ମହାନଦୀ କୋଲ୍‌ଫିଲଡ଼ସ୍ ଲିମିଟେଡ୍
महानदी कोलफील्डस लिमिटेड
Mahanadi Coalfields Limited

Annual Training Calendar

(2014-15)

Management Training Institute

MCL

At a Glance

Management Training Institute
Mahanadi Coalfields Limited
Anand Vihar, Burla,
Sambalpur-768020, Odisha

Telephone Numbers
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gm-mti.mcl@nic.in
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MAHANADI COALFIELDS LIMITED

VISION

To be one of the leading energy suppliers in the world through best practices from mine to market.

MISSION

To produce and market the planned quantity of coal and coal products efficiently and economically in an eco-friendly manner with due regard to safety, conservation and quality.

ANNUAL TRAINING CALENDAR: 2014-15
MANAGEMENT TRAINING INSTITUTE, MCL

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महानदी कोलफील्डस लिमिटेड
Mahanadi Coalfields Limited
(A subsidiary of Coal India Limited)

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MESSAGE

In the developing country like India with colossal population, demand for the energy is inexorably high and there is an enormous responsibility of fulfilling this demand through augmentation in coal production. MCL is the second largest coal producing company of Coal India Ltd and aspiring to be a leading coal producer in the nation in the years to come.

To enhance productivity profitability and leadership position in the nation, MCL is committed for Human Capital development. Initiatives have been taken to enrich the human capital to cope up with future challenges of the organization. To supplement the effort, more and more programmes for different level of executives, supervisors and workers are scheduled during the year 2014-15 and in continuation we have further decided to set up "MCL Institute of Natural Resources and Energy Management" (MINREM) at Bhubaneswar which will enhance learning culture and capability to compete.

Management Training Institute (MTI) at MCL HQ has played a pivotal role in preparing employee to lead a healthy professional and personal life since its inception. Training action at Management Training institute is imperative for the effective implementation of the business strategy and technological advancement.

Mixing of Techno-Managerial, Cross Functional and Soft Skill programmes in Annual Training Calendar of Management Training Institute will ensure the effective deliverance of training adeptness at MCL with enlightening professional and personal competencies of employees.

I am pleased to know that like previous year 2013-14, Management Training Institute a corporate training center, is coming out with an exhaustive Annual Training Calendar for different level of employees across the company for the year 2014-15 in line of MoU of MCL.

I, wish MTI Team all success !

(A.N.Sahay)

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महानदी कोलफील्डस लिमिटेड
Mahanadi Coalfields Limited
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MESSAGE

Elated about presenting the Annual Calendar of Management Training Institute (MTI) of MCL for the year 2014-15.

Evolution and progress of the organization stalwartly depends upon the effectiveness of Human Capital of the organization. With the advancement of new-fangled challenges and technological innovation, the work environment demands job proficiency.

Because of admirable leadership shown, MCL has been consistently the second largest coal producing company of Coal India Ltd. and further making sincere efforts to expand business strategies to enhance its growth rate by leveraging human capital of the organization through constant training and development.

Management Training institute is contributing significantly to enlighten employees' knowledge, skill, attitude, talent and competencies. Annual Calendar of Management Training Institute is methodically designed as per the prerequisite of organization and employees. Accordingly, the same will remain as a guiding source for effective implementation of training requirement of MCL.

I am glad that training programmes conducted at MTI will provide new stature to the organization business and enrich the knowledge of employees to lead an authentic and meaningful life.

With best wishes !

A.K. TIWARI

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महानदी कोलफील्डस लिमिटेड
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MESSAGE

I am glad to note that the Management Training Institute (MTI) has come out with specific training module in a more systematic manner for the year 2014-15. As we are all aware that Transparency, Accountability and equity are the essential ingredients of Good Governance, the MTI need to play a vital role in character building and promotion of ethical behaviour besides capacity building in various specialized streams.

The efforts of Management Training Institute (MTI) to enhance the intellectual capacity to cope up with the organizational goals and challenges through different training module are the commendable initiative.

I complement MTI for its efforts of holistic development of human resources.

27-05-14
(Deepak Srivastava, IFS)
Chief Vigilance Officer

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ମହାନଦୀ କୋଲ୍‌ଫିଲଡ଼ସ୍ ଲିମିଟେଡ୍
महानदी कोलफील्डस लिमिटेड
Mahanadi Coalfields Limited
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MESSAGE

It gives me immense pleasure to complement Management Training Institute (MTI) team for coming out with Annual Calender for the year 2014-15 prepared in line with target fixed under Memorandum of Understanding(MoU).

- MTI is a corporate in-house training and development centre for employees of MCL, engaged in continuous learning activity, where pedagogy has always gone under change with time and space suiting and motivating employees to participate more and more in the ongoing learning process.

We are all aware of the fact that for sustained growth and development of any business, leveraging Human Resources matter a lot in managing change. MTI is having primary responsibility to equip our employees with the appropriate knowledge, skills and attitude, which needs to be further strengthened as we face increasing challenges which are complex and varied.

MTI Annual Calender for the year 2014-2015 is the end result of comprehensive, rigorous and exhaustive process of assessing the learning and training needs of employees experienced through knowledge sharing , formal and informal feedback and also through the company's objectives.

I Wish MTI Team success in all its endeavors !

10/5/2014
(Jaswinder Pal Singh)

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MCL

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महानदी कोलफील्डस लिमिटेड
Mahanadi Coalfields Limited
(A subsidiary of Coal India Limited)

Purna Chandra Panigrahi
Director (Personnel)
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Dist : Sambalpur - 768020

MESSAGE

The purpose of training is defined as developing "effective leadership behaviour" which implies an integration of intellectual and interpersonal competence in an individual and the ability to optimise self actualisation of the individual and the organisation. Finally, training to be effective must be broad based, preferably, in company so that the Organisation becomes receptive to change.

The very attempt to look at training in MTI is not only routine type like induction, product information, knowledge sharing and so on based on the philosophy of transfer of information but focus is also on problem sharing and organizational effectiveness.

To ensure maximum benefit from the entire training effort, it is necessary to develop an overall strategy and a long-term plan. For this purpose, it may be useful to take a "Systems view" of training and consider the tasks involved in the form of a continuous cycle consisting of five inter-related identifiable elements namely, planning, organizing, implementing, review and feedback.

I am pleased to learn that Management Training Institute (MTI) a Corporate Training Centre has come out with a Annual Training Calendar based on MoU target for the year 2014-15.

I acknowledge with thanks the MTI Team for achieving more than MoU target of training and development for the year 2013-14.

I wish them all success in their endeavor for the year 2014-15.

