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

rating

		HRM Perfo	ormance Eva	luation und	er Mem	orandun	n of Ur	dersta	nding	
SI.	HRM - PERFORMANCE INDICATORS	Measurement Unit	Weightage	Excellent	Very Good	Good	Fair	Poor	(To be filled at the time of submission of	Self-Evaluation Score(tobe filled up at the time of submission of performance evaluation by CPSE)
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	-	-	-	-		
С	Total Recruitment, Retention & Talent Management									
9		%	5	5	4	3	2	1		
10	Attrition as % of	%	5	3	4	5	6	7		
11	total employees 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 Total	Schemes / Initiatives & their details	20	1	-	-	-	-		
	1 Olai		20				<u> </u>			
D	Enabling Creativity & Innovation									
13	Nos. of Nominations/entrie s submitted for National Awards (PM Shram Awards, Vishwakarma Rashtriya Puraskar)		5	1	0	0	0	0		

		HRM Perfe	ormance Eva	luation und	er Mem	orandun	n of Ur	ndersta	nding	
SI.	HRM - PERFORMANCE INDICATORS	Measurement Unit	Weightage	Excellent	Very Good	Good	Fair	Poor	(To be filled at the time of submission of	Self-Evaluation Score(tobe filled up at the time of submission of performance evaluation by CPSE)
14	Number of suggestions generated per employee per year	Nos. per employee	5	0.25	0.20	0.15	0.10	0.05		
15	% of Quality Circle projects completed against total Quality circle projects undertaken in a year - 4 quality circules are to be made	% fulfillment	5	100	90	80	70	60		
	Total		15							
E	Employee Relations & Welfare									
16	Effectiveness of Grievance Redressal system - % of grievances settled vis-à-vis received during the year	% settlement	4	100	90	80	70	60		
17	Pension, medicare, Yoga classes to reduce stress where the job is stressful, setting up of wellness centre such as Gym etc.	Number of programs/date of implementation of scheme	4	5	4	3	2	1		
18	Employee satisfaction survey ESI measure in %	%	4	100	90	80	70	60		
19	Formulation & Implementation of social security scheme	Yes/ No	4	Yes	-	-	-	-		
20	Number of structured meetings with employees' representatives	Number of meetings	20	5	4	3	2	1		
F	HR Branding & Excellence - Indicate achievement in this field for initiatives such as:									

HRM Performance Evaluation under Memorandum of Understanding										
SI.	HRM - PERFORMANCE INDICATORS	Measurement Unit	Weightage	Excellent	Very Good	Good	Fair	Poor	(To be filled at the time of submission of	Self-Evaluation Score(tobe filled up at the time of submission of performance evaluation by CPSE)
21	Review/ Revisit/ Re-engineer HR Policy for meeting changing business priorities.	Details regarding the initiatives to be given alongwith achievements		31.01.13	28.02.1	31.03.1	-	-		
	Total		10							
	Grand Total		100							
	NB: Total score ou	t of 100 awarde	d on HRM to							