



# 1st ROUND TABLE CONFERENCE ON HUMAN RESOURCE MANAGEMENT

Stakeholders, Systems, Attitudes and Technology

## Fully Cashless Payments

- Fully cashless salary disbursement to more than 13 lakh employees
- All pensionary dues paid through e-payment
- Loans and advances to staff are also cashless

## Recruitment

- Largest single employer in the Government civil sector with over 550 different categories/designations
- Conducted largest ever computer based online exam for over 92 lakh applicants over 25 cities saving 310 crore A4 sheets and 4 lakh trees
- No interview for recruitment and promotion of non-gazetted staff

## Industrial Relations

- Proactive approach to Labour and Industrial Relations
- Negotiations with vibrant Unions & Associations
- Formal mechanism of coordination with Trade Unions through Joint Consultative Machinery and Permanent Negotiating Machinery

## Training

- Training conducted for more than 3 lakh employees every year
- Training facilities extended to BIMSTEC countries, Mekong-Ganga Treaty countries, SAARC countries, Indonesia, Malaysia and Philippines

## Welfare

- We spend about Rs 4000 crores on different welfare schemes
- More than 8000 Compassionate Ground Appointments made per annum
- All pensionary benefits including lifelong medical card given on last working day itself.

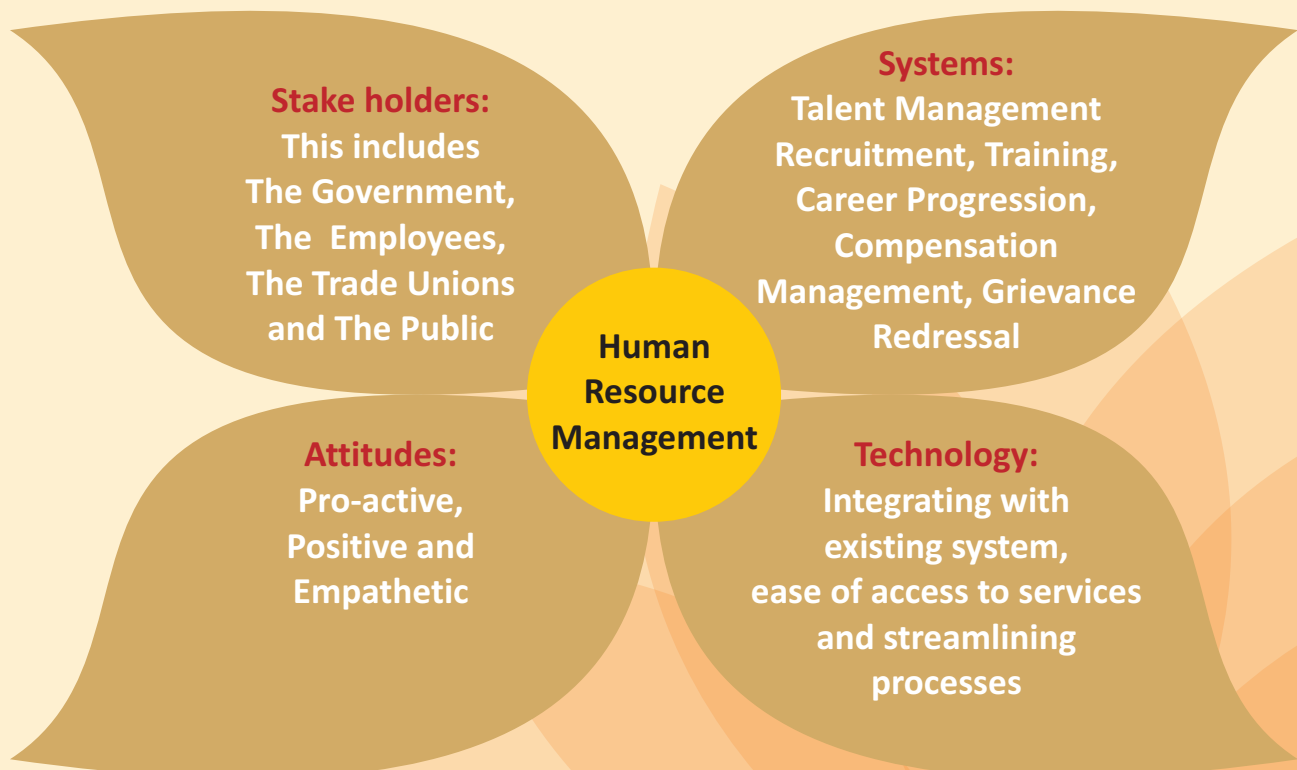
# THEMES AND SPEAKERS

Theme - 1 : Stakeholders Expectations from HR		
1	Ms. Naina Lal Kidwai	Ex. Chairman, HSBC India Chairman, MAX Financial Services
2	Mr. Dinesh K. Sarraf	CMD, ONGC
3	Mr. A K Balyan	Former MD and CEO, Petronet LNG Ltd.
4.	Dr. Santrupt Misra	CEO, Carbon Black Business and Director Group HR, Aditya Birla

Theme - 2 : The Future of Work - HR Role		
1	Mr. Ayaskanp Sarangi	Sr. Vice-President, HR-Wipro Technology
2	Mr. T K Srirang	Sr. GM, HR Head, ICICI Bank
3	Mr. S Roy Choudhury	Director HR, Vodafone India Ltd.
4	Mr. Pankaj Bansal	Co Founder and Chief Operating Officer, People Strong

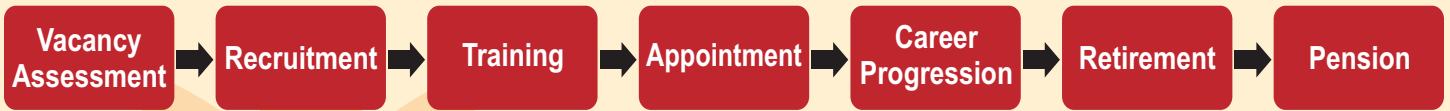
Theme - 3 : Creativity Within Constraints		
1	Prof. Sunil Maheshwari	Professor IIM (A)
2	Mr. Saptarshi Roy	Director (HR) NTPC
3	Mr. S Y Siddiqui	Chief Mentor, Maruti Suzuki India Ltd.
4	Mr. Yogi Sriram	Exec. VP Corp. HR and Personnel, L&T
5	Mr. Dwarka Nath	Advisor, HR MAX India Ltd.

## Visualizing a Paradigm Shift in HR initiatives across Indian Railways



# HUMAN RESOURCE

*With you every step of the way*



## **FUNCTIONS**

**HR**

Man Power  
Planning

Recruitment

Career  
Progression

Retirement

## **INITIATIVES**

**HR**

e- Vacancy  
assesment

e- Recruitment

e- Service Records

e- Grievance  
Redressal

e- APARS

## **CHALLENGES**

**HR**

Multiple  
Stakeholders

Large  
Organization

Policy  
Constraints