I congratulate all concerned for their noble efforts and hope that the publication of souvenir will be appreciated by one and all.

(P.C. Panigrahi)

ମହାନଦୀ କୋଲ୍‌ଫିଲଡ଼ସ୍ ଲିମିଟେଡ୍
महानदी कोलफील्डस लिमिटेड
Mahanadi Coalfields Limited
(A subsidiary of Coal India Limited)

Narendra Kumar Ojha
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APPEAL

Dear colleagues,

I am pleased to present before you the Annual Calendar of the Management Training Institute (MTI) of MCL for the year 2014-15.

The growing need of training and development of employees on regular basis for sustained growth of organisation keeping in mind the contemporary challenges, business uncertainty and changing dynamic human relation, it is essential that all round development of employees on every facets of management must take place through different modules of training.

Each year MTI review the programmes offered in the previous years and identifies programmes suited for the executives and supervisors. The programmes offered range from fundamentals, helping employees shifting from one functional area to programmes focusing on specific topics to help them to take up specific higher responsibilities. In addition, there are programmes which help executives develop their personality and leadership skills.

Our pedagogy has also gone under change with time. Therefore more and more out-bound exercises, case studies and business games are being introduced to ensure more and more attainment of shared knowledge and information.

I have immense satisfaction to see that our programmes mix every year is coping with organisational and individual's requirement.

In continuation, we further wish to submit that in addition to schedule programmes given in the Annual Calendar, we do conduct non-scheduled tailor made customised programmes.

We are looking forward to your active participation and support in our corporate development initiative and also seek nominations for the programmes.

With best regards

Yours sincerely

(N. K. Ojha)

BRIEF HISTORY OF MCL

Mahanadi Coalfields Ltd.(MCL) is a subsidiary Company of Coal India Limited, a second largest coal producing and profit making company in India having " Mini Ratna " status of Government of India with effect from 15th March 2007 and its corporate head office at Sambalpur, Odisha with two main operating coalfields at Talcher and Ib Valley.

The total manpower strength of the company stands approximately 22295 as on 31.03.2014 with the growth of coal production to the tune of 8 to 9%. MCL has achieved production of coal of 110.44 Million Tonne (MT), OBR of 96.03 M.Cum and dispatch of 114.34 MT in the year 2013-14.Off-take of Coal during 2013-14 was 114.66 MT.

The company has been pioneer in the introduction of clean and new technologies and was the first to introduce surface miners for coal production in India. MCL is the 1st company in CIL to do so, to augment its clean coal production programme. Higher capacity of HEMMS like 20cum shovels, 170T dumpers etc. have been envisaged in the latest sanctioned project Reports. MCL is the trend-setter in introducing Blast Free Technology of winning coal in Open Cast Mine by Surface Miner. Now, it is envisaged to introduce Ripper Dozer to remove OB. SILO with Rapid Loading system is going to be introduced in all the major opencast projects of MCL.

MCL transforms itself from the smallest company of 23 MTY in 1992 to the biggest company of 100MTY in 2010-11.

BUSINESS STRATEGY OF MCL

With the growing demand of clean and quality coal as measure of energy security, Mahanadi Coalfields Ltd has always been looked at viable, productive and growing coal company since its inception. The coal production and the OB removal with greater emphasis in the conservation of environment with introduction of green belts, water harvesting methods, and land reclamation modules has been concerned and priority before MCL management. Therefore to address the need and growing demand as envisaged, an attempt has been made to formulate and apply the concept of outsourcing as an effective business operational strategy. Keeping this in mind with social, economic,

commercial, and environmental prospective the mining began in MCL both with departmental workforce and mechanized contractual mode.

MCL has been given the responsibility of producing 167MTs by the terminal year of XIIth plan in order to meet the country's demand for coal; therefore it has been essential that the major portion of such production be ensured through outsourcing by hiring of HEMMS from the private companies.

The Coal productions of the company through departmental and contractual since 2000-01 fiscal are given below as an indicative fact of growth:

COAL PRODUCTION PROFILE OF MCL(Figures in Million Te)

Year	2000-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13	2013-14
Coal Production	43.75	47.80	52.23	60.05	66.08	69.60	80.00	88.01	96.34	104.08	100.28	103.12	107.89	110.44

OBR PRODUCTION PROFILE OF MCL (Figures in Million Cum.)

Year	2000-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13	2013-14
OBR Production	49.60	50.56	50.05	52.70	49.81	51.42	55.47	54.56	51.58	66.07	88.70	85.67	90.42	96.03

Cutting of Coal by Surface Miner at the Coal Face

ORGANISATIONAL CHART OF COAL INDIA LIMITED & MAHANADI COALFIELDS LIMITED

MCL

Mahanadi Basin Power Ltd.

Neelachal Power Transmission Co. Pvt. Ltd.

ORGANISATION OF MCL

TALCHER COALFIELD

1. JAGANNATH AREA
2. BHARATPUR AREA
3. TALCHER AREA
4. LINGRAJ AREA
5. HINGULA AREA
6. KANIHA AREA
7. CWS(X) TALCHER

IB VALLEY COALFIELDS

1. ORIENT AREA
2. IB VALLEY AREA
3. LAKHANPUR AREA
4. BASUNDHARA & GARJANBAHAL AREA
5. CWS(X) IB

STATEWISE SHARE OF COAL RESERVE

COALFIELD-WISE COAL RESERVES IN MCL

GROWTH STORY OF MCL

ITEM	UNITS	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Coal Production	**MT**	**96.34**	**104.08**	**100.20**	**103.12**	**107.89**	**110.439**
Growth	%	9.46	8.04	-3.56	2.91	4.63	2.36
OB Removal	**M.Cum**	**51.58**	**66.07**	**88.70**	**85.67**	**90.77**	**96.03**
Growth	%	-4.88	27.43	34.25	-3.41	5.95	5.79
Offtake	**MT**	**91.28**	**98.15**	**102.09**	**102.30**	**111.97**	**114.66**
Growth	%	9.11	7.53	4.01	0.20	9.45	2.40
Total Profit(PBT)	**Rs.Cr.**	**2600.91**	**2950.58**	**4039.3**	**5463.69**	**6202.48**	**5429.08**
Growth	%	3.84	13.44	33.02	35.26	13.52	-12.47

CONTRIBUTION TO THE STATE & CENTRAL GOVERNMENTS

Year	Total PBT	To Govt. Exchequer	To State Exchequer	To Central Exchequer	% of Tax	
	Rs. Cr.	Rs. Cr.	Rs. Cr.	Rs. Cr.	State	Central
2007-08	2504.79	919.07	837.95	81.12	91%	09%
2008-09	2600.91	1089.72	1001.70	88.02	92%	08%
2009-10	2950.58	1265.31	1169.45	95.86	92%	08%
2010-11	4039.30	1723.55	1272.21	451.34	74%	26%
2011-12	5463.69	2573.75	1498.48	1075.27	58%	42%
2012-13	6202.48	3215.95	1817.41	1398.54	57%	43%
2013-14	5429.08	3132.84	1891.71	1241.13	60%	40%

THE INSTITUTE

Management Training Institute (MTI), an apex corporate training & development centre of Mahanadi Coalfields Limited (A Mini Ratna Company), established in the year 1998, is located at Anand Vihar, Burla, Sambalpur, Odisha. It is situated in a picturesque surrounding nestled in water body and greenery. MTI is known as a Centre of training activities having state-of-art facilities with a small team of dedicated professionals. Expertise of professionals from company, industry and academic institutions are solicited to augment the effectiveness of training programmes.

