An ideal work culture is a powerful indicator of the organizational success. The role of Human Recourse Development in any organization is to inculcate strong work ethics in its employee by developing constructive attitudes towards the work and making good relationship with co-workers.

Power sector is witnessing drastic changes in the structural, organization, technical and policy matters. Power industry is capital intensive and which employs massive manpower requires abundance of skilled personnel. As power sector reforms involve a number of complex and intricate issues, the people involved will need specific inputs in terms of knowledge and skill to enable them to play their role effectively. The present power scenario demands a very comprehensive and pragmatic approach to attract, utilize, develop and conserve valuable human resources. Training is one of the elements of Human Resource Development.

Through intensive and well choked out training programme, HRD wing in KSEB playing major role to maintain and enhance a learning environment and hence to create a climate for KSE Board to become a learning organization to meet the challenges of a competitive and fast changing national and international scenario.

The National Electricity policy envisages that in the new reforms framework ushered by Electricity Act 2003, concerted action would be taken for augmenting training infrastructure so that adequate well-trained human resource is made available as per the need of the industry. With this view HRD has formulated various training programme to equip the employees in all cadre for effectively performing their duties in their respective fields.

Induction Level Training

KSEB has established a well-designed system of Induction level training to the fresh entrants at all level to impart corporate culture, discipline, responsibility, knowledge and skill to the fresh entrants.

Refresher/ Advanced training

The post employment training provides opportunities for personnel at the different levels of the organization to gain skills and to take up new responsibilities and keep pace with the advancement in technology. It is desirable that each employ of the organization get at least 5 days refresher/ advanced training during a period of two years.

Management & Supervisory Training

Management Development Programmes are being arranged for the officers and Supervisory Development Programme to the Supervisory level staff is being conducted at RPTIs, PETARC and at SRCTC.

Commercial Subject Oriented Training

These types of trainings are being given to the Engineers, ministerial staff & officers.

Computer Based Training

Consequent to the introduction of computerization in various fields, computer based training has become a necessity in the Board and all employees shall be given a minimum awareness required for working with computers.

Computer based programmes are mainly be given to all employees on computer literacy & specialized programme on LT Billing, Accounting software, load flow studies, materials management, maintenance management, load dispatch, SCADA, transmission lines etc.

Statutory Training

This programe conducted as per rule 3(2 A) of the Indian Electricity Rules 1956 and imparted

to about 20 to 25 Assistant Engineers at PETARC, Moolamattom through fifteen months in house/practical and field visit training programme. VIIth batch is ongoing.

Other programmes

Some programmes were conducted as requested by other institutions like Polytechnic College, Kalamassey, Thrissur Corporation etc.

Training within the state

Officers are selected for attending specialized programmes conducted by Institutes like IMG, Thiruvananthapuram, College of Engineering, Trivandrum etc,

Training at External Institutes

As followed by specified guidelines, HRD has deputed officers for attending external training programme. For matching the academic inspiration of the employee with the needs of the organization, KSEB has tied up with some reputed institutions like ESCI, Hyderabad, CIRE Hyderabad, CPRI Bangalore, PMI Noida and TNEB Madurai etc.

In addition to the above, KSEB has introduced numerous initiatives which help to enhance the creativity, functional aptitude, innovation, leadership quality, teamwork, etc., of the employees. These initiatives includes,

Six Sigma initiatives in KSEB: - Six Sigma is a disciplined, data-driven approach and methodology for eliminating defects (driving towards six standard deviations between the mean and the nearest specification limit) in any process - from manufacturing to transactional and from product to service. To achieve Six Sigma, a process must not produce more than 3.4 defects per million opportunities. Board has implemented these techniques to make the organization more customers friendly. A Core team has been formulated and trained them on “Six Sigma Green Belt” by the Indian School of Petroleum and Energy and the training is continuing.

Management Programme for the Senior Executives of KSEB: - The Indian Institute of Management, Bangalore, designs this programme and it is specially designed for the top and middle level management of KSEB mainly aims to enhance their managerial capabilities. This programme helps to achieve our organizational objectives by enhancing the efficiency as well as professionalism in our officers.

