

**PRAGATI POWER CORPORATION LIMITED****RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF****EXECUTIVE DIRECTOR (HR)**

1	<b>Name of post</b>	EXECUTIVE DIRECTOR (HR)
2	<b>No. Of post</b>	No separate sanctioned post. Total strength of Executive Director(HR) & General Manager (HR) shall not exceed total sanctioned posts of General Manager (HR)
3	<b>Level</b>	E-8
4	<b>Pay scale / band</b>	Rs. 37400-67000 + 12500 (GP)
5	<b>Age limit for Direct Recruitment / short-term contract</b>	NA
6	<b>Method of Recruitment</b>	By promotion
7	<b>Minimum Educational Qualification &amp; Experience required for Promotion</b>	<b><u>Promotion</u></b> General Manager (HR) with five years continuous service.
R & P Regulations approved vide BoD's Resolution No XXXXXX dt. XXXXXX		

**PRAGATI POWER CORPORATION LIMITED****RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF****GENERAL MANAGER (HR)**

1	<b>Name of post</b>	GENERAL MANAGER(HR)
2	<b>No. Of post</b>	01
3	<b>Level</b>	E-7
4	<b>Pay scale / band</b>	37400-67000+11500 (GP)
5	<b>Age limit for Direct Recruitment / short-term contract</b>	56 years
6	<b>Method of recruitment</b>	By promotion, failing which by Direct Recruitment Short-term contract in exceptional cases.
7	<b>Minimum Educational Qualification &amp; Experience required for Promotion / Direct Recruitment / Short-term Contract</b>	<p><b><u>Promotion</u></b>  (A) Additional General Manager(HR) with two years continuous service.  <b><u>AND</u></b>  (B) Must Possess MBA (Specialization in HR) / PG Degree or PG Diploma in Management (with specialization in HR/PM/IR) from a recognized and reputed University/Institute  [Promotion will be based on Performance Appraisal &amp; Interview]</p> <p><b><u>Direct Recruitment / Short-term Contract</u></b></p> <p><b><u>Educational Qualification</u></b>  Must possess one of following qualifications:-</p> <ul style="list-style-type: none"> <li>• Graduate with Two years full time MBA (with specialization in HR) with minimum 65% marks from a recognized &amp; reputed university / institute</li> </ul> <p style="text-align: center;"><b><u>OR</u></b></p> <ul style="list-style-type: none"> <li>• Graduate with Two years full time PG Degree / PG Diploma in Management (with specialization in Human Resource / Industrial Relation / Personnel Management) with minimum 65% marks from a recognized &amp; reputed university / institute</li> </ul> <p><b><u>Experience</u></b>  Twenty years of post-qualification experience in HR, out of which a minimum of one year of experience in:-</p> <ul style="list-style-type: none"> <li>▪ CDA pay scale of Rs. 37400-67000+10000 (GP) or comparable IDA Scale, if working in Central or State PSU;</li> </ul> <p style="text-align: center;"><b><u>OR</u></b></p> <ul style="list-style-type: none"> <li>▪ Comparable pay and profile if employed in Private Sector Company.</li> </ul> <p>[DR will be carried out through Interview and selection would be based on merit ]</p> <p><b><u>Additional Requirement for all three recruitment methods:</u></b>  Good knowledge &amp; experience of working in Computerized environment.</p>

R &amp; P Regulations approved vide BoD's Resolution No XXXXXX dt. XXXXXX

**PRAGATI POWER CORPORATION LIMITED****RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF****ADDITIONAL GENERAL MANAGER (HR)**

