

Western Coalfields Limited (WCL)

Western Coalfields Limited (WCL), a 'Miniratna' Cat-1 PSU, which is a subsidiary of "Maharatna" Public Sector Undertaking- Coal India Limited, commenced operation in 1975 with its Corporate office at Nagpur in Maharashtra. WCL is engaged in mining and marketing of Coal. It operates through **82** mines spread over **10** areas located in different parts of Madhya Pradesh and Maharashtra. The company undertakes both underground and opencast mining and employs a workforce of **56989** men and women as on 31st March 2012. It has produced **43.11 million tonnes** of coal in the year **2011-12** and has marketed a quantity of **41.97 million tonnes**.

The Gross turnover of the company for the year **2011-12** was **Rs. 8357 crores** with the net profit of **Rs. 440.50 crores**. WCL has incidentally emerged as the highest income tax payer in the Vidarbha Region of Maharashtra.

The Company has achieved Excellent MoU rating consistantly.

The company has paid **Rs 389.57 crores** by way of Corporate Tax and Dividend Tax to the Central Government during themselves year 2011-12. Besides, the company contributed to the State / Central exchequer around **Rs 1529.69 crores** by way of royalty and sales tax & other lavies during the year 2011-12

The major customers of the company are State Electricity Boards located in Maharashtra, Madhya Pradesh, Gujrat, Uttar Pradesh and Punjab and the infrastructure sectors like steel cement, chemicals fertilizers, paper and brick industry.

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TRAINING STRATEGIES IN COAL INDIA LIMITED

- To facilitate availability of skilled manpower through planned development of existing employees
- To conduct basic and refresher training for operators and maintenance personnel with reference to HEMM equipments.
- To prepare employees for acquiring statutory qualification through intensive coaching as well as grooming eligible employees for departmental examination aimed at career growth.
- To conduct general development programmes for workmen and supervisors for integrating them with the state-of-art technology as well as enterprise.
- To train management trainees, through a standard scheme.
- To develop senior executive from E-7 and above level through centralized in-house programmes organized at IICM, Ranchi.
- To develop senior executives through nomination to course organized by reputed institutions and professional bodies in India and facilitate inter-organizational exposure to assimilate development in the areas of technology and management science.
- To develop employees through training opportunities abroad available from foreign Government and manufacturers of equipment and international seminars and conference and to help and enhance managerial and technical competence of employees working in strategic positions.
- To cater to the growing needs for training and skill renewal/improvement. Coal India through its subsidiaries has established number of training institutes in the following categories.
 - * Management Development Training
 - * Heavy Earth Moving Machinery Training
 - * Supervisory Training
 - Workers Training

Human Resource Development emphasis in Coal India has been set up to deal with the development of existing Human Resources as well as looking ahead with clear perspective with reference to technological advances and growth of manpower to fulfill demand of production vis-à-vis technology.

OBJECTIVE OF TRAINING

The growing concern over environmental degradation and depletion of the conventional energy sources has made the task more challenging. The technical and managerial knowledge acquired from academic and technical institutions need to be supplemented with applied engineering and managerial skills. These skills are to be regularly updated to cope with the ever progressing and rapidly advancing technologies being introduced in the Mining Sector where the speed of obsolescence often overtakes the pace of acquisition of a particular skill.

HUMAN RESOURCE DEVELOPMENT AT WCL

Human Resource Development is one of the key thrust areas of Western Coalfields Limited. Adding value to the employees in terms of knowledge, skill and attitude is one of the prime functions of WCL. Besides, preparing statutory and skilled manpower to meet the needs of the new projects is another important function of HRD. The source of trainable manpower is existing employees, the new entrants coming on account of land acquisition and dependents who are thoroughly trained before occupying positions in the mines.

Training in WCL are imparted at the following training centres

1. Management Development Institute, WCL hq, Nagpur.
2. HEMM Training Institute, Durgapur, Chandrapur
3. Workers Training Institute, Wardha
4. Supervisory Training Institute, Chhindwara.
5. Group Vocational Training Centres : 12 VTCs

1. MANAGEMENT DEVELOPMENT INSTITUTE NAGPUR

This institute is established mainly for training and development of executives of Western Coalfields Limited. The range of courses includes management development, functional skill updation, cross-functional and training in computer usage. MDI exposes executives to two view points which may be very different from their own

- (1) the academic viewpoints of faculty who are expert in their fields
- (2) the view point of their professional counterpart in application of concepts which they share in solving problems.

2. H E M M TRAINING INSTITUTE, DURGAPUR,

HEMM Training Institute, WCL situated at Durgapur at a distance of 7 km from the district town of Chandrapur. It was established on 27.12.1988 by the then Hon'ble Minister for Coal Shri C.K.Jafar Sharif with an objective of developing skilled manpower for opencast mines.

The main objectives of the institute are :

1. To provide opportunity to employees with requisite potential for imparting skills in the operation and maintenance of Heavy Earth Moving Machinery and thus fulfilling the need of WCL, in respect of HEMM operators and mechanics from amongst the existing employees as well as new recruits including, dependents of ex-employees and land-oustees.
2. To update and refresh the knowledge, in HEMM operations and maintenance, of existing employees including executives by internal as well as external faculty members drawn from original equipment manufacturers.