MTI follows holistic approach to education & training with due importance to complete development. All training programmes, irrespective of the theme, have reflective experience sharing sessions and input on ethical issues relating to managerial/technical decision making.

MTI regularly conducts Management and Technical Programmes, Workshops, Seminars and Conferences based on informal need assessment for executives and supervisors every year and indeed developed as an effective learning centre. Each year MTI reviews the programmes based on feedback received from stakeholders and accordingly identifies programmes suited for the executives as well as supervisors. The programmes offered range from General Management Programme, Computer Awareness Programme, Short Programme, Supervisory Development Programme, Functional Programme, Cross Functional Programme etc. In addition, we do conduct non-schedule tailor-made programmes also.

The programmes are conducted by faculty drawn from coal companies, academic institutions and free lancers.

Most of the Programmes conducted are residential with moderate accommodation facilities at Kalinga Bhawan for the trainees from the coalfields.

In addition, there are two premier technical training institutes located in both the coalfields of the company known as Belpahar Training Institute (BTI), Lakhanpur Area of Ib Coalfield and Mining- cum -Excavation Engineering Training Institute (MEETI), Central Workshop (Excav.) of Talcher Coalfield. Both the Institutes impart training programme under the aegis of MTI & HRD, MCL.

LOCATION

The institute is situated at Anand Vihar, Burla, Sambalpur in the state of Odisha, India and is 12 kms from the heart of Sambalpur. It is built amidst the Power Channel and river Mahanadi surrounded by landscaped garden, pathways and green belts.

The town is piquant and truly a university town as it hosts the Sambalpur University, the VSS Medical College and the Veer Surendra Sai University of Technology besides numerous schools and colleges, thus the student population at the height of academic year is sizable. All three centres for higher learning have their own auditoriums which are well equipped.

Burla has an average elevation of 173 metres (567 feet). The Jawahar Minar is hardly 3 Kms away from this institute which offers picturesque views of the dam, the lake and the surrounding forests of Barapahad (12 hills).

CLIMATE

Burla, the city of education (Sambalpur University, VSS University of Technology and VSS Medical College and other academic institutions) is situated on the bank of river Mahanadi and just below the Hirakud Dam at an altitude of 173 metres with temperate climate. Temperature during summer varies from 25^0 C to 45^0 C, whereas in winter it is 5^0 C to 25^0 C. Monsoon experiences medium to heavy showers. Winter clothing is recommended from November to February.

LINKAGE

Burla is well connected by road and rail. Its distance from different places is given below:

Burla is situated in a half an hour distance from Sambalpur and one hour distance from Bargarh, which are connected by NH-53(old NH-6). The town is horse-shoe shaped with an artificial lake in the middle and NH-53 traversing through one end. The town centre is small and is divided into 'Kachcha Market' and 'Pucca Market' and hosts numerous small stores and stalls, which are mostly family based small business enterprises. The distance of the following places from Burla is as below:

Sambalpur	:	**12 Kms**
Bargarh	:	**41 Kms**
Jharsuguda	:	**62 Kms**
Rourkela	:	**187 Kms**
Bhubaneswar	:	**311 Kms**

Burla has direct train service to all important cities like Kolkata, Delhi, Mumbai, Bangalore, Nagpur, Bilaspur, Bhubaneswar, Puri, Chennai etc.

LOCAL TRANSPORT

MTI is situated in the outskirts of Burla, about 1.5 Kms from the heart of the town. It is about 2Kms from the Hirakud Railway Station, 12 Kms from Sambalpur Railway Staion (Khetrajpur), 12 Kms from the City Station, Sambalpur. The most common mode of transport is autorikshaws and town buses. However, availability of public transport facility to MTI reduces after 8.00PM in the evening.

QUALITY POLICY

MTI is committed to training and development of executives and supervisors of the organisation through need based training programmes.

Objectives:

- To disseminate knowledge through training, short programmes, seminars, workshops, conferences, etc.
- To continuously improve upon the quality of deliverables based on direct and inbuilt feedback from participants.
- To provide a forum for learning through excellent hospitability and support services

MANAGEMENT POLICY

We are committed to:

1. Assured quality of our coal supplies
2. Optimum utilization of our available resources
3. Continual improvement in the functioning and performance of our management system
4. Provide all information and resources necessary to achieve our objectives and targets.
5. Continual improvement in the energy performance of all our processes and systems
6. Ensure prevention of pollution, injury and ill health due to our work activities
7. Comply with all applicable legislations and other subscribed obligations
8. Respect all ILO and other international charters on social and labour issues
9. Promote importance of the concept of sustainable development
10. Promote the purchase of energy efficient products, services and designs

11. Ensure that this policy is effectively implemented, maintained and communicated
12. Review this policy regularly to ensure its continual improvement and relevance
13. Make this policy accessible in a comprehensible form to all personnel engaged for us in any manner
14. Make this policy publicly available in an effective form and manner to all interested parties, upon request

FACULTY & PEDAGOGY

MTI academy has created a pool of highly experienced and qualified core faculty from the organisation and reputed academic institutions and industry with academic and managerial application.

The pedagogy is interactive as well as participative and the methods include lectures, case studies, experience sharing, group discussion, business games, role plays, simulation, out bound exercises, structured and semi-structured group work.

Eminent academicians and senior executives from industry are frequently invited to deliver lectures at MTI.

