

कोल इण्डिया लिमिटेड

(भारत सरकार का उपक्रम)

COAL INDIA LIMITED

(A Govt. of India Enterprise)

कोल भवन "COAL BHAWAN"

PREMISES NO: 04, MAR, PLOT NO: AF-III
ACTION AREA-1A, NEW TOWN, RAJHARHAT
KOLKATA-700156 (WB)



महारत्न कंपनी

A Maharatna Company

(An ISO 9001:2015 & ISO 50001:2011 Certified Company)

PERSONNEL DIVISION

POLICY CELL

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CIN:L23109WB1973GO1028844

संदर्भ सं: CIL/C5A (PC)/PMS/1191

दिनांक: 04.10.2018

सेवा मे,

निदेशक (कार्मिक)

ईसीएल, बीसीसीएल, सीसीएल, एसईसीएल, एनसीएल, एमसीएल, डब्ल्यूसीएल

निदेशक(टीएंडईएस)

सीएमपीडीआईएल

Sub: Mid-Year Performance Feedback under PMS 2018-19

Dear Sir,

As per the PMS schedule, Performance Feedback is to be given to all the Executives by the reporting Authorities during the period from 1st October 2018 to 31st October 2018. Giving feedback on Performance and Personal Qualities is an important process in the PMS for Performance Improvement and Personal Development. The online system will be active during the above period to enable the process.

All executives and the reporting authorities may kindly be advised to hold feedback sessions, in person, and record the outcomes in the online system. The feedback as far as possible, should be based on data, critical incidents/events and observations of behavior etc. to ensure quality.

Personnel Executives and the Nodal officers may also be advised to facilitate the process and provide necessary technical assistance to ensure all executives receive feedback, as above, during the period.

भवदीय,

(पी.वी.के.आर. मल्लिकार्जुन राव)
महाप्रबंधक (कार्मिक/ नीति/ भर्ती)

Copy to:

1. The Director (P&IR), CIL-For kind information.
2. The GM/TS to Chairman, CIL
3. General manager(P/EE), CIL
4. General manager/HOD(P/EE), all subsidiaries
5. GM (ICT), CMPDIL- to please keep the system activated during the period mentioned above.
6. GM, NEC
7. TS to CMD, ECL/BCCL/CCL/NCL/MCL/SECL/WCL/CMPDI
8. T/S to Director (M.)/Director(T)/Director(F), CIL