

দামোদর ভ্যালি কর্পোরেশন
দামোদর ঘাটী নিগম
DAMODAR VALLEY CORPORATION



My Dear Colleagues,

A lot has changed since two and half months back after I joined DVC family. There is a strong sense of oneness in the company, which has given us tremendous strength to look forward. Unit - I of both Koderma & Durgapur STPS have achieved full load. Similarly, one unit each of Mejia & Chandrapura TPS have started commercial operation. Work in all the projects are in full swing and it is expected to complete the on going projects viz. Koderma TPS # 1 & 2, DSTPS # 1 & 2, Mejia TPS Ph-II # 1 & 2, Chandrapura TPS # 7 & 8 and Raghunathpur TPS # 1, in addition to Maithon Right Bank # 1 & 2 (a Joint Venture with Tata Power) in this fiscal. Our performance in operating units has not picked up, resulting in huge gap between the demand and supply and massive financial loss at an alarming level. We have initiated lot of new practices for addressing these issues and to bring the DVC at par with the best in industry. I am sure team DVC will rise to the occasion and make it happening by end of second quarter (2012-13).

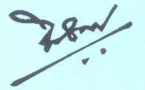
We all know that in any organization, Human Resource is the most precious resource and plays a very important role in the profitability of the organization. Though the HR of DVC has so far been able to play a significant role towards its success, now a time has come to re-orient and re-structure the HR so that it could be prepared to shoulder the big responsibility of a prestigious company of around 10,000 MW-capacity.

As it is the case of any organization of repute, a sizeable section of its workforce over a period of time start sharing the sentiment that the organization could have provided better opportunity to them for optimum utilization of their potential in the overall interest of the organization and employees both. Thus, it becomes necessary to conduct employee satisfaction survey to assess the employees' perception on the different dimensions of HR / IR for putting the organization on fast track of development.

In the above background, we have engaged a reputed professional firm i.e. Shri Ram Centre for industrial relations, human resources, economic and social development, New Delhi (SRC) for conducting organization climate survey to measure the effectiveness of HR / IR, policies, system and practices followed in DVC. The SRC will identify the role of the employees for the fast and efficient growth in the context of best practices elsewhere, address the areas of concern, induction and career plan for all category of employees, review of uniform career progression, transfer policy of both executives / non-executives etc.

After getting all the requisite inputs, views and concerns of the management, the SRC will evolve a methodology for the employees' survey and thereafter the experts from SRC will visit all formations of DVC, meet cross section of employees with focused group discussion and obtain feedback through questionnaire and personal interviews and submit their report.

I request all employees to come forward with their valuable suggestions as and when the SRC experts visit their projects so that on their recommendations, best HR practices can be followed for achieving the dream of making DVC one of the best Organizations of the country.



(R. N. Sen)
Chairman

1st Sep.2011