1	<b>Name of post</b>	ADDITIONAL GENERAL MANAGER(HR)
2	<b>No. Of post</b>	01
3	<b>Level</b>	E-6
4	<b>Pay scale / band</b>	37400-67000+10500(GP)
5	<b>Age limit for Direct Recruitment / short-term contract</b>	50 years
6	<b>Method of recruitment</b>	By promotion, failing which by Direct Recruitment Short-term contract in exceptional cases.
7	<b>Minimum Educational Qualification &amp; Experience required for Promotion / Direct Recruitment / Short-term Contract</b>	<p><b><u>Promotion</u></b>  <b>(A)</b> Deputy General Manager(HR) with four years continuous service.</p> <p style="text-align: center;"><b><u>AND</u></b></p> <p><b>(B)</b> Must Possess MBA (Specialization in HR) / PG Degree or PG Diploma in Management (with specialization in HR/PM/IR) from a recognized and reputed University/Institute</p> <p>[Promotion will be based on Performance Appraisal &amp; Interview]</p> <p><b><u>Direct Recruitment / Short-term Contract</u></b></p> <p><b><u>Educational Qualification</u></b></p> <p>Must possess one of following qualifications:-</p> <ul style="list-style-type: none"> <li>• Graduate with Two years full time MBA (with specialization in HR) with minimum 65% marks from a recognized &amp; reputed university / institute</li> </ul> <p style="text-align: center;"><b><u>OR</u></b></p> <ul style="list-style-type: none"> <li>• Graduate with Two years full time PG Degree / PG Diploma in Management (with specialization in Human Resource / Industrial Relation / Personnel Management) with minimum 65% marks from a recognized &amp; reputed university / institute</li> </ul> <p><b><u>Experience</u></b></p> <p>Eighteen years of post-qualification experience in HR, out of which a minimum of three years of experience in:-</p> <ul style="list-style-type: none"> <li>▪ CDA pay scale of Rs. 37400-67000+8900 (GP) or comparable IDA Scale, if working in Central or State PSU;</li> </ul> <p style="text-align: center;"><b><u>OR</u></b></p> <ul style="list-style-type: none"> <li>▪ Comparable pay and profile if employed in Private Sector Company.</li> </ul> <p>[DR will be carried out through Interview and selection would be based on merit ]</p> <p><b><u>Additional Requirement for all three recruitment methods:</u></b></p> <p>Good knowledge &amp; experience of working in Computerized environment.</p>
R & P Regulations approved vide BoD's Resolution No XXXXXX dt. XXXXXX		

**PRAGATI POWER CORPORATION LIMITED****RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF****DEPUTY GENERAL MANAGER (HR)**

1	<b>Name of post</b>	DEPUTY GENERAL MANAGER(HR)
2	<b>No. Of post</b>	02
3	<b>Level</b>	E-5
4	<b>Pay scale / band</b>	37400-67000+9500 (GP)
5	<b>Age limit for Direct Recruitment / short-term contract</b>	45 years
6	<b>Method of recruitment</b>	By promotion failing which by Direct Recruitment Short-term contract in exceptional cases.
7	<b>Minimum Educational Qualification &amp; Experience required for Promotion / Direct Recruitment / Short-term Contract</b>	<p><b><u>Promotion</u></b>  (A) Senior Manager (HR) with four years continuous service.  <b><u>AND</u></b>  (B) Must Possess MBA (Specialization in HR) / PG Degree or PG Diploma in Management (with specialization in HR/PM/IR) from a recognized and reputed University/Institute</p> <p>[Promotion will be based on Performance Appraisal &amp; Interview]</p> <p><b><u>Direct Recruitment / Short-term Contract</u></b></p> <p><b><u>Educational Qualification</u></b></p> <p>Must possess one of following qualifications:-</p> <ul style="list-style-type: none"> <li>• Graduate with Two years full time MBA (with specialization in HR) with minimum 65% marks from a recognized &amp; reputed university / institute</li> </ul> <p style="text-align: center;"><b><u>OR</u></b></p> <ul style="list-style-type: none"> <li>• Graduate with Two years full time PG Degree / PG Diploma in Management (with specialization in Human Resource / Industrial Relation / Personnel Management) with minimum 65% marks from a recognized &amp; reputed university / institute</li> </ul> <p><b><u>Experience</u></b></p> <p>Fifteen years of post-qualification experience in HR, out of which a minimum of three years of experience in:-</p> <ul style="list-style-type: none"> <li>▪ CDA pay scale of Rs. 37400-67000+8700(GP) or comparable IDA Scale, if working in Central or State PSU;</li> </ul> <p style="text-align: center;"><b><u>OR</u></b></p> <ul style="list-style-type: none"> <li>▪ Comparable pay and profile if employed in Private Sector Company.</li> </ul> <p>[DR will be carried out through Interview and selection would be based on merit ]</p> <p><b><u>Additional Requirement for all three recruitment methods:</u></b></p> <p>Good knowledge &amp; experience of working in Computerized environment.</p>
R & P Regulations approved vide BoD's Resolution No XXXXXX dt. XXXXXX		

