



# **Symbiosis Institute of Business Management, Hyderabad**



**Symbiosis International (Deemed University), Pune**

**Industrial Visit**

**Power Grid Corporation of India, Hyderabad**

**Date:- July 17, 2019**

On July 17, 2019, the HR students of MBA batch 2018-2020 had the privilege to visit Power Grid Corporation as a part of their 'HRD audit and Scorecard' industrial visit. Power Grid Corporation of India Limited (POWER GRID), is an Indian state-owned electric utility company headquartered in Gurugram, India. Visit to Power Grid Corporation, Kavadiguda was to understand and learn about the functioning of the Human Resource Development department at Power Grid.

Power Grid Corporation is a 'Navaratna' Central Public Sector Enterprise, a Central Transmission Utility (CTU) of India. It is India's largest electric power transmission utility and is a listed company since 2007. The company has a well-defined HRD department whose vision is to increase human capital by enhancing learning for achieving high performance in work related systems, processes and practices. The HRD mission is the development of human capabilities to achieve organizational objectives through world class interventions.



The senior general manager, HR, Syed gave a wonderful insight into the functioning as well as the responsibilities of the HRD

The National Power Grid Transmission Company NPTC was renamed as Power Grid Corporation to have a separate power transmission company for India. Power Grid Corporation has more networks in India than the railways with a manpower strength of 9000. After the transmission cost and maintenance, Power Grid has a profit of over 10,000 crore per annum. The company with the help of its HRD department conducts hundreds of training programs for its employees, every year. There are 121 training programs which are called the functional training programs, 36 functional non-executive programs, 20 behavioral and managerial training programs, 7 behavioral non-executive programs, 8 special programs and 9 special non-executive programs. Apart from these, the regions are given freedom to conduct their own training for up to 7 man days and in India, there are 18 regions of Power Grid Corporation.

It is a mandate for every employee to have knowledge on fire safety, Hindi and first aid. They are thus, trained for the same based on the requirement. Power Grid Corporation is a learning

organization which enables learning even through interactive video sessions. The major HR functions are recruitment, selection, placement, transfer, retirement, welfare etc. when it comes to CSR activities, the company sets apart 2% of its profit for CSR activities in areas of books, furnishing for schools, ambulances for hospitals, pick up vans for municipality, pipelines and roads for villages. The goal of Power Grid Corporation is to become a Maharatna and to be the highest profit earning company in the next 5-10 years.

For the employees, competency mapping is done, and the training need assessment is done through online with the help of the corporate offices, where in the employees can also fill in the training programs that they want to attend. Performance appraisal is conducted every month-every year, with the employee and his controlling officer. Promotion, transfer etc. is controlled online and happens half yearly. 68 training programs were conducted last year out of which 20 of them were at corporate level and 3 at every region. It is the Power Grid employees, who conducts most of the training and external trainees are called only for behavioral training. Employees are even sent to prestigious institutes to attend workshops and trainings. The company spends around 74 lakhs for training purposes. After every training feedback is also collected.

The visit to Power Grid Corporation was an enriching and learning experience which gave a fresh look into the functioning of HRD departments of Public Sector Units.