3. WORKERS TRAINING INSTITUTE, WARDHA

Workers Training Institute, WCL was established in Dec 1986 for training of Workers for their skill development and re-training of existing workmen to cope up with the technological advancement as well as to meet the demand of skilled manpower.

WCL board sanctioned this Institute on 8.6.1988. However to expand and enlarge training facilities to cover Electrical Supervisors, Electricians, Mechanics and for training under Apprenticeship Act, for land oustees and dependents.

On 3rd Sept 1994 this Training Institute took shape and now has its own building complex at Sawangi Meghe, Wardha, which is about 5 km from Wardha city on Yavatmal Road.

4. SUPERVISORY TRAINING INSTITUTE, CHHINDWARA

Supervisory Training Institute was established in June'1980 at Chhindwara – a calm and quite township with a healthy climate. It is situated 120 kms north of Nagpur enroot Pachmarhi, queen of Satpura Ranges and in close proximity to PENCH and KANHAN areas.

Presently, the Institute conducts courses for Coaching for Statutory Examination, Safety awareness, courses for Security Personnel, Training course on Safety Management System for Supervisors (as recommended by National Conferences on Safety) / Pit safety committee members, Workmen Inspector training. Institute has also facilities to conduct skill development courses as per NCVT syllabus under apprenticeship act 1961.

With all infrastructure combined with the committed core faculties and staff, the programmes at STI have been very fruitful.

5. GROUP VOCATIONAL INSTITUTES

As per the VT Rules, all employees are to be provided initial training before they are deployed in mines. There are various training modules circulated by DGMS for UG, OC and Surface workers. There is provision for refresher training once in 5 years for these employees. Besides, the employees have to undergo special training under VT Rules. There are 12 Vocational Training Centers which are fully equipped with necessary hardware and software for providing effective training.

- 1 GR VTC, SASTI, BALLARPUR AREA
- 2 GR VTC HLC, CHANDRAPUR AREA
- 3 GR VTC GHUGUS, WANI AREA
- 4 GR VTC PRAGATI NAGAR, WANI NORTH AREA
- 5 GR VTC UMRER
- 6 GR VTC KAMPTEE, NAGPUR AREA
- 7 GR VTC SILEWARA, NAGPUR AREA
- 8 GR VTC SAONER, NAGPUR AREA
- 9 GR VTC SHIVPURI, PENCH AREA
- 10 GR VTC SUKRI, KANHAN AREA
- 11 GR VTC PATHAKHERA, PATHAKHERA AREA
- 12 GR VTC MAJRI, MAJRI AREA

MAJOR TRAINING ACTIVITIES

The major training activities at Western Coalfields Limited are as given below :

1. Compliance with the Mines Vocational Training Rules 1966, revised up to date.
2. To provide Leadership Development , Management Development and Skill Updation courses to our employees to enhance their knowledge, skill and motivation.
3. Compliance with the provisions contends in Memorandum of Understanding with Ministry of Coal.
4. Achievement of target set in Annual Training Plan.
5. Compliance with the provisions of the Apprentices Act, 1986, revised up to date.

The required Continuous learning for the development of individuals based on a need analysis, designed road map, individual training plans and learning goals are ensured in our organization, WCL as given below :

1. Compliance of provisions of Apprenticeship Act 1986 amended up to date for Technical students.
2. Career Counseling for freshers.
3. Coaching for employees for promotion as well as appearing in the statutory examinations.
4. Skill Updation and Management Development Programs for our employees.
5. On-the-Job Training for freshers, students of technical, academic and management institutes and employee of other mining industries.
6. Participation of employees in seminars / workshop / symposium etc. organised by Professional bodies.

Following reflective exercises for staff development and working with diversities are being conducted at our organization, WCL as given below :

1. Safety Management System – Training programme for all front Line Supervisors.
2. Safety Committee Members Training Programme.
3. Workmen's Inspector Orientation Programme.
4. Refresher Training Programme for different skilled persons.
5. Special Training Programme related with New Technology.
6. Training provided by Original Equipment Manufacturer.
7. Strata Control Management organized at NIT, Rourkela & DGMS, Dhanbad.
8. SIMTARS Australia has organised Structured Training Programme on "*Risk Management*" for Executives/Supervisors of our organisation.

Major Achievement of our organization, relating to training are :

1. **Improvement in skill in employees :** It is emphasised to bridge the gap relating to the missing skills among the personnel. The concept of best practices and bench marking are being adopted to train the work-persons systematically in carefully identified skills. It resulted in to employees performing their jobs efficiently and effectively in time.
2. **Knowledge enhancement :** Exposure to New Technologies and best practices are encouraged. It resulted in to employees performing their job systematically, safely, economically and eco-friendly manner. It helps employees to follow all the relevant rules regulation and procedure of the work in a systematic manner.
3. **Motivation and awareness level of our employees increased tremendously leading to a healthy and conducive work environment at their work place. It resulted into less industrial, administrative and disciplinary problems**