**PRAGATI POWER CORPORATION LIMITED****RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF****SENIOR MANAGER (HR)**

1	Name of post	SENIOR MANAGER(HR)
2	No. Of post	02
3	Level	E-4
4	Pay scale / band	19000-39100 + 9100 (GP)
5	Age limit for Direct Recruitment / short-term contract	40 years
6	Method of recruitment	By promotion, failing which by Direct Recruitment Short-term contract in exceptional cases.
7	Minimum Educational Qualification & Experience required for Promotion / Direct Recruitment / Short-term Contract	<p><b><u>Promotion</u></b>  (A) Manager (HR) with three years continuous service.  <b><u>AND</u></b>  (B) Must Possess MBA (Specialization in HR) / PG Degree or PG Diploma in Management (with specialization in HR/PM/IR) from a recognized and reputed University/Institute.</p> <p>[Promotion will be based on Performance Appraisal &amp; Interview]</p> <p><b><u>Direct Recruitment / Short-term Contract</u></b></p> <p><b><u>Educational Qualification</u></b></p> <p>Must possess one of following qualifications:-</p> <ul style="list-style-type: none"> <li>• Graduate with Two years full time MBA (with specialization in HR) with minimum 65% marks from a recognized &amp; reputed university / institute</li> </ul> <p style="text-align: center;"><b><u>OR</u></b></p> <ul style="list-style-type: none"> <li>• Graduate with Two years full time PG Degree / PG Diploma in Management (with specialization in Human Resource / Industrial Relation / Personnel Management) with minimum 65% marks from a recognized &amp; reputed university / institute</li> </ul> <p><b><u>Experience</u></b></p> <p>Eleven years of post-qualification experience in HR, out of which a minimum of two years of experience in:-</p> <ul style="list-style-type: none"> <li>▪ CDA pay scale of Rs. 15600-39100+7600(GP) or comparable IDA Scale, if working in Central or State PSU;</li> </ul> <p style="text-align: center;"><b><u>OR</u></b></p> <ul style="list-style-type: none"> <li>▪ Comparable pay and profile if employed in Private Sector Company.</li> </ul> <p>[DR will be carried out through Interview and selection would be based on merit ]</p> <p><b><u>Additional Requirement for all three recruitment methods:</u></b></p> <p>Good knowledge &amp; experience of working in Computerized environment.</p>
R & P Regulations approved vide BoD's Resolution No XXXXXX dt. XXXXXX		



