

## HUMAN RESOURCE MANAGEMENT (HRM)

### Annexure XIV

#### HRM Performance Evaluation under Memorandum of Understanding

Sl.	HRM - PERFORMANCE INDICATORS	Measurement Unit	Weightage	Excellent	Very Good	Good	Fair	Poor	Actual Performance (To be filled at the time of submission of performance evaluation by CPSE)	Self-Evaluation Score (to be filled up at the time of submission of performance evaluation by CPSE)
<b>A</b>	<b>Competency &amp; Leadership Development</b>									
	<b>A1 Compulsory</b>									
1	% actualization of Training Plan & Training Days per employee per year	Days/per employee per year	5	2.52	2.40	2.28	2.17	2.06		
2	Developing critical mass of leaders through a system of career planning & development	Planned leadership development programmes	5	5	4	3	2	1		
3	Training budget as % of employee cost	% of employees cost	5	0.21	0.20	0.19	0.18	0.17		
4	% fulfillment of training plan for Multi-skilling / Skill Upgradation of non-executives - 25% non-executives	%	5	100	90	80	70	60		
A2	<b>Optional (Out of below five, one is to be taken in the MOU)</b>									
5	Training interventions in new/advanced technology - % fulfillment of training plan in new technology - 25% of mining discipline employees in Data mine software	%		100	90	80	70	60		
	Total		25							
<b>B</b>	<b>Performance Management</b>									
6	To ensure implementation of Bell Curve Approach in PMS rating	Yes / No	4	Yes	-	-	-	-		

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7	Linkage of Developmental Plan of Executives with Performance Management System	Yes/ No	3	Yes	-	-	-	-		
8	Implementation of PRP linked to PMS	Yes/No; details	3	Yes	-	-	-	-		
	<b>Total</b>									
<b>C</b>	<b>Recruitment, Retention &amp; Talent Management</b>									
9	- Redeployment of retired employees - % of total manpower	%	5	5	4	3	2	1		
10	Attrition as % of total employees	%	5	3	4	5	6	7		
11	Presence of Mentorship Development Programme - Nos. of Mentors & Mentees	Yes / No ; Numbers	5	4/12	3/9	2/6	1/3	0		
12	Formulation / Implementation of systems for management of Talent such as - Job rotation system, reward system, sponsoring sr. executives for Advanced Management Programme, growth opportunities etc	Schemes / Initiatives & their details	5	1	-	-	-	-		
	<b>Total</b>		20							
<b>D</b>	<b>Enabling Creativity &amp; Innovation</b>									
13	Nos. of Nominations/entries submitted for National Awards ( PM Shram Awards, Vishwakarma Rashtriya Puraskar)	Nos. of nominations/ entries submitted for national awards	5	1	0	0	0	0		



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21	Review/ Revisit/ Re-engineer HR Policy for meeting changing business priorities.	Details regarding the initiatives to be given alongwith achievements		31.01.13	28.02.13	31.03.13	-	-		
	<b>Total</b>		10							
	<b>Grand Total</b>		<b>100</b>							
	<b>NB: Total score out of 100 awarded on HRM to</b>									