Civil Programme organized by the IIT Roorkee: - “A programme on “Cost Effective Design “ has been conducted for the Civil Engineers of KSEB during January 2010. The programme emphasizes to share the experiences with the service experts from IIT Roorkee. More over, lot of programmes designed for the civil engineers, were conducted at PETARC, Moolamattom with the help of programme committee.

Hotline Training: - Board has decided to implement live line maintenance techniques in KSEB.

It is a preventive maintenance method applicable to transmission and HT distribution lines. By introducing this technology, Board can minimize the scheduled interruption in EHT Lines and thereby improve supply availability factor of the transmission lines. As a first step in this regard Board has decided to constitute a pilot team with 12 trained personnel. In order to train them effectively, Board has decided to depute our officials to the National Power Training Institute (NPTI) Hotline Training Center at Bangalore. Steps are being taken to depute the officials for the said training in the next calendar year.

In-house Training programes

As followed by the calendar prepared, lots of In house trainings were conducted at various RPTIs, PETARC and at SRCTC, Vydyuthi Bhavanam, Thiruvananthapuram. Moreover, HRD has conducted some specialized programmes by outsourcing the experts from external training institutes. HRD has published Manuals periodically.

In order to reduce the number of accidents in KSEB, it should be ensured that all employees are trained, qualified and equipped with all necessary protective equipment and apply safety standards and precautions to eliminate the risk of injury to themselves and the public. By keeping in view of the above, HRD cell has conducted several safety programmes and published the Safety Manual last year. HRD has initiated steps to conduct several in- house programmes last year. They includes,

National Traiinig Programme with REC-CIRE

HRD has conducted national training programmes to the C&D employees with the financial assistance of Ministry of Power, Government of India. KSEB has executed MoU with REC-CIRE, the nodal agency for implementing the programmes. Accordingly 55 programmes have already been conducted and only 5 programmes are remaining to complete this joint venture and steps are being initiated to extend the programme to next year.

Training Programme with Power Finance Corporation Ltd under R- APDRP-Capacity Building Scheme

Recently, KSEB has initiated steps to reap the benefit of R-APDRP scheme of the Ministry of Power, Government of India by implementing the Capacity Building Scheme. KSEB has forwarded expression of interest to become a Partner Training Institute in the above scheme. This scheme is to be imparted with the financial assistance of Ministry of Power. Accordingly, PFC, the nodal Agency for the programme, has approved the same and given sanction to roll out the programme to C& D employees initially. Steps are being taken to implement this project.

Auditing Guidelines to SA’s:-

A five-day programme is under consideration of the HRD cell mainly focused for the senior assistants to make them aware of the auditing guidelines and principles prevailing in the KSE Board.

Model Section Training

Board has identified 75 electrical sections as model sections. HRD has successfully completed the training to all the employees of the model sections within the fixed time frame. HRD cell has taken up a good effort in publishing the training material to the model section employees. HRD could create a good impact in our employees by providing excellent training. Board has initiated steps for identifying the next spell of 150 model sections and steps are being taken to train the employees of the new model sections.

Training Programme on Planning Scheduling, Implementation and Monitoring.

Board has decided to provide intensive training on " decentralized planning process to the employees in the transmission and distribution areas.
Supply Chain Management

As part of making KSEB more standardized, Board has decided to make its employees aware of managing the material flow by using Supply Chain Management Software and now the software is under preparation.

ARU Accounting Software

In order to computerize the accounting procedure, software on "ARU & Corporate Accounting Software" has been prepared by the MIS Unit and to roll out the software massive training is being arranged.

Milestones in KSEB

- 1979 Formation of Line Men Training Centre at Kottyam & Thrissur
- 1987 Formation of LMTC at Thiruvananthapuram & Kozhikode
- 1989 Formation of Power Engineers Training and Research Centre at Moolamattom
- 1992 Formation of Human Recourse Development Cell at Vydyuthi Bhavanam, Thiruvananthapuram
- 1994 Modification of LMTC as Junior Executive Staff Training Centers (JESTC)
- 2007 Formation of Southern Regional Computer Training Centre (SRCTC) at Vydyuthi Bhavanam, Thiruvanathapuram.

The facilities of the training centers are detailed below.

[redacted]