

NPC Consultant Professional Profile

I. Personal Information

Name: P B Manish Chandra Vinay

Date of Birth: 04/06/1982

Current Position & Domain: Deputy Director, Industrial Engineering

Office Location: Regional Directorate, Kolkata

Languages: English, Hindi, Bengali

Contact: Official email: pbmc.vinay@npcindia.gov.in, Mob: 9007841464



II. Professional Summary

16 Years of Experience in the field of Industrial Engineering, carried out various projects on Organization Manpower Restructuring, Manpower Assessment & Optimization, Production Norms, Productivity Improvement, Formulation of Schedule of Rates, Design of Performance management System & Productivity Linked Incentive Schemes, Implementation of Lean Manufacturing and ISO 9001:2015 & Evaluation of Various Central Government Schemes.

III. Areas of Expertise

Primary Domains: Industrial Engineering, Human Resource Management, Action Research

Specialized Skills: Management Consultancy in the areas of Organizational Restructuring & Manpower Optimization, Production Norms, Design of Performance Management System, Design of Incentive Scheme

Industry Focus: Steel, Railways, Mining, Thermal Power, Textile & Jute, Petrochemicals, Pharmaceuticals, Pulp & Paper.

IV. Professional Experience

1. Current Position: Deputy Director **Organisation:** NPC, Kolkata **Duration:** 08/02/2016 - Present

Key Responsibilities: Planning and executing training programmes, general and specialised projects and research surveys in the field of Productivity and related fields, preparing proposals, undertaking studies in the areas of productivity improvement, manpower optimization, setting up of production norms, work study, Lean Manufacturing, Implementation of ISO 9001:2015. Preparing project and technical reports pertaining to the projects and surveys, Planning, designing & conducting training programs in the field of productivity, quality & Lean Manufacturing. Participating in seminars, training programmes and professional bodies' meetings.

2. Previous Position: Assistant Director **Organisation:** NPC, Kolkata **Duration:** 04/08/2009 – 07/02/2016

Key Responsibilities: Preparing proposals, undertaking studies in the areas of productivity improvement, manpower optimization, setting up of production norms, work study, Lean Manufacturing, Implementation of ISO 9001:2015. Preparing project and technical reports pertaining to the projects and surveys, Planning, designing & conducting training programs in the field of productivity, quality & Lean Manufacturing.

3. Previous Position: Engineer (Q.C.) **Organisation:** VAE VKN Industries Pvt Ltd, Sonipat **Duration:** 21/06/2007 – 21/07/2008

Key Responsibilities: In Process Inspection and Making Inspection Report, Attending Internal Quality Meeting regarding Rejection and Rework Data, New Product Development.

V. Major Project Experience in NPC:

<p>Nature of Work: Consultancy</p> <p>Year: 2024 (Ongoing)</p> <p>Location: Kolkata, South 24 Parganas and North 24 Parganas</p> <p>Company: National Jute Board, Kolkata</p> <p>Position Held: Sr. Consultant</p> <p>Main features: Consultancy on Productivity Norms Study of 50 Kg Capacity 580 gm B. Twill Jute Bags</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, preparation of draft report, and finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2023</p> <p>Location: Jaduguda, Jharkhand</p> <p>Company: Uranium Corporation of India Ltd, Jaduguda, Jharkhand</p> <p>Position Held: Sr. Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment of Executives.</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2022</p> <p>Location: Bokaro, Jharkhand & Bhilai, Chhattisgarh</p> <p>Company: Bokaro Steel Plant and Bhilai Steel Plant of SAIL</p> <p>Position Held: Sr. Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2022</p> <p>Location: UCIL Tummalapalle, Kadapa, Andhra Pradesh</p> <p>Company: Uranium Corporation of India Ltd, Jaduguda, Jharkhand</p>

<p>Position Held: Sr. Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2021</p> <p>Location: Chittaranjan, West Bengal</p> <p>Company: Chittaranjan Locomotive Works</p> <p>Position Held: Sr. Consultant</p> <p>Main features: Consultancy on Exhaustive Time study of Production Activities in CLW, Chittaranjan</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2021</p> <p>Location: Integrated Check Post (ICP), Petrapole, West Bengal</p> <p>Company: Central Warehousing Corporation</p> <p>Position Held: Sr. Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2021</p> <p>Location: Balasore, Odisha</p> <p>Company: United Nations Industrial Development Organization (UNIDO)</p> <p>Position Held: Sr. Consultant</p> <p>Main features: Consultancy on Implementation of Productivity Enhancement Measures at Emami Paper Mills Ltd, Balasore (Odisha)</p> <p>Activities Performed: Conducting training on Productivity Improvement Tools & Techniques, Field Study for primary and secondary data collection in predesigned format, compilation of data and report preparation.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2020</p> <p>Location: Bilaspur, Chhattisgarh</p> <p>Company: South Eastern Coalfields Limited (SECL), Bilaspur</p>

