

ANNUAL PERFORMANCE OF HRD DIVISION FOR THE YEAR 2021-22

During the year 2021-22, ONLINE / OFFLINE Training/Conference /Seminar/Workshop Data of CMPDIL is as under :-

| Major Area | STC | IICM | External | Foreign | Total |
|----------------------|------------|-------------|-----------------|----------------|--------------|
| Managerial | 107 | 27 | 42 | 0 | 176 |
| Technical/Functional | 382 | 107 | 158 | 0 | 647 |
| Cross Functional | 37 | 6 | 15 | 0 | 58 |
| Total | 526 | 140 | 215 | 0 | 881 |

Special Exposures were given to our employees in the following areas :

TRAINING AT STAFF TRAINING COLLEGE (STC)

(a) Training & Development is an integral part of employee's growth. Therefore in CMPDIL an attempt has already been made to ensure that their holistic development continues throughout the years. In this regard during 2020-21 **526 employees have been trained both ONLINE & OFFLINE** , against the target of **500** employees on different technical & non-technical subjects which are need based and customized , some of them are mentioned below :-

1. INDUCTION TRAINING PROGRAM FOR CONTRACTUAL GUARDS AT CMPDI(HQ)
2. TRAINING ON DRONE/UAV OPERATION DATA CAPTURING THROUGH SENSORS AND DATA PROCESSING BY (CASR) & OTHER OEM
3. TRAINING ON DIFFERENTIAL GLOBAL POSITIONING SYSTEM (DGPS)/GLOBAL NAVIGATION SATELLITE SYSTEM(GNSS)AND DATA PROCESSING
4. TRAINING ON ERP MM MODULE /HR MODULE/ FINANCE MODULE/ PM MODULE/ SD MODULE
5. ONLINE TRAINING ON AURA OF VIGILANCE IN CONTRACT MANAGEMENT AND PURCHASE MANUAL 2020
6. WEBINAR ON THE EVE OF VIGILANCE AWARENESS WEEK 2021
7. TRAINING ON BIG DATA MANAGEMENT & INTELLIGENT ANALYTICS SOFTWARE

8. TLS INSTRUMENTS TRAINING BY M/S MEATECH SOLUUTIONS LLP.
9. ONLINE TRAINING ON ANTI-BRIBERY MANAGEMENT SYSTEM, ISO 37001, 2016
10. TRAINING ON SEISMIC DATA PROCESSING & INTERPRETAION ON PARADIGM SOFTWARE
11. ONE DAY AWARENESS TRAINING PROGRAM ON ISO 9001:2015 & DOCUMENTED ARRANGEMENT OF CMPDIL
12. ONLINE WORKSHOP ON CDA RULES OF CIL & CSO (CERTIFIED STANDING ORDER)
13. TRAINING ON ERP etc.

TRAINING AT IICM

Every year HRD Division nominates large number of senior and middle level executives for training at IICM as per IICM's annual calendar. Nominations are being made as per the recommendation of different Head of the Divisions & Regional Directors, based on the requirement of company & customer's need. During the year **2021-22 total 140 executives against the target of 50 persons** have done Online/ offline trainings at IICM.

EXTERNAL TRAINING

Every year from different disciplines, executives are being sent to different reputed organizations / reputed institutions for attending Training, Conference, Workshop, and Symposium etc. related to technical/ managerial skill up gradation and to be at par with the latest technical developments? This year **215 nos.** of executives and non-executives against the target of 50 persons have attended ONLINE/ OFFLINE programs from different places in India.

Names of some institutes where our employees attended programs are as under:-

- National Institute of Technology, Nagpur
- GSI Field Training Institute, Jaipur
- National Institute of Training for Standardization Bureau of Indian Standards, Noida
- ISNT, New Delhi
- ICFRE, Dehradun
- ASCI, Hyderabad
- NITS, Noida

- IIM, Indore
- IIM, Lucknow
- CGWB, Training wing Raipur
- MIT, Anna University, Chennai
- ISNT, Jamshedpur, Chapter etc.

INTERNSHIP TRAINING AT CMPDIL FOR STUDENTS OF DIFFERENT INSTITUTIONS

Summer & winter internship training to the students of various institutions are being imparted by HRD Division at different regional institutes of CMPDIL and HQ. Total **60 numbers** of students have been trained at CMPDIL during 2021-22. The students have undergone these Trainings / Project works for 4-6 weeks in their respective fields. After completion of training / Project and on submission of their project reports, HRD Division issues certificates for successful completion of Training / Project. The Institutions approached for training are :-

- VIT VELLORE,
- BHU VARANASI,
- BIT RANCHI,
- IIT(ISM) DHANBAD,
- XISS RANCHI ,
- IIT BHUBANESHWAR ,
- KIIT BHUBANESHWAR,
- CHANKAYANATIONALLAW UNIVERSITY PATNA,
- IIT KHARAGPUR,
- NIT ROURKELA ETC.

Apprentices Training as per Apprentice Act 1961

As per the MOU, CMPDIL has to achieve 2.5% target of average manpower of CMPDIL including contractor workers (*i.e 4167 as on 31stMarch'2021*). CMPDIL has engaged **181 apprentice's which is 4.34%** This includes 135 Diploma Holders & 46 Degree Holders in various disciplines viz. drilling, mechanical, civil, computer science, mining etc. and are placed in different RI's & HQ of CMPDIL.

Additional Achievement- People Capability Maturity Model (PCMM)

Strengthening of ML- 2 & Assessment of Maturity Level - 3 , Competency Mapping for 200 employees of CMPDIL including relevant Competency descriptions within defined timeline has been done.

The assessment of CMPDIL for Maturity Level -3 has been accomplished and final report of PCMM ML-3 has been submitted by Maclead Pvt Certification on 18th Oct'2021.

Training in Centre of Excellence

Continuation of Talent Management & career progression by imparting at least 1 week training of at least **5% of Executives** (E1 & above i.e.810) in Centre of Excellence within India e.g. IITS, IIMs, NITS, ISNT, NPC,ICAI, IIRS, GSI etc. CMPDIL has achieved **i.e.96 executives trained in center of Excellence i.e. 11.9%**

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