

3Day Residential Training Programme on
Planning & Managing Employees
Performance at APHRDI, Bapatla.

Performance Planning

NALCO a true business model.

By

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BUSINESS TODAY

- Changing business Environment
- COMPETITION
- Socio –Political Economical Developments
- GLOBALISATION

CHALLENGES

- EMPLOYEE RETENTION
- EMPLOYEE SATISFECTION

WHAT I MEAN BY Performance Planning

- Performance planning -Planning performance is goal setting and evaluation of goal achievement aiming for fruitful results.
- -Planning is between what you do and what you are trying to accomplish.
- -Without a good plan, as a result your performance will degrade.
- -Planning is determining your goal, how you want to get there, and the milestones along the way. Performance is a measure of how well you are executing the plan.

WHAT I MEAN BY Performance Planning

Learning and Transforming to the changes

- Performance starts with clear goals, due to changing times and changing objectives, transforming to changes is very much required for better performance.

-Sustaining performance Attitude.

-Performance attitude and sustaining to the changing times are necessary on performance planning.

INGREDIENTS TO PERFORMANCE

- VISION & MISSION
- SOUND ORGANIZATION STRUCTURE
- ROLE ANALYSIS/ROLE SET
- JOB DESCRIPTION/JOB SPECIFICATION
- LAYING DOWN KEY PERFORMANCE AREAS.
- EVALUATION OF PERFORMANCE
- Review , Counseling, Training & Development

NALCO – A TRUE BUSINESS MODEL

- **VISION** – To be a Premier and integrated company in the Aluminum value chain with strategic presence in Mining both domestic & global, Metals and Energy sectors.
- NALCO is a Navratna CPSE under Ministry of Mines established on 7th Jan, 1981. Its sales turnover of Rs.9,376 Cr in FY2017-18.

NALCO – A TRUE BUSINESS MODEL

- **MISSION** – To sustainably grow multi-fold in Mining, Alumina and Aluminum business along with select diversification in Minerals, Metals and Energy sectors, while continuously improving on efficiency and business practices thus enhancing value for all stake holders.
- **NALCO is the lowest –cost producer of metallurgical grade alumina in the world. 43% sales turnover is from exports only.**

NALCO – A TRUE BUSINESS MODEL

- PERFORMANCE PLANNING
 - - Targeting setting by Appraiser
 - - Key Performance Areas(KPAs) Form-A
 - - Mutual agreement with time schedule (Form-B)
 - - Performance Review Form- C1&C2
 - - Annual Target Achievement Form-D1
 - - Training Need Identification. Form-E

REWARDS & RECOGNITION

- Final Assessment Form- F
- A meaningful feedback system
- Rewards to better performance
- How to sustain continuous performance.

THANKYOU

- If Indian corporate has to conquer world markets, as the Chinese, the South Koreans, and the Taiwanese have done, and the Japanese did, Indian corporate will have to get much better informed about the rest of the world. Learning and performance are only the factors for organizational success.

● Dr Pradip N Khandwalla.

- Any questions please..... ?...