<p>Position Held: Sr. Consultant</p> <p>Main features: Consultancy on Spares Part Management Study</p> <p>Activities Performed: Field Study for primary and secondary data collection in predesigned format, compilation of data, data analysis and report preparation.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2020</p> <p>Location: Kolkata</p> <p>Company: Directorate General of Quality Assurance (DGQA)</p> <p>Position Held: Sr. Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2020</p> <p>Location: Kolkata, Haldia and others Regional Offices and Labs</p> <p>Company: West Bengal Pollution Control Board</p> <p>Position Held: Sr. Consultant</p> <p>Main features: Consultancy on Productivity Improvement Study (Organization Restructuring & Manpower Assessment) for the existing the Head Office, Central Lab, Regional Offices & Labs and proposed new Regional Offices.</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2020</p> <p>Location: Kolkata, New Delhi & Bangalore</p> <p>Company: EEPC India, Kolkata</p> <p>Position Held: Sr. Consultant</p> <p>Main features: Consultancy on Productivity Improvement Study (Organization Restructuring & Manpower Assessment)</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2019</p> <p>Location: Sactoria, Asansol, West Bengal</p>

<p>Company: Eastern Coalfields Limited, West Bengal</p> <p>Position Held: Sr. Consultant</p> <p>Main features: Consultancy on Formulation of Schedule of rates for Hiring of HEMM and coal/sand transportation.</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2019</p> <p>Location: East Singhbhum, Jharkhand</p> <p>Company: Uranium Corporation India Limited</p> <p>Position Held: Sr. Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2018</p> <p>Location: Kolkata</p> <p>Company: West Bengal Electricity Distribution Company Ltd</p> <p>Position Held: Sr. Consultant</p> <p>Main features: Consultancy on Implementation of TQM & Help Desk in 120 Customer Care Centers of West Bengal Electricity Distribution Company Ltd (WBSEDCL).</p> <p>Activities Performed: Field visit of Customer Care Centres of WBSEDCL for QC Implementation, preparation of SOPs for Help Desk.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2017</p> <p>Location: Khottadih Under Ground Mine of Eastern Coalfields Limited, West Bengal</p> <p>Company: Eastern Coalfields Limited, West Bengal</p> <p>Position Held: Sr. Consultant</p> <p>Main features: Consultancy on Manpower Productivity Study (Organization Restructuring & Manpower Assessment)</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2016</p>

<p>Location: Hooghly, West Bengal</p> <p>Company: Kesoram Rayon, Kuntighat, West Bengal</p> <p>Position Held: Sr. Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2015</p> <p>Location: Kolkata</p> <p>Company: NTR Suppliers Cluster 2014, Kolkata</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Implementation of Lean Manufacturing Competitiveness Scheme of DC MSME, Govt. of India</p> <p>Activities Performed: Audit and Approval of Lean Manufacturing Implementation at different phases.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2015</p> <p>Location: Cachhar & Nagaon, Assam</p> <p>Company: Hindustan Paper Corporation Limited</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2014</p> <p>Location: Sambalpur, Odissa</p> <p>Company: Bhusan Power & Steel Limited</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2013</p> <p>Location: Kolkata</p>

<p>Company: Stadmed Private Ltd, Kolkata</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2012</p> <p>Location: Raygada, Odissa</p> <p>Company: J K Paper Mill, Raygada, Odissa</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2012</p> <p>Location: Sitargunj, Uttarakhand</p> <p>Company: Henz India Pvt. Ltd., Sitargunj, Uttarakhand</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Manpower Optimization Study</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2012</p> <p>Location: Chhindwara, Madhya Pradesh</p> <p>Company: Raymond Ltd</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2012</p> <p>Location: Rishra, West Bengal</p>

<p>Company: Jaya Shree Textiles Ltd.</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2012</p> <p>Location: Malanpur, Madhya Pradesh</p> <p>Company: Vikram Woolens, Malanpur, Madhya Pradesh</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2011</p> <p>Location: Kolkata</p> <p>Company: West Bengal Minority Finance and Development Corporation</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Implementation of ISO 9001:2008</p> <p>Activities Performed: Preparation of SOPs, Documentation and filing systems, planning and executing Internal Audits, Coordination with Certifying Organisation.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2011</p> <p>Location: Kolkata</p> <p>Company: Marathon Electric Motors India Ltd, Taratala, West Bengal</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Production Norms Study</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2011</p> <p>Location: Durgapur, West Bengal</p> <p>Company: Philips Carbon Black Ltd, Durgapur, West Bengal</p>