PHYSICAL INFRASTRUCTURES

ACADEMIC BUILDING

- The academic block houses lecture halls, class rooms, computer centre, library

ACCOMMODATION

- Kalinga Bhawan with 16 rooms(48 beds) equipped with optimum amenities

RECREATIONAL FACILITIES

- One big size TV set with cable connection is available in a hall

OTHER FACILITIES

- Dispensary of MCL HQ situated nearby Kalinga Bhawan
- DG set for back up electric supply in the campus

4th Annual GREENTECH HR AWARD 2014

GREENTECH FOUNDATION®
New Delhi (India)
www.greentech.org

This is to certify that

Mahanadi Coalfields Limited

Sambalpur

has been declared Winner of

Gold Award

for outstanding achievement in

Training Excellence in HR.

KAMALESHWAR SHARAN
President

27 June 2014
Bangalore (India)

Performance against Target as per MOU 2013-14

MANAGEMENT TRAINING INSTITUTE, MCL, SAMBALPUR

ACHEIVEMENT TO TARGET AS PER MOU - 2013-2014

NAME OF PROGRAMME	DURATION IN DAYS	PARTICIPANT PROFILE								% OF ACHEIVEMENT MORE THAN THE TARGET GIVEN UNDER MOU	TRAINING MANDAYS		% OF ACHIEVEMENT MORE THAN THE TARGET GIVEN UNDER MOU
		Executives		Supervisors		Workers		Total					
		T	A	T	A	T	A	T	A		T	A	
Computer Awareness Programme	6	35	40	80	92	60	112	175	244	39%	1050	1433	36.47%
General Management Programme	6	40	46	0	0	0	0	40	46	15%	240	271.5	13%
Supervisory Development Programme	3	0	0	56	57	0	0	56	57	1.78%	168	171	1.78%
Short Programme	2	50	216	70	146	0	0	120	362	202%	240	524	118%
Seminar/Workshop/Conference	2	150	380	0	0	0	0	150	380	153%	300	526	75%
Functional Programme	3	20	27	0	0	0	0	20	27	35%	60	81	35%
Cross Functional Programme	3	20	29	0	0	0	0	20	29	45%	60	86	43%
Total		315	738	206	295	60	112	581	1145	97%	2118	3092.5	46%

IN ADDITION TO ABOVE PERFORMANCE, MTI MCL HQ ALSO CONDUCTED THE BELOW MENTIONED PROGRAMMES.

NAME OF THE PROGRAMME	DURATION IN DAYS	PARTICIPANTS / EXECUTIVES	MANDAYS
MT's Induction Programme	4	67	268
Quarterly Sustainable Development Programme	1	226	226
Monthly Coordination Meeting of ATOs, GVTOs & Principal of MEETI & BTI	1	223	223

N.B. :- T - Target , A- Achelvement

MOU TARGET 2014-15
MANAGEMENT TRAINING INSTITUTE
MCL, SAMBALPUR

	Participant Profile			
	Executives	Supervisors	Workers	Total
No. of persons to be trained	344	196	108	648
Total Man-Days to be achieved	1032	588	648	2268

ANNUAL ACTION PLAN 2014-15
MANAGEMENT TRAINING INSTITUTE
MCL, SAMBALPUR

Name of Programme	Duration in days	Participant Profile				Training Man Days
		Executives	Supervisors	Workers	Total	
Comp. Awareness Prog.	06	09	78	117	204	1224
General Management Prog.	06	40	00	00	40	240
Supervisory Development Prog.	03	00	48	00	48	144
Short Programme	02	100	70	00	170	340
Seminar/Workshop	02	150	00	00	150	300
Functional Programme	03	24	00	00	24	72
Cross Functional Programme	03	24	00	00	24	72
Total		347	196	117	660	2392

COMPUTER AWARENESS PROGRAMME (CAP)
Duration: 6 Days

PROGRAMME OBJECTIVE

Target is to make one and all computer literate.

PROGRAMME PROFILE

COMPUTER FUNDAMENTALS

Computer Overview
Benefits of Computer
Computer Classifications
Hardware:
Input/Output Devices
Definition of Memory
Different categories of Memory
Software:
Different types of Software
Virus Definition

Introduction to Network and its categories
MS WINDOWS
MS WORDS
MS EXCEL
MS POWERPOINT
INTERNET
MS ACCESS

Sl. No.	Duration/Date	Target Group	Co-ordinator
1	21-26 April,2014	Workers (at least matriculate)	A. K. Patra
2	05-10 May, 2014	Supervisors(at least matriculate)	A. K. Patra
3	09-14 June, 2014	Workers (at least matriculate)	A. K. Patra
4	23-28 June, 2014	Supervisors (at least matriculate)	L.K.Pradhan
5	30th Jun-05 Jul,14	Workers (at least matriculate)	A. K. Patra
6	21-26 July, 2014	Supervisors(at least matriculate)	L.K.Pradhan
7	04-09 Aug,2014	Executives(All Disciplines)	A. K. Patra
8	18-23 Aug,2014	Workers (at least matriculate)	L.K.Pradhan
9	01-06 Sep, 2014	Workers (at least matriculate)	A. K. Patra
10	22-27 Sep 2014	Workers(at least matriculate)	L.K.Pradhan
11	13-18 Oct 2014	Supervisors(at least matriculate)	A. K. Patra
12	10-15 Nov 2014	Workers (at least matriculate)	L.K.Pradhan
13	24-29 Nov 2014	Workers (at least matriculate)	A. K. Patra
14	01-06 Dec 2014	Supervisors (at least matriculate)	A. K. Patra
15	15-20 Dec 2014	Supervisors (at least matriculate)	A. K. Patra
16	19-24 Jan 2015	Workers(at least matriculate)	A.K.Patra

TARGET OF COMPUTER AWARENESS PROGRAM FOR THE FINANCIAL YEAR 2014-15

DATE (FROM TO)	KANIHA	LINGARAJ	TALCHER	JAGANNATH	NSCH	CWSTAL	BHARATPUR	HINGULA	IBVALLEY	ORIENT	CWSIB	LAKHANPUR	BGAREA	TOTAL
21.04.2014 TO 26.04.2014	W	W	W	W	W	W	W	W	W	W	W	W	W	13
05.05.2014 TO10.05.2014	S	S	S	S	S	S	S	S	S	S	S	S	S	13
09.06.2014 TO 14.06.2014	W	W	W	W	W	W	W	W	W	W	W	W	W	13
23.06.2014 TO28.06.2014	S	S	S	S	S	S	S	S	S	S	S	S	S	13
30.06.2014 TO05.07.2014	W	W	W	W	W	W	W	W	W	W	W	W	W	13
21.07.2014 TO 26.07.2014	S	S	S	S	S	S	S	S	S	S	S	S	S	13
04.08.2014 TO09.08.2014		E	E	E			E	E	E	E		E	E	09
18.08.2014 TO23.08.2014	W	W	W	W	W	W	W	W	W	W	W	W	W	13
01.09.2014 TO 06.09.2014	W	W	W	W	W	W	W	W	W	W	W	W	W	13
22.09.2014 TO27.09.2014	W	W	W	W	W	W	W	W	W	W	W	W	W	13
13.10.2014 TO18.10.2014	S	S	S	S	S	S	S	S	S	S	S	S	S	13
10.11.2014 TO15.11.2014	W	W	W	W	W	W	W	W	W	W	W	W	W	13
24.11.2014 TO29.11.2014	W	W	W	W	W	W	W	W	W	W	W	W	W	13
01.12.2014 TO06.12.2014	S	S	S	S	S	S	S	S	S	S	S	S	S	13
15.12.2014 TO20.12.2014	S	S	S	S	S	S	S	S	S	S	S	S	S	13
19.01.2015 TO 24.01.2015	W	W	W	W	W	W	W	W	W	W	W	W	W	13
TOTAL	9W6S	9W6S1E	9W6S1E	9W6S1E	9W6S	9W6S	9W6S1E	9W6S1E	9W6S1E	9W6S1E	9W6S	9W6S1E	9W6S1E	204

E EXECUTIVE

S SUPERVISOR (MONTHLY RATED STAFFS, SPECIAL GRADE CLERK & ABOVE)

W WORKER (CAT-1 TO CAT-VI, GRADE - E TO SPL GRADE [X], UPTO CLERK GRADE -1)

ALL SUPERVISORS & WORKERS MUST BE AT LEAST MATRICULATE

GENERAL MANAGEMENT PROGRAMME (GMP)
Duration: 6 Days

PROGRAMME OBJECTIVE

It helps awareness about the challenges in present and future, sustaining and progressing development, making the junior and middle level executives to understand their roles in emerging business scenario and boosting their commitment for achieving targeted goals.

It also helps the executives to develop soft skills such as team building better, enhancing presentation skills, communication, interpersonal skills and handling conflict resolutions of the organisation for achieving mission and goal of the company.

TOPIC

- Basic Leadership Skill
- Communication & Presentation Skill
- Creative Decision Making
- Change Management
- Corporate Planning and MOU
- CSR: Concept, Its importance and Practices in MCL
- E-Procurement in MCL
- Interpersonal Skills
- Integrated Management System in MCL
- Knowledge Management
- Lifestyle Management
- Motivation at work place
- Negotiation Skill
- Overview and Performance Profile of CIL and MCL
- Sustainable Development &CSR Policy in MCL
- Team Building & Conflict Resolution
- Vigilance Awareness & CDA Rules

Sl. No.	Duration/Date	Target Group	Co-ordinator
1	26-31 May, 2014	Executives of all disciplines	L.K.Pradhan
2	16-21 June, 2014	Executives of all disciplines	L.K.Pradhan
3	08-13 Sept., 2014	Executives of all disciplines	D.K.Khanda
4	17-22 Nov., 2014	Executives of all disciplines	L.K.Pradhan

SUPERVISORY DEVELOPMENT PROGRAMME (SDP)

DURATION: 3 DAYS

PROGRAMME OBJECTIVE

It aims at making participants appreciate the attributes of inclusive growth in an around shape/ influence attitude of persons to meet supervisory as well as creative challenges, enable them to take breakthrough in decisions, to enhance their responsiveness to the present and future challenges for sustaining and progressing the growth of the company in line with mission and targeted goals of the organisation.

TOPIC

- Communication Skill
- e- Procurement in MCL
- Ethics and Values in decision making
- Integrated Management System (IMS) in MCL
- Motivation at Work Place
- Overview and Performance Profile of CIL and MCL
- Preventive Health Aspects
- Sustainable Development &CSR Policy in MCL
- Supervisor as a Team Leader: Personality and Attitude
- Team Building & Conflict Resolution
- Vigilance Awareness and Standing Order

Sl. No.	Duration/Date	Target Group	Co-ordinator
1	28-30 April,2014	Supervisors of all disciplines	L.K.Pradhan
2	10-12 July,2014	Supervisors of all disciplines	D.K. Khanda
3	20-22 Oct.,2014	Supervisors of all disciplines	D.K.Khanda
4	11-13Dec., 2014	Supervisors of all disciplines	L.K.Pradhan

SHORT PROGRAMME (SP)
Duration: 2 Days

PROGRAMME OBJECTIVE

By conducting various short programs, the very objective is to understand better of the topic. It aims at providing a holistic framework regarding the topic, shaping the attitudes and developing a set of techniques to create more values at lower cost/less time towards achieving, accomplishing and sustaining organisational objectives, growth as per mission and targeted goals of the company. It also helps growth of all stakeholders by improving the quality of life.

TOPIC

- Effective Communication at work place
- Leadership
- Preventive Vigilance
- Stress Management
- Team Building & Working Together
- Tendering Procedures & CVC Guidelines
- Women Empowerment

BRIEF PROFILE OF SHORT PROGRAMMES

1	Programme	:	Effective Communication at workplace	Co-ordinator: Anuraj C. P.
	Duration	:	02-03, June, 2014	
	Eligibility	:	Supervisors of all disciplines	
	Brief Profile	:	It aims to enhance the transference of ideas, attitudes and feelings from one person to another person or from one group to another.	

2	Programme	:	Leadership	Co-ordinator: L.K.Pradhan
	Duration	:	15-16, July,2014	
	Eligibility	:	Executives of all disciplines	
	Brief Profile	:	It aims to develop leadership skill in our executives who are the real persons to get the work done by the workers and supervisors.	

3	Programme	:	Leadership	Co-ordinator: L. K. Pradhan
	Duration	:	18-19,July, 2014	
	Eligibility	:	Supervisors of all disciplines	
	Brief Profile	:	It aims to develop leadership skill among supervisors who are the real link between the workers and executives.	

4	Programme	:	Women Empowerment	Co-ordinator: Anuraj C. P.
	Duration	:	16-17, September, 2014	
	Eligibility	:	Female Executives of all disciplines	
	Brief Profile	:	It aims to make the female executives aware of their rights, potential and to educate and streamline in regard to enhancement of just and proper contribution to the society at par with the male executives.	

5	Programme	:	Team Building & Working Together	Co-ordinator: Anuraj C.P.
	Duration	:	24-25, October, 2014	
	Eligibility	:	Supervisors of all disciplines	
	Brief Profile	:	It aims to educate and train the employees of the organisation on team building in MCL for betterment of the company.	

6	Programme	:	Preventive Vigilance	Co-ordinator: Anuraj C.P.
	Duration	:	07-08, November,2014	
	Eligibility	:	Executives of all disciplines	
	Brief Profile	:	It aims to educate the executives on Preventive vigilance which plays an important role in strengthening the vigilance set up of any organization.	

7	Programme	:	Stress Management	Co-ordinator: Anuraj C.P.
	Duration	:	08-09, December,2014	
	Eligibility	:	Supervisors of all disciplines	
	Brief Profile	:	It aims to educate the supervisors how to reduce stress level to perform the job effectively.	

8	Programme	:	Tendering Procedures & CVC Guidelines	Co-ordinator: Anuraj C.P.
	Duration	:	26-27, December,2014	
	Eligibility	:	Executives of Civil, Mining, E&M, Washery, MM disciplines	
	Brief Profile	:	It aims to educate the executives on Tendering Procedures and CVC Guidelines regarding fair, reasonable and transparent procedures in purchase by public money, etc.	

SEMINAR/WORKSHOP (SEM. /WS)
Duration: 1/2/3 Days

PROGRAMME OBJECTIVE

By conducting various seminars/workshops, it helps to understand better of the topic, aims at providing a holistic framework regarding the topic, shaping the attitudes and developing a set of techniques to create more values at lower cost/less time towards achieving, accomplishing organisational objectives, growth as per mission and targeted goals of the company. It also helps growth of all stakeholders by improving the quality of life.

TOPIC

Communication and Motivation
Contract Labour (Regulation & Abolition) Act
Cost Management
CSR & Corporate Governance
Discipline and Disciplinary Procedures
Environmental Impact Assessment & Auditing
Ethics and Values in Management
E-Procurement
Outsourcing & Employment Relations in new business order
Preventive Vigilance
Tendering Procedures & CVC Guidelines
Understanding Labour Laws
Understanding Human Potential through Yoga

BRIEF PROFILE OF SEMINAR/WORKSHOP

1	Programme	:	E-Procurement	Co-ordinator: A.K.Patra
	Duration	:	08-09, July,2014	
	Eligibility	:	Executives(Disciplines of Civil, E&M, MM , Mining, etc.)	
	Brief Profile	:	It aims to make the participants fully conversant with the E-procurement system.	

2	Programme	:	Disciplines and Disciplinary Procedures	Co-ordinator: Anuraj C.P.
	Duration	:	26-27, August,2014	
	Eligibility	:	Executives of all disciplines dealing with domestic enquiry in the project/area/unit as E.O. & M.R.	
	Brief Profile	:	It aims to train and make the executives aware of discipline & disciplinary procedures, which will enable them to work effectively, efficiently and in accordance with the law of the land.	

3	Programme	:	CSR & SD Activities	Co-ordinator: A.K.Patra
	Duration	:	19, September,2014	
	Eligibility	:	Senior level Executives from all disciplines [E-8 of Area]	
	Brief Profile	:	It aims involvement of the top management in internalising the CSR & Sustainability agenda within the organisation	

4	Programme	:	Ethics and Values in Management	Co-ordinator: D.K.Khanda
	Duration	:	28-29, October,2014	
	Eligibility	:	Executives of all disciplines	
	Brief Profile	:	It aims to educate the supervisors about the ethics and values in decision making process.	

5	Programme	:	CSR & SD Activities	Co-ordinator: D.K.Khanda
	Duration	:	12, November,2014	
	Eligibility	:	Senior level Executives from all disciplines [E-8 of MCL HO]	
	Brief Profile	:	It aims involvement of the top management in internalising the CSR & Sustainability agenda within the organisation	

6	Programme	:	Understanding Labour Laws	Co-ordinator: Anuraj C.P.
	Duration	:	16-17,January,2015	
	Eligibility	:	Executives of all disciplines	
	Brief Profile	:	It aims to make aware executives of MCL to understand the different labour laws applicable in coal mines with latest judicial pronouncement of apex court.	

7	Programme	:	Environmental Impact Assessment & Auditing	Co-ordinator: D.K.Khanda
	Duration	:	03-05,Feb'2015	
	Eligibility	:	Project Environment Officers, AEOs, All Executives of Envt. Dept., MCL HQ,GM(CP&P),GM(CSR),GM(QC), GM(HRD),GM(Washery).	
	Brief Profile	:	To educate the executives and other heads of relevant departments on different facets of Environmental Impact Assessment & Auditing to enable them to tackle the environmental issues properly and effectively.	

8	Programme	:	CSR & SD Activities	Co-ordinator: L.K.Pradhan
	Duration	:	11, February,2015	
	Eligibility	:	Senior level Executives from all disciplines[E-8 of MCL HO & Area]	
	Brief Profile	:	It aims involvement of the top management in internalising the CSR & Sustainability agenda within the organisation	

FUNCTIONAL PROGRAMME (FP)
Duration: 03 Days

A. MINING ENGINEERING

PROGRAMME OBJECTIVE

To refresh, enhance and update Coal Geology, Mining Technology (U/G & O/C) including New Technology & Changing Global Technology Scenario for preparing them future techno- managerial competence for achieving mission and targeted goals of the organisation.

PROGRAMME PROFILE

- Application of Remote Sensing, GIS, GPS in Mining
- Evolving technologies in mining-OCP & UG
- HEMM capacity utilisation and best practices of maintenance
- Mine economics
- Strategic for improving productivity from underground mine
- Sustainable exploitation of earth resources
- Uses of mine modelling softwares

Duration/Date	Target Group	Co-ordinator
05-07, June,2014	Mining Engineers upto E-5 grade	D.K.Khanda

B. EXCAVATION ENGINEERING

PROGRAMME OBJECTIVE

To refresh and enhance technical knowledge in areas of operation and maintenance of HEMMs equipment and to utilise it for achieving mission and targeted goals of the organisation in less cost and to save time.

PROGRAMME PROFILE

- Best practices in HEMM maintenance
- Capacity utilisation in opencast mines and benchmarking
- Capacity assessment and utilisation- mines and equipment
- Condition monitoring of HEMM
- Inventory and spare parts management and purchase procedure
- Life cycle costing of equipment
- New product launches and development- OEM interface

Duration/Date	Target Group	Co-ordinator
05-07, January 2015	Excavation Engineers upto E-5 grade	D.K.Khanda

CROSS FUNCTIONAL PROGRAMME (CFP)
Duration: 03 Days

A.PERSONNEL FOR NON-PERSONNEL

PROGRAMME OBJECTIVE

It aims to give HR knowledge to the Non-HR employees of the company in regard to HR functions, Retirement Benefits, Labour Laws, Discipline &Disciplinary Procedures, IR, Performance Management, Competency Mapping, etc.

