basis for decision about hiring, training, appraisal, promotion, and other human resources issues. The Assessment Centre (AC) method involves the assessment of individuals by a team of trained assessors using a variety of techniques including psychometric tests, business simulation, in-basket, group discussions, presentation, and interview. Development Centre (DC) on the other hand is a variation of AC and provides an experiential environment where the participants are given inputs on their development needs and development plan.

Program Objectives

The program shall enable participants to:

- Describe procedure and relevance of assessment and development of competencies
- Describe the procedure for design of Assessment and Development Centers
- Develop competencies of observation, recording, classification, evaluation and modeling of people's behavior
- Outline the process of utilization of Assessment and Development Centers and its integration with HR processes
- Describe various assessment tools and its customization for specific organizational needs

Program Profile

- Identify, assess and map the managerial competencies for individuals, dyads, teams and organizations
- Tools and methods of assessing
- Development of assessment tools and their customization
- Administer and assess various assessment tools
- Designing the assessment centers along with designing developmental interventions

Facilitator

Sh. P. Bhattacharya, Senior Resource Person, Power Management Institute, NTPC Ltd.



Power HR Forum

Program on Assessment and Development Centre

Program Fee

Nil (*for Power HR Forum member organizations*)

Methodology

Classroom Sessions, Case Studies and Interactive Group Discussions

Who May Attend

Middle and Senior level HR Executives from Organizations in the Indian Power Sector

Dates: February 14 – 15, 2012 (2 days)

Nature: Non Residential

Venue:

Power Management Institute, Plot No. 5-14, Sector 16A, NOIDA – 201301

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