<p>Position Held: Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2010</p> <p>Location: Haldia, West Bengal</p> <p>Company: Mitsubishi Chemical Corporation, Haldia, West Bengal</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment and Job Evaluation</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2010</p> <p>Location: Kolkata</p> <p>Company: Oil India Limited, Kolkata</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Organization Restructuring & Manpower Assessment</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2010</p> <p>Location: Shyamnagar, west Bengal</p> <p>Company: NICCO Cables, Shyamnagar, west Bengal</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Design of Incentive Scheme</p> <p>Activities Performed: Field Study for collection of primary data, coordination for getting secondary data in the form of predesigned questionnaires, compilation of data, interview of persons at various job positions, preparation of draft report, finalisation of report.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2010</p> <p>Location: New Delhi</p> <p>Company: Rail Vikas Nigam Limited (RVNL)</p>

<p>Position Held: Consultant</p> <p>Main features: Consultancy on Design of Performance Management System</p> <p>Activities Performed: Interviews of different RVNL Officials for documentation and finalisation of their KRAs and KPIs and Designing of Performance Management System.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2010</p> <p>Location: Kolkata</p> <p>Company: Oil India Limited</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Implementation of ISO 9001:2008</p> <p>Activities Performed: Planning, designing the system, providing guidance during documentation & implementation stage, carrying out internal audit, providing assistance during certification audit.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2010</p> <p>Location: Mejia, West Bengal</p> <p>Company: Mejia Thermal Power Station, DVC, Mejia, West Bengal</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Implementation of ISO 9001:2008</p> <p>Activities Performed: Planning, designing the system, providing guidance during documentation & implementation stage, carrying out internal audit, providing assistance during certification audit.</p>
<p>Nature of Work: Consultancy</p> <p>Year: 2009</p> <p>Location: Bokaro Thermal, Jharkhand</p> <p>Company: Bokaro Thermal Power Station, DVC, Bokaro Thermal, Jharkhand</p> <p>Position Held: Consultant</p> <p>Main features: Consultancy on Implementation of ISO 9001:2008</p> <p>Activities Performed: Planning, designing the system, providing guidance during documentation & implementation stage, carrying out internal audit, providing assistance during certification audit.</p>

VI. Educational Background

1. Doctor of Philosophy (PhD) - Pursuing

- **Institution:** Indian Institute of Technology Patna **Type:** Part Time
- **Year:** 2028 (Expected)
- **Specialization:** Operations Management

2. Post Graduate Certificate in Industrial Engineering

- **Institution:** Dr. Ambedkar Institute of Productivity, NPC, Chennai **Type:** Full Time
- **Year:** 2009
- **Specialization:** Industrial Engineering

3. Bachelor of Technology (BTech)

- **Institution:** National Institute of Advanced Manufacturing Technology (formerly known as National Institute of Foundry and Forge Technology), Ranchi **Type:** Full Time
- **Year:** 2007
- **Specialization:** Manufacturing Engineering

Additional Professional Qualifications:

- Certificate in Project Management (CIPM) from International Institute of Projects & Program Management.
- Successfully completed Development of Productivity Practitioner Course from Asian Productivity Organization, Tokyo, Japan
- Successfully completed training programme on “3D Printing and Manufacturing for All” conducted by Dr. Ian Gibson at Dr. Ambedkar Institute of Productivity, Chennai.
- IT Tools: Well versed in MS Windows, MS Office and MS Visio.

VII. Research and Publications

Speaking Engagements:

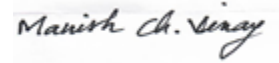
- I delivered an online talk on “Productivity, Green Growth and Sustainability: Celebrating India’s G-20 Presidency” during Productivity Week 2023 at Department of Industrial Engineering and Management, Maulana Abul Kalam Azad University of Technology, West Bengal.
- I delivered a talk on “Productivity in Industry Prospective” during Productivity Week 2021 at Indian Oil Corporation Pipelines Division, Eastern Region Head Quarter, Kolkata.
- I delivered a talk on “Productivity Improvement through Lean Management Techniques” during Productivity Week 2020 at Commerce & Industries Department, Govt. of Sikkim, Gangtok.
- I delivered a talk on “Circular Economy for Productivity & Sustainability” during Productivity Week 2019 at Central Marketing Organization, Steel Authority of India Limited, Kolkata.
- I delivered a talk on “Industry 4.0, Leapfrog Opportunity for India” during Productivity Week 2018 at Garden Reach Shipbuilders and Engineers (GRSE) Ltd, Kolkata.

Awards and Recognition

- I was invited by Garden Reach Shipbuilders and Engineers (GRSE) Ltd, Kolkata for conducting a workshop on “**Productivity Improvement through Quality Circle**” in April, 2021.
- I was invited by CII Eastern Region as the **Member of the Jury** for the “**Annual Productivity Awards 2019-20**”.
- I was invited by CII Eastern Region as the **Member of the Jury** for the “**Regional Finals of 30th Quality Circle Convention 2018**”.

Certification:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience. I understand that I shall be responsible for any willful misstatement described herein.



Date: 10/02/2025

Place: Kolkata

[P B Manish Chandra Vinay]

Profile Update History

Last Updated:10/02/2025

Next Review Due:
