

## **Training**

**Human resource management** regards **training and development** as a function concerned with organizational activity aimed at bettering the **job performance** of individuals and groups in **organizational** settings.

Training and development can be described as "an educational process which involves the sharpening of skills, concepts, changing of attitude and gaining more knowledge to enhance the performance of employees".

North Eastern Coalfields encourage and motivate its employees for various training programs in their respective field. The employees both Executives and Non-executives are sent for training at IICM Ranchi and at other reputed Institute like ISM Dhanbad, IIMs, IITs etc.

### **Training during the year 2016 (upto September)**

#### **Training Out side NEC:**

**Executives** - 21 executives have undergone training this year till September'2016 .

**Training Place** – IICM Ranchi, ISM Dhanbad, ASCI Hyderabad, New Delhi, Noida, etc.

**Non-Executives** – 06 staffs have undergone training for skill development program.

**Training Place** – Institute for Miners & Metal Workers Education, Dhanbad and at Bhubaneswar.

#### **Training in NEC**

In NEC, training is being organized in structured way for the employees and contractor's workers at the Vocational training center at Baragolai and Tipong. Initial training, refresher training and special training are being conducted periodically for all the non-executives in different topics.

### **No. of workers imparted training till date at NEC**

<b>Initial</b>	<b>Refresher</b>	<b>Special</b>
120	193	148

NEC also imparts summer/winter training to college students from various institutes as a part of Academic curriculum in different disciplines.

Under the Apprentice Act, we also provide training opportunities to students as an apprentice for a year in different trade as per sponsorship from BOPT, Kolkata and ITI Tinsukia.