

NPC Consultant Professional Profile

I. Personal Information

Name: Shyama Prasad

Date of Birth: 13th Oct 1983

Current Position & Domain: Dy Director, Industrial Engineering

Office Location: Regional Director Bhubaneswar

Languages: English, Odiya , Hindi (read, write, speak) , Bengali (speak)

Contact: shyama.prasad1@npcindia.gov.in, 9439494141



II. Professional Summary

Industrial Engineering professional with **17+ years** of experience in manpower assessment, productivity enhancement, and organizational restructuring. Led key projects in workforce optimization, performance management, and HR policy development across PSUs and government organizations. Coordinated various training programs on productivity, project management, and HR reforms, driving efficiency, skill development, and strategic growth. Proven expertise in streamlining processes, improving workforce utilization, and implementing best practices for organizational excellence

III. Areas of Expertise

Primary Domains:

1. Manpower Assessment & Optimization
2. Productivity Enhancement & Process Improvement
3. Organizational Restructuring & Workforce Management

Specialized Skills: Workforce Utilization Strategies

1. Performance Management Systems
2. HR Policy Development & Reforms
3. Project Management & Strategic Growth Planning
4. Training & Skill Development in Organizational Practices

Industry Focus:

1. Mining
2. Power Distribution
3. Public Administration
4. Food Supplies
5. Aviation

IV. Professional Experience

Current Position: [Dy. Director] **Organisation:** [NPC, Bhubaneswar] **Duration:** [31.12.2022 - Present]

Key Responsibilities:

- Strategic role in productivity enhancement: MCLS nodal officer for Odisha , 5S Auditor
- Specific areas of consultation /expertise: Manpower Assessment, Recruitment & Promotion Policy, Training Programs , Certification Audit for 5 S
- Leadership and team management aspects: Team leader in various assignments, Design & Coordination in Various Training Programs.

- Key projects and initiatives led: MCLS, Odisha Mining Corporation (OMC), Odisha State Civil Supplies Corporation (OSCSC), Achieving Health care Excellence training program for Medical Professionals, Public Procurement & Contracts Management for various PSUs . 5 S Certifications Audit for GMR Kamalanga Energy Ltd , NTPC Kanhiha, GMR Institute of Technology, ArcelorMittal Nippon Steel (AM/NS) Paradip, Odisha.

Previous Position: [Asst. Controller of Examination (on deputation)] **Organisation:** [All India Institute of Medical Sciences, Bhubaneswar] **Duration:** [31.12.2016 – 31.12.2022]

Key Responsibilities:

- Role: Academic Administration
- Specific areas of work/expertise: Conduction of Professional Examination, Recruitment of various faculty & non faculty positions.
- Leadership and team management aspects: Organising events like Standing Academic Committee meetings, Board of studies meetings, Convocation Day, Annual Day, Foundation Day, Independence Day, Republic Day etc
- Key projects and initiatives led: Apart from handling professional examinations, I have conducted recruitment for other AIIMS like Kalyani, Guwahati & Bibi Nagar (Hyderabad)

Previous Position: [Dy. Director] **Organisation:** [NPC, Bhubaneswar] **Duration:** [08.02.2016 – 30.12.2021]

Key Responsibilities:

- Role: Consulting & Training
- Specific areas of work/expertise: Manpower Assessment, Man Productivity, Project Management
- Leadership and team management aspects: Team Leader, Tema Member & Faculty
- Key projects and initiatives led: Odisha State Housing Board (OSHB), Mahanadi Coal Fields (MCL) Training program in Project Management

Previous Position: [Asst. Director] **Organisation:** [NPC, Bhubaneswar] **Duration:** [04.08.2009 – 07.02.2016]

Key Responsibilities:

- Role: Consulting, Training, In-Charge of RD Bhubaneswar for 6months, Nodal Officer for Odisha & Jharkhand in LMCS Implementation.
- Specific areas of work/expertise: Organizational Development, Manpower Assessment, ISO 9001, Organizational Revival, Preparation of HR Manual
- Leadership and team management aspects: Team Leader, Tema Member & Faculty
- Key projects and initiatives led: Odisha Power Transmission Corporation (OPTCL), OMC, Bhubaneswar Development Authority (BDA), OSHB, Airports Authority of India (AAI), JK Paper Ltd, O/S Salt Commissioner, DC MSME , Indian rare Earths Ltd (IREL), Odisha State Financial Corporation (OSFC), Odisha Rural Development & Marketing Society (ORMAS) , Planning & Converge Dept, Govt of Odisha. Training Programs in Office management, Project Management, Coaching & Mentoring, Improving effectiveness in PA/PS

Previous Position: [Project Consultant] **Organisation:** [NPC, Bhubaneswar] **Duration:** [02.09.2007 – 31.07.2008]

Key Responsibilities:

- Role: Project Consultant
- Specific areas of work/expertise: Data Collection, Report Writing

- Leadership and team management aspects: as Above
- Key projects and initiatives led: OPTCL, OMC, Utkal Alumina Ltd Rayagada

V. Major Project Experience in NPC [For each significant project, include:]

1. Project Title: [Manpower Norms Study]

Client Name: [Airports Authority of India] **Type:** [~~Pvt~~/PSU/Government] **Sector:** [Aviation]

Role: [Team Member for HR & Fire disciplines]

Duration: [3 months]

Problem Definition: [Short description of ToR/Objective of work]

Objective: Develop manpower norms for non-executives.

