A STUDY ON EMPLOYEE PERFORMANCE OF NLC LIMITED IN NEYVELI

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ABSTRACT

The Efficient management of performance requires a strong apprehension of the performance domain. That is, apprehending the obligation and projects that are part of the job description within a company or organization. Once you have full skills of what the job requires, you have the basis for assessing and enhancing performance. This is the foundation for assessing and improving performance within a company. When this is lacking, the outcome is a missing link in evaluating employee performance and the possibility of improving on the employee performance within the organization. Moreover, there is also the missing link in assessing employee’s performance in relationship to other colleagues in the same job description.

Keyword: Employee, Performance, NLC

INTRODUCTION

The Neyveli lignite corporation Ltd (N.L.C Ltd.,) was born as a government sponsored commercial concern in the year 1956 and its functioning was inaugurated on may 20th, 1957 by the then prime minister of India, Pandit Jawaharlal Nehru. It is located on the highway between Virudhachalam and Cuddalore District, Tamilnadu. The main product dug out from the mines is lignite, which is used for generating power through the thermal power station. Since then the corporation has expanded its activities and besides generating thermal power, it has a fertilizer factory producing urea and briquetting and carbonization (B & C) plant producing LECO. “In 1970 the power station generated 600 MW of power. In 1981 the fertilizer plant recorded the highest production of 1,34,334 tonnes of urea. In 1985 the first thermal power station recorded the highest generation of power - 4,056 million units and work was commenced for building the second thermal power station, in 1987, with the completion of the second mine. The second thermal power station was dedicated to the nation by the then prime minister of India, Mr. Rajiv Gandhi. In 1988 the coke production achieved a new high since its inception 2,33,784 tonnes and the lignite production from the first mine reached a new record of 71.42 lake tonnes”. The production progress from 1988-89 to 1992-93. Today, in every sense, Neyveli is a mini India, with the project town’s employee strength drawn from the length and breadth of the country. They live as one family, enunciating the emotional integration of independent India. It has a well equipped hospital with as many as 1200 employees including medical and para - medical personnel. Besides running a chain of primary and middle schools, the corporation runs two higher secondary schools for boys and one higher secondary school for girls. There is also a college in the township. There are schools run by private agencies, too. The township is connected to other towns by rail and road Quite recently. The Indian Airlines has started operating flights from Neyveli to Madras. The corporation with started with only 250 staff in 1955 now has as many as 7,246 staff, besides temporary and contract labourers.

OBJECTIVE OF THE STUDY

- To study the performance of NLC employees, Neyveli.
- To study the NLC overview in Neyveli.

NEYVELI LIGNITE CORPORATION LTD (N.L.C LTD.,) - AN OVERVIEW

- Neyveli Lignite Corporation Limited is a Central Public Sector Undertaking engaged in lignite mining and power generation. The affairs of the company are governed by a Board of Directors. The company owns and operates the following industrial units:
  - Mine-I of capacity 10.5 Million Tonnes of lignite per annum
  - Mine-IA of capacity 3.0 Million Tonnes of lignite per annum.
  - Mine-II of capacity 15.0 Million Tonnes of lignite per annum.
- Thermal Power Station-I of 600 MW – electricity generated by this station, after meeting NLC’s requirement is supplied to Tamilnadu Electricity Board.
- Thermal Power Station-I expansion of 420 MW – electricity generated by this station is shared by Southern Region Electricity Boards except Andhra Pradesh.
- Thermal Power Station-II of 1470 MW – electricity generated by this station is shared by Southern Region Electricity Boards.
EMPLOYEE PERFORMANCE

An effective performance management action is an important tool for employee motivation for optimal performance. However, it is not an enough condition for effective performance management. The most important issue with any performance management system is how critically it is taken and how devotedly it is used by managers and employees. Performance management is all about perfection, synchronizing, upgrading to create value for and from customer with the result of economic value creation to stockholders and owners. The expansion of performance management is clearly very large, which is why performance management must be viewed within an enterprise as a tool to improve on employee motivation for high performance. Efficient management of performance requires a strong apprehension of the performance domain. That is, apprehending the obligation and projects that are part of the job description within a company or organization. Once you have full skills of what the job requires, you have the basis for assessing and enhancing performance. This is the foundation for assessing and improving performance within a company. When this is lacking, the outcome is a missing link in evaluating employee performance and the possibility of improving on the employee performance within the organization. Moreover, there is also the missing link in assessing employee’s performance in relationship to other colleagues in the same job description.

Performance in organization

Performance in organization can be divided into organizational performance and job performance. The performance of organization is subjected to the performance of employee’s job performance and other components such as environment of the organization. The difference between organizational and job performance is apparent; an organization that is per-forming well is the one that is successfully reaching its objectives, in other words: one that is in effect carrying out an appropriate plan and job performance is the single outcome of an employee’s work. Furthermore, high job performance is the ability of the employee himself. The employee must be able to give better results and also have a high productivity.

Job performance

A good employee performance is necessary for the organization, since an organisation’s success is dependent upon the employee’s creativity, innovation and commitment. Good job performance and productivity growth are also important in stabilizing our economy; by means of improved living conditions, high wages, increase in the availability of goods for consumption, etc Griffin et al. also argue that therefore research of individual employee performance is important to society in general. Employee production and employee job performance seems to be related; e.g. in the U.S. performance in some cases are measured as the number and value of goods produced. However, in general, productivity is associated with production-oriented terms (e.g. profit and turnover) and performance is linked to efficiency or perception oriented terms (e.g. supervision ratings and goal accomplishments.

Measuring job performance

In every organization, the decision to elevate, retain or sack an employee has to be made on regular bases. These decisions were made through nepotism and patronage, where personal relationships with-in the organization had a massive effect on employee’s promotion and sacking decisions. Personal relationships are still significant today, though, many organization are systematically assessing employees performance in order to increase productivity and ultimately profits. According to Perry and Porter, the performance of many employees probably will be measured despite the lack of availability of general accepted criteria.. Performance measurement is defined as “the regular measurement of the results (outcome) and efficiency of services or programs,” this implies the steady measurement of progress towards accurate outcome (it is a fundamental component of any attempts at managing for results), a customer tailored procedure that focuses on maximizing benefits and minimizing negative cost for customers of services and programs. When performance is not measured or is measured incorrectly, those using the information will be misinformed and bad verdict will be likely followed, therefore, the old adage “garbage in garbage out” provides more credence. Performance measurement offers general information that can be exploited for decision making purpose both for management and for all levels of employees. Performance measurement system can become the instrument panel is used for strategic manoeuvring, day to day running of the organization and planning, implementing improvements and changes. The conventional measures of organizational performance were finance and accounting based. Presently, it has developed into modern systems which have many functions. Firstly, the financial means as a tool were used to control the financial resources of companies in order to support organizational objectives. Secondly, financial performance measures acted as barometers to point at accomplishments against major organization objectives. Thirdly, they also serve as incentive for future achievements. Moreover, by providing a window of the past they were thought to be the influencing factors for future successes. Notwithstanding the advantages of the financial and accounting measures in assessing performance, the reality that they were cost based and back ward looking provides little motivation.

REFERENCES