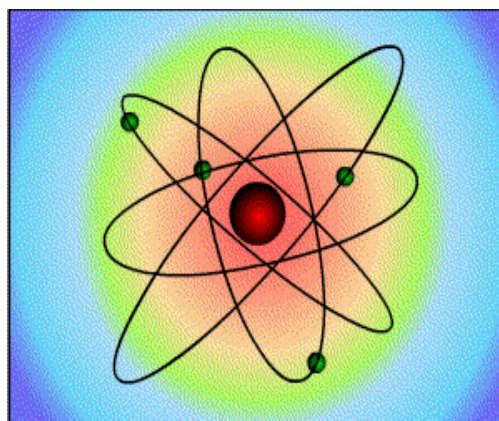


**Measures that organizations in the nuclear field
have found useful to continually improve
individual, team and organizational
performance**



By

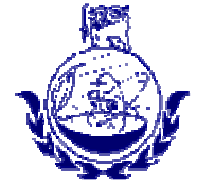
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WHAT IS HRM & HRD



- Human resource management (HRM) is the strategic and coherent approach to the management of an organization's most valued assets - the people working there who individually and collectively contribute to the achievement of the objectives of the business.
- HRD can be defined as a set of systematic and planned activities designed by an organization to provide its members with the necessary skills to meet current and future job demands.



Importance of HR & Unique Characteristics of HR

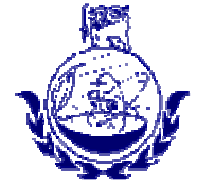
Quality of management of other resources are totally depend on HR.

Unique Characteristics of HR

1. Animate
2. Active
3. Abilities of thinking
4. Feeling
5. Reacting
6. Organizing
7. Innovating



Performance Appraisal



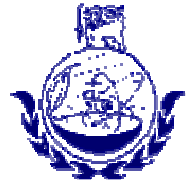
Performance is the level of work achieved by the individual, groups and organizations.

The aim of performance appraisal is to improve the management of individual performance and thereby increase efficiency and productivity and finally the organizational performance.

Well designed Employee motivation system can Increase the level of individual, group and ultimately the organizational performance.



Other Measures to be taken to increase Employee Performance



Training and Development

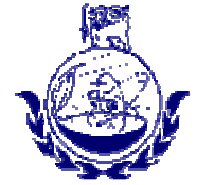
Organizational Development

Career Development

Creation of Learning environment in the Org.

HRD/Succession Plan

SWOT Analysis to understand status of HR



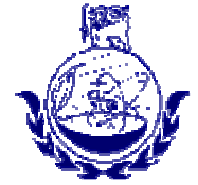
WHAT IS KNOWLEDGE MANAGEMENT?

Process of organizing and distributing an Organization's collective wisdom so the right information gets to the right people at the right time.

- Explicit Knowledge
- Implicit Knowledge (Tacit Knowledge)



Major Components of Nuclear Knowledge Management

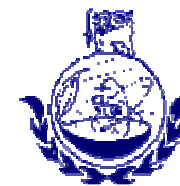


Capture (Coaxing)

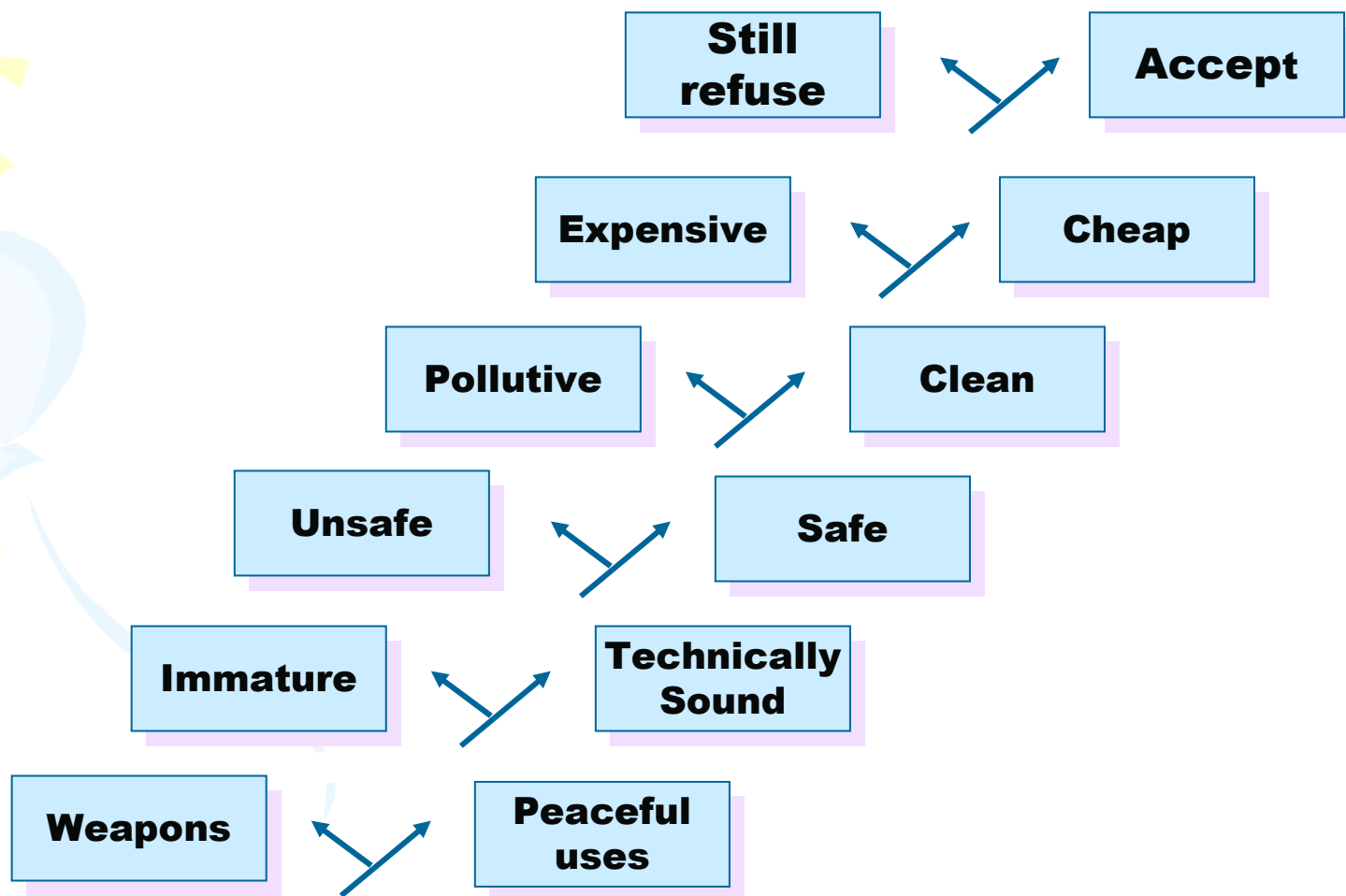
Enhancement

Sharing

Preservation



Public Awareness





***THANK YOU FOR
YOUR ATTENTION***

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