Scope: Engineering, E&M, Fire, Housekeeping, HR, Finance at HQ & Airports.

Recommendations Made: [DSS based on footfalls and workforce placed in other non-privatised nearby airport as redeployment plan]

Impact Created:

- Quantifiable results achieved: Manpower Optimization across all airports
- Process improvements achieved : Manpower linked with Air traffic handling capacity
- Cost savings or efficiency gains : NA as it was Delhi High Court order
- Capacity building outcomes : Reskilling of surplus manpower in certain airports

2. Project Title: [Name of the project]

Client Name: [OPTCL] **Type:** [~~Pvt~~/PSU/Government] **Sector:** [Power Distribution]

Role: [Team Member]

Duration: [6 Months]

Problem Definition: [Short description of ToR/Objective of work]

1. Organizational Review – Assess and recommend changes to OPTCL's structure for better alignment with goals and customer needs.
2. Manpower & Workload Study – Analyze staffing needs, workload distribution, and impact of computerization/outsourcing.
3. Promotion Policy Review – Redesign promotional norms to enhance career growth for all permanent employees.

Recommendations Made:

1. Revised structure & staffing norms
2. Job roles & responsibilities
3. Updated promotion policy
4. Recommendations for competitiveness

Impact Created:

- Quantifiable results achieved: Stagnation of Telcom cadre eliminated
- Process improvements achieved: Job Description / specification provide better recruitment results
- Cost savings or efficiency gains : NA
- Capacity building outcomes: Learning & development initiatives for personnel in specific roles identification

3. Project Title: [Organization restructuring Study]

Client Name: [OMC Ltd] **Type:** [Pvt/PSU/Government] **Sector:** [Mining]

Role: [Team Member]

Duration: [4 months]

Problem Definition: [Short description of ToR/Objective of work]

1. Organizational Review – Assess and optimize OMC's structure.
2. Job Roles – Define job descriptions and specifications.
3. Manpower Study – Analyze staffing needs and workload.
4. Promotion Policy – Redesign for better career growth.
5. Benchmarking – Identify best practices for implementation.
6. Process Optimization – Reengineer processes and set norms.
7. Work Norms – Develop benchmarks for field jobs.
8. Performance Management – Propose an objective assessment framework.
9. Employee Categorization – Streamline classifications.

Recommendations Made:

1. Revised Structure – Clear functional divisions, objectives, and roles .
2. Staffing Norms – Workforce planning for divisions, sub-divisions, and field offices .
3. Job Roles – Defined job descriptions and specifications.
4. Benchmarking – Benchmarking vital parameters with leading industry of the time.
5. Promotion Policy – Enhanced career growth framework.
6. Process Norms – Core and support process optimization.
7. Performance System – Objective assessment for key roles.
8. Employee Categories – Streamlined classification.

Impact Created:

- Quantifiable results achieved: Streamlined non-executive cadres from **104 to 40**; developed a **PMS system with KPIs**.
- Process improvements achieved: Example: Reduced **purchase process time** from **35-40 days to 15 days**
- Cost savings or efficiency gains: **Reduced man-days** in process execution
- Capacity building outcomes Defined employee categories and enhanced **career advancement** through training.

4. Project Title: [Manpower Planning / Organisation Restructuring Study]

Client Name: [OSCSC Ltd] **Type:** [Pvt/PSU/Government] **Sector:** [Supply Distribution]

Role: [Your role in the project: Team leader]

Duration: [Project timeframe : 6 months]

Problem Definition: [Short description of ToR/Objective of work]

1. Organizational Review – Optimize structure for corporate goals.
2. Manpower Study – Assess staffing, ICT impact, and outsourcing.
 - Adjust surplus/deficit manpower.
3. Job Profiles – Define roles and service conditions.
4. Promotion Policy – Revise norms, amend OSCSC Service Rules.
5. Employee Categorization – Streamline workforce, remove obsolete posts, propose new roles.
6. Pay Structure – Recommend competitive pay aligned with Odisha PSUs.

Recommendations Made:

1. Optimized organization structure at all levels.
2. Manpower plan with position-wise recommendations.
3. Job descriptions and responsibilities for proposed roles.
4. Cadre structure with career growth and promotions.
5. Recruitment & promotion policy with amendments to OSCSC Service Rules, 1993.
6. Pay structure aligned with Odisha PSUs & Govt of Odisha .