**PRAGATI POWER CORPORATION LIMITED****RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF****MANAGER (HR)**

1	<b>Name of post</b>	MANAGER(HR)
2	<b>No. Of post</b>	04
3	<b>Level</b>	E-3
4	<b>Pay scale / band</b>	19000-39100 + 8800 (GP)
5	<b>Age limit for Direct Recruitment / short-term contract</b>	38 years
6	<b>Method of recruitment</b>	75% By promotion, failing which by Direct Recruitment 25% By Direct Recruitment Short-term contract in exceptional cases.
7	<b>Minimum Educational Qualification &amp; Experience required for Promotion / Direct Recruitment / Short-term Contract</b>	<p><b><u>Promotion</u></b></p> <p>Deputy Manager (HR) with four years continuous service for those Possessing MBA (Specialization in HR)/ PG Degree or PG Diploma in Management (with specialization in HR/PM/IR) from a recognized and reputed University/Institute.</p> <p style="text-align: center;"><b><u>OR</u></b></p> <p>Deputy Manager (HR) with six years continuous service for those possessing Graduation from a recognized and reputed University/Institute.</p> <p>[Promotion will be based on Performance Appraisal &amp; Interview]</p> <p><b><u>Direct Recruitment / Short-term Contract</u></b></p> <p><b><u>Educational Qualification</u></b></p> <p>Must possess one of following qualifications:-</p> <ul style="list-style-type: none"> <li>• Graduate with Two years full time MBA (with specialization in HR) with minimum 65% marks from a recognized &amp; reputed university / institute</li> </ul> <p style="text-align: center;"><b><u>OR</u></b></p> <ul style="list-style-type: none"> <li>• Graduate with Two years full time PG Degree / PG Diploma in Management (with specialization in Human Resource / Industrial Relation / Personnel Management) with minimum 65% marks from a recognized &amp; reputed university / institute</li> </ul> <p><b><u>Experience</u></b></p> <p>Eight years of post-qualification experience in HR, out of which a minimum of three years of experience in:-</p> <ul style="list-style-type: none"> <li>▪ CDA pay scale of Rs. 15600-39100+6600(GP) or comparable IDA Scale, if working in Central or State PSU;</li> </ul> <p style="text-align: center;"><b><u>OR</u></b></p> <ul style="list-style-type: none"> <li>▪ Comparable pay and profile if employed in Private Sector Company.</li> </ul> <p>[DR will be carried out through Interview and selection would be based on merit ]</p> <p><b><u>Additional Requirement for all three recruitment methods:</u></b></p> <p>Good knowledge &amp; experience of working in Computerized environment.</p>
R & P Regulations approved vide BoD's Resolution No XXXXXX dt. XXXXXX		

**PRAGATI POWER CORPORATION LIMITED****RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF****DEPUTY MANAGER (HR)**

1	<b>Name of post</b>	DEPUTY MANAGER(HR)
2	<b>No. Of post</b>	05
3	<b>Level</b>	E-2
4	<b>Pay scale/ band</b>	19000-39100 + 7800 (GP)
5	<b>Age limit for Direct Recruitment/ short-term contract</b>	35 years
6	<b>Method of recruitment</b>	By promotion, failing which by Direct Recruitment Short-term contract in exceptional cases.
7	<b>Minimum Educational Qualification &amp; Experience required for Promotion / Direct Recruitment / Short-term Contract</b>	<p><b><u>Promotion</u></b> Asstt. Manager (HR) with four years continuous service for those Possessing MBA (Specialization in HR)/ PG Degree or PG Diploma in Management (with specialization in HR/PM/IR) from a recognized and reputed University/Institute.</p> <p style="text-align: center;"><b><u>OR</u></b></p> <p>Asstt. Manager (HR) with six years continuous service for those possessing Graduation from a recognized and reputed University/Institute.</p> <p>[Promotion will be based on Performance Appraisal &amp; Interview]</p> <p><b><u>Direct Recruitment/ Short-term Contract</u></b></p> <p><b><u>Educational Qualification</u></b></p> <p>Must possess one of following qualifications:-</p> <ul style="list-style-type: none"> <li>• Graduate with Two years full time MBA (with specialization in HR) with minimum 65% marks from a recognized &amp; reputed university / institute</li> </ul> <p style="text-align: center;"><b><u>OR</u></b></p> <ul style="list-style-type: none"> <li>• Graduate with Two years full time PG Degree / PG Diploma in Management (with specialization in Human Resource / Industrial Relation / Personnel Management) with minimum 65% marks from a recognized &amp; reputed university / institute</li> </ul> <p><b><u>Experience</u></b></p> <p>Six years of post-qualification experience in HR, out of which a minimum of three years of experience in:-</p> <ul style="list-style-type: none"> <li>▪ CDA pay scale of Rs. 15600-39100+5400(GP) or comparable IDA Scale, if working in Central or State PSU;</li> </ul> <p style="text-align: center;"><b><u>OR</u></b></p> <ul style="list-style-type: none"> <li>▪ Comparable pay and profile if employed in Private Sector Company.</li> </ul> <p>[DR will be carried out through Interview and selection would be based on merit ]</p> <p><b><u>Additional Requirement for all three recruitment methods:</u></b></p> <p>Good knowledge &amp; experience of working in Computerized environment.</p>
R & P Regulations approved vide BoD's Resolution No XXXXXX dt. XXXXXX		



RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF

ASSTT. MANAGER (HR)

1	Name of post	ASSTT. MANAGER (HR)
2	No. Of post	12
3	Level	E-1
4	Pay scale / band	19000-39100 + 7000 (GP)
5	Age limit for Direct Recruitment / short-term contract	30 years
6	Method of recruitment	25% by promotion, failing which by Direct Recruitment 75% by Direct Recruitment Short-term contract in exceptional cases.
7	Minimum Educational Qualification & Experience required for Promotion / Direct Recruitment / Short-term Contract	<p><b><u>Promotion</u></b> A) SOs / Sr. PAs with five years continuous service And B) Must Possess Graduation from recognized and reputed university / institutes.</p> <p>[Promotion will be based on Written examination, Performance Appraisal &amp; Interview]</p> <p><b><u>Direct Recruitment/Short-term contract</u></b></p> <p><b><u>Educational Qualification</u></b></p> <p>Must possess one of following qualifications:-</p> <ul style="list-style-type: none"> <li>• Graduate with Two years full time MBA (with specialization in HR) with minimum 65% marks from a recognized &amp; reputed university / institute</li> </ul> <p align="center"><b><u>OR</u></b></p> <ul style="list-style-type: none"> <li>• Graduate with Two years full time PG Degree / PG Diploma in Management (with specialization in Human Resource / Industrial Relation / Personnel Management) with minimum 65% marks from a recognized &amp; reputed university / institute</li> </ul> <p><b><u>Experience</u></b></p> <p>One year on-job training as Executive Trainee (HR) in IPGCL/PPCL;</p> <p align="center"><b><u>OR</u></b></p> <p>Two years of post-qualification experience in HR of manufacturing or generation company.</p> <p>[DR will be carried out through Written Test, Interview and selection would be based on merit]</p> <p><b><u>Additional Requirement for all three recruitment methods:</u></b></p> <p>Good knowledge &amp; experience of working in Computerized environment.</p>
R & P Regulations approved vide BoD's Resolution No XXXXXX dt. XXXXXX		

**PRAGATI POWER CORPORATION LIMITED****RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF****EXECUTIVE TRAINEE (HR)**

1	<b>Name of post</b>	EXECUTIVE TRAINEE (HR)
2	<b>No. Of post</b>	No separate sanctioned post. Total Strength of Executive Trainee(HR) & Asstt.Manager(HR) shall not exceed total sanctioned posts of Asstt.Manager(HR)
3	<b>Level</b>	E-0
4	<b>Pay scale / band</b>	10900-34800+5500(GP)
5	<b>Age limit for Direct Recruitment</b>	30 years
6	<b>Method of recruitment</b>	BY DIRECT RECRUITMENT
7	<b>Minimum Educational Qualification &amp; Experience required for Direct Recruitment</b>	<p><b><u>Direct Recruitment</u></b></p> <p><b><u>Educational Qualification</u></b></p> <p>Must possess one of the following qualifications:-</p> <ul style="list-style-type: none"> <li>• Graduate with Two years full time MBA (with specialization in HR) with minimum 65% marks from a recognized &amp; reputed university / institute</li> </ul> <p style="text-align: center;"><b><u>OR</u></b></p> <ul style="list-style-type: none"> <li>• Graduate with Two years full time PG Degree / PG Diploma in Management (with specialization in Human Resource / Industrial Relation / Personnel Management) with minimum 65% marks from a recognized &amp; reputed university / institute</li> </ul> <p>[DR will be carried out through Written Test &amp; interview ]</p> <p><b><u>Additional Requirement</u></b></p> <p>Good Knowledge of working in Computerized environment.</p>
R & P Regulations approved vide BoD's Resolution No XXXXXX dt. XXXXXX		