

THDCIL's Contemporary HR Initiatives

Quality Circle in THDCIL

Quality Circle Movement was started at THDC India Ltd in the year 2012-13 with the formation of QC teams at Corporate Office Ris hikesh and Tehri Unit. The QC movement is a continuous process and is based on the principle of continuous improvement and PDCA (Plan, Do, Check and Act) Cycle.

Quality Circle is one of the employee participation methods. It implies the development of skills, capabilities, confidence and creativity of the people through cumulative process of education, training, work experience and participation. It also implies the creation of facilitative conditions and environment of work, which creates and sustains their motivation and commitment towards work excellence. Quality Circles have emerged as a mechanism to develop and utilize the tremendous potential of people for improvement in product quality and productivity. The emphasis is on "problem solving". In short, Quality Circle is nothing but "Collective problem solving through voluntary participation". THDCIL is proud to introduce QC as one of the participative methods of decision making leading to resolution of problem.

In THDCIL this year 09 QC Teams participated in the Annual QC meet held on 23/08/2016 and subsequently in the 6th Chapter convention on Quality concepts (HCCQC 2016) on 04th September 2016 at College of Engineering (COER), Roorkee organised by QCFI Haridwar Chapter. In the HCCQC -2016 out of Nine (09) teams Six (06) teams bagged GOLD and Three (03) teams bagged the SILVER award.

EVENTS	Total Team Participated	Gold /	Silver /
		PAR EXCELLENCE	EXCELLENCE
Annual QC Meet' 16	9	.	.
HCCQC- 2016	9	6	3
NCQC - 2016	6	3	3

. * QC team- **Bharat** (services, Rksh), **Darpan** (Estt., Rksh), **Punarnava** (Disp., Rksh), **Lotus** (OMS, Rksh), **Urja** (O&M, Tehri), **Jalshakti** (O&M, Tehri), **Sanjeevani** (Hosp., Tehri), **Lakshya** (P&A, Tehri) & **Bhagirathi** (Mechanical, Tehri)

Recently, Three QC team from THDC bagged the Par Excellence Award, three teams bagged the Excellence Award at the NCQC 2016 held at Raipur The QC Concept existent in our organization has given a strong exposure to the QC Team Members and the employees and provided them with an opportunity for enhancing creativity and team participation.