Impact Created:

- Quantifiable results achieved : Manpower for critical areas added,
- Process improvements achieved : Cadre structure with Progressive promotional rules
- Cost savings or efficiency gains : Ease in distribution & accounting of essential supplies
- Capacity building outcomes : reduced dependency on deputation positions

5. Project Title: [Man Productivity Study]**Client Name:** [MCL Ltd] **Type:** [~~Pvt~~/PSU/~~Government~~] **Sector:** [Mining]**Role:** [Team Coordinator, Team member]**Duration:** [2.5 months]**Problem Definition:** [Short description of ToR/Objective of work]

1. Optimize Manpower – Assess and determine optimum workforce.
2. Utilization Analysis – Evaluate position-wise manpower usage.
3. Productivity Norms – Define key productivity factors and benchmarks.
4. Workload Model – Develop a manpower planning framework.
5. Simulation & Benchmarking – Compare actual vs. optimized manpower.
6. Process Improvement – Recommend structural and workflow enhancements.

Recommendations Made:

1. Rail Rake Availability: Prioritize improving the availability and scheduling of rail rakes.
2. Dumper Replacement: Expedite the replacement of surveyed-off dumpers and improve transportation efficiency.
3. Improved Manpower Utilization: Implement biometric attendance and reduce idle hours.
4. Mining Efficiency: Invest in spare shovels for increased excavation capacity.
5. Technology Acceptance: Promote training and adoption of new technologies.
6. HR/IR Improvements: Address manpower shortage, improve worker health, and enforce discipline.
7. Organizational Structure: Reallocate manpower, streamline administrative processes, and focus on strategic planning for mine expansion.
8. External Interference: Mitigate unnecessary state administration interference and labor union involvement.
9. Logistical Support: Improve logistics at dispatch, including silo systems and railway loop lines.
10. Procedure Streamlining: Simplify procurement, tendering, and financial procedures.

Impact Created:

- Quantifiable results achieved: Increased dispatch by 20,978 tonnes/day, boosting profit by ₹ 513.16 crores/year.
- Process improvements achieved: Optimized dispatch scheduling and machinery use.

- Cost savings or efficiency gains: Reduced downtime and improved equipment availability.
- Capacity building outcomes: Enhanced skills and operational efficiency

VI. Educational Background

Highest Degree:

- **Degree:** [MBA]
- **Institution:** [IGNOU] **Type:** [Part Time]
- **Year:** [2018]
- **Specialization:** [Human Resource Management]

Degree:

- **Degree:** [BTech]
- **Institution:** [Berhampur University] **Type:** [Full Time]
- **Year:** [2005]
- **Specialization:** [Mechanical Engineering]

Additional Professional Qualifications:

- [Certification:]
 1. PG Certificate in Industrial Engineering from AIP Chennai
 2. Lead Auditor training course in ISO 50001:2011 from British Standards Institute Training Academy
 3. Self-Learning e-Course on OSHSAS 18001 organised by APO from 1st July- 31st October 2011
- [Professional memberships: NA]
- [Specialized Training]
 1. In Country Training Program for Productivity & Quality Practitioners: DON strategy Implementation for India sponsored by APO & Implemented by NPC, India from 8th -20th September 2008
 2. Development of Productivity Practitioners Advances program organised by Asian Productivity Organization (APO) and implemented by Malaysia Productivity Corporation at Kuala Lumpur Malaysia from 19th Oct – 6th Nov 2015
- [IT Tools & Proficiency Level]
 1. Expert in MS Office
 2. Use of AI -moderate

VII. Research and Publications

Recent Publications:

- Kar B, Prasad S. Revisiting the Role of State Financial Corporations for Entrepreneurship Finance in India: 'Phoenix' or a 'Swan Song'? . Siddhant-A Journal of Decision Making. 2015;15(1):32-9.]
- [Include research papers, articles, and reports: NA]

Speaking Engagements:

- [Country Paper presentation (INDIA) at Kuala Lumpur, Malaysia in October 2015 for APO]
- [Industry forum contributions: Regular speaker for Productivity Day events each year at IOCL, PPL, NALCO, other academic Institutes etc]

Awards and Recognition

- [Professional awards received: N A]

- [Industry recognition: N.A.]
- [Special achievements: At NPC Man productivity Assignments at MCL & O/o Salt Commissioner completed in record time. Manpower assignments for IRE completed successfully. At AIIMS Bhubaneswar conducted the 1st Convocation event successfully, further successful completion of faculty recruitments for AIIMS Kalyani, Guwahati & Bibi Nagar apart from AIIMS Bhubaneswar]

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: Bhubaneswar

Profile Update History

Last Updated: [Date] 10.02.2025

Next Review Due: [Date]

[Signature of Employee]

[Name : Shyama Prasad]