

**GOVERNMENT OF INDIA
POWER
LOK SABHA**

UNSTARRED QUESTION NO:3387
ANSWERED ON:07.09.2007
NTPC EXECUTIVES LEAVING THE CORPORATION
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Will the Minister of POWER be pleased to state:

- (a) whether executives have left NTPC during 2006-07 to join private power sector companies;
- (b) if so, the details thereof and reasons therefor; and
- (c) the steps taken by the Government in this regard?

Answer

MINISTER OF THE STATE IN THE MINISTRY OF POWER (SHRI SUSHILKUMAR SHINDE)

(a) & (b) : Yes, Sir. A total number of 165 executives have resigned from NTPC in the year 2006-07. The attrition percentage for the year 2006-07 is 1.55% which is not high. The reasons cited by these executives for resigning from NTPC are career enhancement, more pay and perks, academic pursuits etc.

(c) : The Government has declared NTPC as a Navaratna Public Sector Undertakings with a vision of making it a global power company having autonomy in decision making. Accordingly, NTPC has been pursuing Human Resource Development (HRD) initiatives with the following objectives:-

- # To enhance organizational performance by institutionalizing an objective and open performance management system
- # To align individual and organizational needs and develop business leaders by implementing a career development system
- # To enhance commitment of employees by recognizing and rewarding high performance
- # To build and sustain a learning organization of competent world –class professionals
- # To institutionalize core values and create a culture of team-building, empowerment, equity, innovation and openness which would motivate employees and enable achievement of strategic objectives.