

NPCIL's immaculate safety and environmental performance vis-a-vis employee motivation discussed at National Conference in Delhi

Can the internalization of a value system based on a zealous commitment to the values of safety, environment and quality keep a group of employees motivated for lifetime? Or is it the lure of materials and money which drives people to good performance?

Should a person look for external carrots and lollies for staying energized in life or should the energy to surpass one's own past performance come from the activation of some hidden body-chakra within?

While motivating employees is serious business for top management in companies, consuming much of their time and effort, a point made by CP&CC representative at the 3-days' national conference for Power Sector professionals seemed to have resonated with the 30 plus participants from blue-chip power companies such as NTPC, Adani, Tata Power and MSPGCL. Alluding to the impeccable safety and environmental performance of NPCIL, the presenter nudged the delegates to figure out the reason for the exceptional psychic energy of NPCIL employees who deliver such extraordinary performance that has become a benchmark for other sectors. Do external trappings and goodies motivate a person or is it her own alignment with a higher cause and purpose the secret of perennial energy? The point driven home subtly- and graciously accepted by the majority- was that the latter way of living is a more gratifying and wholesome option. So, the challenge before companies like NPCIL is how to empower each individual to find that higher cause for each individual.

The Conference titled "Performance Improvement in Power Generating Stations" was held in Delhi from Jan 14-16. Virtuosos of the power sector who enlightened the participants included Sh V.P.Raja, Sh.G.Nageshwar Rao and Heads of the participating power companies. The topic assigned to NPCIL on Day-3 was "Best Practices for H.R Development and Motivation in NPCIL."

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CP&CC Directorate

Delegates and Whizzes at the conference



CP&CC representative presenting his case for intrinsic motivation



Presentation on H.R strategies at NPCIL



Delegates from power companies



Mind over matter and external trappings- how NPCIL aligns people to a higher cause

