



# POWER HR FORUM

## 1. Origin & Setup:

**Power HR Forum** has been promoted to provide a platform for networking, sharing, disseminating expertise and best practices, building capabilities of people, system & processes for better management of Human Resource in Indian Power Sector. It is registered under "The Societies Registration Act-1860" [Regd. no: S-52771 - 2005].

## 2. Membership:





The forum has four kind of membership:







- **Organization Member** : Central Public Sector Undertaking in the power sector under the Union Ministry of Power.
- **Associate Member** : Utilities Engaged in Generation, Transmission or Distribution, Trading, Training or Research in Power Sector.
- **Honorary Member**: Individuals who have distinguished themselves in the field of Human Resource.
- **Individual Member**: Individuals who are/were employed in HR functions in any organization in power sector.

Subscription	Admission Fee	Annual
Organization Member	1,00,000 /-	2,00,000 /-
Associate Member	1,50,000 /-	2,00,000 /-
Honorary Member	Exempted	Exempted
Individual Membership	Onetime/Life membership fee of Rs.2000/-	




## Member Organizations-

### Organization Members (Founder Members]

1.  Bhakra Beas Management Board (BBMB)
2.  Damodar Valley Corporation (DVC)
3.  North Eastern Electric Power Corporation Limited (NEEPCO)
4.  NHPC Limited (NHPC)

5.  NTPC Limited (NTPC)
6.  Power Finance Corporation Limited (PFC)
7.  Power Grid Corporation of India Limited (POWERGRID)
8.  Rural Electrification Corporation Limited (REC)
9.  SJVN Limited (SJVN)
10.  THDC India Limited (THDC)

#### **Associate-Members**

1.  Nuclear Power Corporation of India Limited (NPCIL)
2.  Power Transmission Corporation of Uttarakhand Ltd. (PTCUL)
3.  Uttarakhand Power Corporation Limited (UPCL)

### **3. Vision**

**“Serving Indian Power Sector through Excellence in HR”**

### **4. Aims and Objectives**

- To promote diffusion of useful knowledge in the area of HR in Power sector
- To establish network of HR professionals belonging to power sector with a view to identify and address problems of HR development and Management
- To provide a platform for exchange of ideas and sharing of experiences amongst member organizations, act as catalyst in HR development, management and practices.
- To Study, review and recommend personnel policies, procedure and guidelines for sustainable development of human capital in the power sector
- To organize training programmes for education, skill upgradation, development, and seminars and symposia on contemporary issues relating to human resource.
- To institute awards for organizations and individuals striving for excellence in the area of Human Resource Development.
- To develop standards of performance of HR services in conformity with internationally recognized standards.
- To undertake and provide for the documentation and publication of journals, research papers and books, and use Information and communication technologies for knowledge empowerment and betterment of the society.
- To assist member organisations in designing, developing, and managing projects in the field of Corporate Social Responsibility.
- To collaborate with other professional bodies /organisations, within the country or abroad for building competence of people and/or evolving systems, processes, and other management practices for the benefit of member organizations.
- To create library of relevant enactments/regulations relating to Human resource, personnel management and Industrial relation.

## 5. Initiatives taken by the Forum:

### Website of the Forum

[www.powerhrforum.org](http://www.powerhrforum.org) is the website of the forum showcasing the unique initiatives and providing a medium for information and exchange

### Sharing of Facilities:

Consensus has been reached amongst members to make available each other's established infrastructure and facilities for use by all. These are-

- Schools
- Hospitals
- Transit camps / Guest Houses.
- A compendium containing details of schools, hospitals and transit camps has been made available to member organizations.

### Sharing of Capabilities:

- Deputation of employees amongst Member organizations for on Job experience in technical and service functions.
- Conducting training programs for each other, on requirement, on cost basis.
- Offering calendar programme to others at 50 % of notified cost per programme to 2 employees.

### Initiatives to improve HR processes in member organizations

At regular interval, the Forum provides a platform to HR executives to present the best practices, interact with outside consultants and experts, brainstorm on what works and what does not work and work out a new way of simplifying, redesigning a HR process.

Till date information sharing sessions on the following areas have been organized-

- ▲ Employee Performance Management System.
- ▲ Institutionalizing Employee Recognition Management System.
- ▲ Improving Quality and Cycle Time in Recruitment.
- ▲ Managing Training Function in Power Utilities.
- ▲ Land Acquisition, R&R and CSR in Power Sector.
- ▲ Pay & Perks.
- ▲ Incentives and other faculties in remote locations.
- ▲ HR Competencies.
- ▲ Managing IPO.
- ▲ Outsourcing in HR.
- ▲ Right to Information Act -2005.

### Competency Building Programs

To provide opportunity for action learning from renowned facilitators, consultants with a background of multi organization participants, the Forum has conducted training programs on emerging issues attended by approximate. 500+ participants from member organizations and other power utilities.

### **Collaboration with professional fora for competency building**

Collaboration with AOTS Japan has resulted in overseas training programs at Japan in the Environment Management, Quality Management, Corporate Management, Quality Management, Quality Management for Indian Power Industry

Partnered with MDI, IMI for value added training programmes and evaluation of awards. Talks are under way for collaboration with SHRM, USA

### **Promoting Excellence:**

To promote General Management Skills, Creativity, Innovative thinking, Teamwork and Presentation Skills an annual Inter-organization Competition namely **"Quest for Excellence"- (Q4E)** was launched in 2004. Since its inception the contest has been held on following themes:

- 2004 - "Unlocking creativity at Work Place-A road map"
- 2005 - "Roadmap for radical performance Improvement"
- 2006 - "Training for performance Improvement – Innovative Practices to Bridge the Gap"
- 2007 - "Sourcing and developing skills for meeting the challenges for the growth of Power Sector"
- 2008 - Developing Leadership – Strategies, Policies and Processes. Final event is scheduled on July 30,2008.

Quizzing to Excellence (Q2E) is an Inter Organization Quiz Competition. There are two quiz events namely **"Business Quiz' and 'Management Quiz for Women"**.

Forum has instituted two Organizational Awards in the following categories with an aim to bring excellence:

1. Best Corporate Citizen.
2. Promotion of Women's welfare, Development and Empowerment.

### **Journal and e-news letter for Knowledge Sharing**

To spearhead knowledge sharing culture in the sector, Forum has launched a Journal titled **"Power People"** featuring articles, case studies, Research papers etc. on HR Management.

Besides the above the Forum also sends a weekly news-letter covering recent happenings in Business, Economy, Management and Indian Power Sector.

### **Some of the Upcoming key Activities**

1. One inter organization study on "EMPOWERMENT OF HR – ISSUES AND PERSPECTIVES".
2. Snapshot perception survey on various HR domains.
3. Programs to improve the HR ecosystem, (mindset, culture and processes) in State Power Utilities.
4. Evening lecture series by eminent achievers and leaders.
5. Preparing a compendium of forms, returns and registers on labor and other related Laws.
6. Training and information sharing programs on topical themes
7. Working out study tours and employee exchange programs with overseas power utilities.
8. Introduction of individual award 'Best Manager'.
9. Documenting the best practices in CSR.