PROGRAMME PROFILE

- Balance Score Card and Performance Management System in CIL
- Changing faces of People Management
- Coal Mines Provident Fund and Coal Mines Pension Scheme
- Communication Skill
- Conciliation Proceedings and Dispute Settlement
- Discipline &Disciplinary Procedures
- Interpersonal Skills
- Issues of IR
- Outsourcing and its Effects and Contract Labour Act
- Procedures and Mechanism of JBCCI and NCWA

Duration/Date	Target Group	Co-ordinator
11-13, Aug,2014	Executives of Non-Personnel disciplines upto E-6 grade	Anuraj C.P.

B. FINANCE FOR NON-FINANCE

PROGRAMME OBJECTIVE

It aims to give financial knowledge to the non-finance employees of the company in regard to Financial Establishment Matters, Goods and Service Tax, Costing and Budgeting of the Organisation, etc.

PROGRAMME PROFILE

- Auditing and its compliance
- Costing and Budgeting of Organisation
- Direct Tax and its Code
- Finance for Non- Finance Managers
- Financial Establishment Matters
- Goods and Service Tax
- Issues related to concurrence of financial proposals with reference to responsibility, DOP, propriety
- Strategic Financial Issues of Organisation
- Use of Computers in Finance Decision making

Duration/Date	Target Group	Co-ordinator
22-24, December, 2014	Executives of Non-Finance disciplines upto E-6 grade	Anuraj C.P.

SUSTAINABLE DEVELOPMENT PROGRAMME (SD)

PROGRAMME OBJECTIVE

It aims to train the employees of the organisation on sustainable development of the environment and organization as a whole.

TOPIC

- Best CSR and Sustainability practices in Mining Industry in general & Coal Mining Industry in particular across the nation and globe
- CSR and Sustainability, its reporting along internationally recognised guidelines
- Role of Sustainable Development on Corporate Business
- Sustainable Development & Its Impact on Corporate World
- Sustainability assurance

Sl. No.	Duration/Date	Target Group	Co-ordinator
1	28.05.2014, BTI	Executives of all disciplines	D.K.Khanda
2	18.07.2014, MEETI	Executives of all disciplines	A.K.Patra
3	19.11.2014, BTI	Executives of all disciplines	D.K.Khanda
4	21.01.2015, MEETI	Executives of all disciplines	Anuraj C.P.

युनिकोड सॉफ्टवेयर प्रशिक्षण (हिन्दी)

UNICODE SOFTWARE TRAINING (HINDI)

कार्यक्रम का उद्देश्य
PROGRAMME OBJECTIVE

हिन्दी भाषा में सुगमता से कार्य करने के लिए कम्प्यूटर में युनिकोड सॉफ्टवेयर संस्थापित(Install) करना तथा उसे सक्रिय(Activate) करना।

To install Unicode Software in Computer and activation of the said software for smooth work in Hindi Language

शीर्षक (टॉपिक)
TOPIC

- कम्प्यूटर में युनिकोड सॉफ्टवेयर संस्थापित(Install) करना
  Installation of Unicode Software in Computer
- कम्प्यूटर में युनिकोड सॉफ्टवेयर सक्रिय(Activate) करना
  Activation of Unicode Software in Computer
- अनुवाद सॉफ्टवेयर 'मंत्रा' को संस्थापित(Install) तथा सक्रिय(Activate) करना
  Installation and Activation of Translation Software "MANTRA"
- हिन्दी महाशब्दकोश का सक्रिय करना (Activate) एवं प्रयोग
  Activation and Utilization of Hindi Mahashabadkosh
- हिन्दी के पुराने फांट को हिन्दी इंडिक (मंगल) में परिवर्तन करना
  Conversion of Old Hindi Fonts to Hindi Indic (Mangal font)
- कम्प्यूटर में युनिकोड सॉफ्टवेर पर अभ्यास
  Practice on Unicode Software in Computer

क्रमांक Sl. No.	अवधि/ दिनांक Duration/Date	लक्ष्य समुह Target Group	समन्वय-कर्ता Co-ordinator
1.	12-17,मई,2014 12-17, May,2014	सभी संवर्ग के अधिकारी एवं कर्मचारी Executives & Non-executives of all disciplines	बी.आर.साहू B.R.Sahu
2.	23-28,फ़रवरी,2015 23-28, Feb., 2015	सभी संवर्ग के अधिकारी एवं कर्मचारी Executives & Non-executives of all disciplines	बी.आर.साहू B.R.Sahu

कार्यशाला (हिन्दी)
WORKSHOP (HINDI)

कार्यक्रम का उद्देश्य
PROGRAMME OBJECTIVE

भारत सरकार, गृह मंत्रालय, राजभाषा विभाग के दिशानिर्देशों के तहत संस्थान के कर्मचारियों को दैनिक कार्यालयीन कार्य हिन्दी में करने के लिए प्रशिक्षित करना है।

It aims to train the employees of the organisation for day to day official work in Hindi as per guidelines of Department of Rajbhasha, Ministry of Home Affairs, Government of India.

शीर्षक
TOPIC

- राजभाषा नीति,नियमों, विनियमों का प्रशिक्षण
  To impart training on Policy, Rules, Regulations of Official Language
- राजभाषा नीति के अनुपालन के संबंध में अद्यतन कर्यालय आदेशों की जानकारी
  To appraise of the updated office order regarding implementation of CIL Policy
- हिन्दी पत्राचार एवं नोट-शीट बनाने का अभ्यास
  To practice on Hindi correspondence and preparing of note-sheet
- तिमाही रिपोर्ट भरने का अभ्यास
  To appraise of preparing quarterly report

क्रमांक Sl. No.	अवधि/ दिनांक Duration/Date	लक्ष्य समूह Target Group	समन्वय-कर्ता Co-ordinator
1.	15 अप्रैल2014 15.04.2014	सभी संवर्ग के अधिकारी एवं कर्मचारी Executives & Non-executives of all disciplines	यू.एन.बेहेरा U.N. Behera
2.	15 जुलाई 2014 15.07.2014	सभी संवर्ग के अधिकारी एवं कर्मचारी Executives & Non-executives of all disciplines	बी.आर.साहू B.R.Sahu
3.	15 अक्टूबर 2014 15.10.2014	सभी संवर्ग के अधिकारी एवं कर्मचारी Executives & Non-executives of all disciplines	बी.आर.साहू B.R.Sahu
4.	10 जनवरी 2015 10.01.2015	सभी संवर्ग के अधिकारी एवं कर्मचारी Executives & Non-executives of all disciplines	बी.आर.साहू B.R.Sahu

राजभाषा पखवाड़
RAJBHASHA FORTNIGHT

कार्यक्रम का उद्देश्य
PROGRAMME OBJECTIVE

इसका उद्देश्य राजभाषा हिन्दी के प्रति जागरूकता बढ़ांना तथा हमारे दैनिक कार्यों मैं राजभाषा को लागू करना, इस हेतु समाज के सभी वर्गों की भागीदारी के लिए प्रयास करना ।

It aims to give general awareness of our official language "Hindi" and propagating to enhance the implementation of official language in day to day work resulting into widening the participation from all sections of society.

गतिविधियाँ
ACTIVITIES

हिन्दी दिवस (14.09.2014) पर राजभाषा सम्मेलन का आयोजन

अवधि/ दिनांक Duration/Date	लक्ष्य समुह Target Group	समन्वय-कर्ता Co-ordinator
14-30,सितम्बर 2014 14-30,September,2014	सभी संवर्ग के अधिकारी तथा कर्मचारी एवं गृहणियाँ Executives & Non-executives of all disciplines & Housewives of Employees	बी.आर.साहू B.R.Sahu

PROGRAMMES AT A GLANCE, 2014-2015

Month & Year	CAP	GMP	SDP	SP	SEM/WS	FP	CFP	SD	UC ST (Hindi)	WS (Hindi)	Hindi Fortnight
April,2014	21-26	--	28-30	--	--	–	--	--	--	15.04.14	--
May,2014	05-10	26-31	--	--	--	–	--	28.05.14 (BTI)	12-17	--	--
June,2014	09-14 23-28	16-21	--	02-03	--	05-07	--	--	--	--	--
July,2014	30th June-5th July 21-26	--	10-12	15-16 18-19	08-09	–	--	18.07.14 (MEETI)	--	15.07.14	--
Aug.,2014	04-09 18-23	--	--	--	26-27	–	11-13	--	--	--	--
Sep.,2014	01-06 22-27	08-13	--	16-17	19.09.14	–	--	--	--	--	14-30
Oct.,2014	13-18	--	20-22	24-25	28-29	–	--	--	--	15.10.14	--
Nov.,2014	10-15 24-29	17-22	--	07-08	12.11.14	–	--	19.11.14 (BTI)	--	--	--
Dec.,2014	01-06 15-20	--	11-13	08-09 26-27	--	–	22-24	--	--	--	--
Jan.,2015	19-24	--	--	--	16-17	05-07	--	21.01.15 (MEETI)	--	10.01.15	--
Feb.,2015	--	--	--	--	03-05, 11.02.15	–	--	--	23-28	--	--
Mar.,2015	--	--	--	--	--	–	--	--	--	--	--

ABBREVIATION:

CAP - Computer Awareness Programme, **GMP** - General Management Programme,
SDP - Supervisory Development Programme,**SP**- Short Programme,
SEM/WS-Seminar/Workshop, **FP**- Functional Programme, **CFP**- Cross Functional Programme,
SD - Sustainable Development Programme, **UCST (Hindi)** - Unicode Software Training (Hindi)

LIST OF HOLIDAYS 2014

Sl. No.	Occasion	Date	Day
01	Makar Sankranti/Pongal	14.01.2014	Tuesday
02	* Republic Day	26.01.2014	Sunday
03	*Holi	17.03.2014	Monday
04	Utkal Diwas	01.04.2014	Tuesday
05	*Miner's Day	01.05.2014	Thursday
06	*Seetal Sasthi (Mandir Pravesh of Lord Shiva)	04.06.2014	Wednesday
07	Bahuda Yatra	07.07.2014	Monday
08	Id-Ul-Fitre	29.07.2014	Tuesday
09	*Independence Day	15.08.2014	Friday
10	Nuakhai	30.08.2014	Saturday
11	*Mahatma Gandhi Jayanti	02.10.2014	Thursday
12	Maha Nabami	03.10.2014	Friday
13	* Vijaya Dashami	04.10.2014	Saturday
14	*Kalipuja/Diwali	23.10.2014	Thursday
15	Guru Nanak Jayanti	06.11.2014	Thursday
16	Christmas Day	25.12.2014	Thursday

LIST OF RESTRICTED HOLIDAYS (can avail any two) DURING 2014

Sl. No.	Occasion	Date	Day
01	Netaji Subhas Jayanti	13.01.2014	Thursday
02	Saraswati Puja	04.02.2014	Tuesday
03	Maha Shivaratri	27.02.2014	Thursday
04	Ram Navami	08.04.2014	Tuesday
05	Hanuman Jayanti	14.04.2014	Monday
06	Hingula Yatra	15.04.2014	Tuesday
07	Good Friday	18.04.2014	Friday
08	Akshyaya Trutiya	02.05.2014	Friday
09	Budha Purnima	14.05.2014	Wednesday
10	Savitri Amabasya	28.05.2014	Wednesday
11	Debasnana Purnima	13.06.2014	Friday
12	Nandotsva	18.08.2014	Monday
13	Ganesh Chaturthi	29.08.2014	Friday
14	Onam	07.09.2014	Sunday
15	Mahalaya	23.09.2014	Tuesday
16	Maha Saptami	01.10.2014	Wednesday
17	Id-Ul-Zuha (Bakrid)	06.10.2014	Monday
18	Laxmi Puja	07.10.2014	Tuesday
19	Bhai Duja	25.10.2014	Saturday
20	Chhat Puja	29.10.2014	Wednesday
21	Amala Navami	01.11.2014	Saturday
22	Maharam	04.11.2014	Tuesday
23	Badaosha	05.11.2014	Wednesday
24	Chhada Khai	07.11.2014	Friday
25	Prathamastami	15.11.2014	Saturday
26	Christmas Eve	24.12.2014	Wednesday

2014

January

M	Tu	W	Th	F	Sa	Su
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

February

M	Tu	W	Th	F	Sa	Su
					1	2
3	4	5	6	7	8	9
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17	18	19	20	21	22	23
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March

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April

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28	29	30				

May

M	Tu	W	Th	F	Sa	Su
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12	13	14	15	16	17	18
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June

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July

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August

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September

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October

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November

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December

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2015

January

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February

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March

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April

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May

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June

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July

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August

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September

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27	28	29	30			

October

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				1	2	3
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

November

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December

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20	21	22	23	24	25	26
27	28	29	30	31		

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(A Joint Venture Company of MCL & OPTCL)

Mahanadi Basin Power Limited
(A Subsidiary of MCL)

1600 MW Super Thermal Power Project
in Basundhara - Garjanbahal Area of MCL

Green Energy

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Ensure active participation of SSI in the Vendor Development Programmes & industrial exhibitions organised by the State and the Center Governments.