NMO- HR Solution

CASE UNDERSTANDING:

There is a huge issue of waste management in India as Urban India alone produces 42 million tons of municipal solid waste. The Swachh Bharat Mission (SBM) is a step taken by Ministry of Urban Development to ensure hygiene, sanitation and proper waste management across India. The key objective of the mission is to develop a waste management system through which waste can be utilized for wealth creation. The state government of Madhya Pradesh is encouraging a public-private partnership scheme for the improvement of urban infrastructure so that the state can better plan for the future and achieve sustained growth. Current waste management practises have become inefficient and financially nonviable in smaller urban local bodies due to excessive cost and a lack of available land. The government is planning to build regional integrated waste management facilities that will serve the nearby urban and suburban areas.

Established in 1998, Green Wealth Pvt. Ltd. is a Bhopal-based waste management company. The company has a cash reserve of Rs. 60 crores that can be put toward any project, and it can also borrow up to Rs. 150 crores from banks. The company has recently opted to take part in the "Waste To Wealth" scheme launched by the state of M.P. for the city of Bhopal, for which we need to make a comprehensive plan and proposal that takes into account all of the requirements for this project, including marketing, finance, human resources, and information technology.

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BSC Solution Summary:

Our proposal is to fund garbage sorting, waste transportation, and waste-to-energy facilities. Since municipal waste encompasses such a broad category of trash, the first step in addressing the problem of municipal solid wastes is to sort the wastes into their respective categories. Next is transportation of these wastes from households to sorting centres, sorting centres to waste to energy plant and plant to landfill. The biggest investment to be done is the waste-to-energy plants which incinerates the wastes as about 90% of the volume of solid waste can be reduced through incineration, and the energy from the combustion process can be used to generate electricity. Together with waste that cannot be burned, the ash residue that are left over from the incineration process are transported to the landfill to be disposed of. This method will extend the life span of landfills as well as generate electricity. In order for us to be successful with the initiative, we have also suggested that the government establish a system that is similar to the Deposit Refund System (DRS). The German government devised and put into action a programme known as DRS with the intention of increasing the percentage of waste that is recycled throughout the country. This programme has been quite successful and we intend it to be the same in India. We will also be focusing on health and safety of all our employees through our HR practices and use of automation in waste-to-energy plant. Aside from that, there will be an emphasis placed on branding our company, engaging in CSR activities, and initiating social initiatives in the hopes that this will assist us in establishing ourselves as a responsible corporate entity and providing a positive example that will lead to the acquisition of additional projects from neighbouring cities and states.

SOLUTION:

* Organizational Chart:

 CEO

Human Resource Department

Operations department

IT&BA Department

Marketing Department

Finance Department

Engineers

Marketing Manager

Operation Analyst

Research Analyst

Operations Manager

Supervisor

 There will be 3 stages

Recycle the waste to make it useful

The waste that cannot be recycle decompose it

Collection of the waste

* Policies of our organization:
* There will be flexible working hours i.e., 10 a.m.-6 p.m. Which will include a break of one hour.
* Employees will be getting a time of 10 days(Negotiable) to complete their projects assigned to them.
* Employees can take 3 leaves by their own in a month.
* Their will be extra time and payment for voluntary work.
* Monthly titles of best sales person, Most hardworking, target achievers, and no Absenteeism will be awarded.
* One on one meetings will be they’re on monthly basis to know the feedback.
* Also, we will be organizing webinars/ seminars, workshops for training and development of the employees.
* The best performer of the month will get shout out on the social media
* Work Timings- The office timing will start from 10 a.m. any employee who will be coming after 10:10 a.m. will be considered to work as half day.
* Leave Application- Prior Intimation is needed before taking leave, any leave more than 3 days will require the permission of HR.
* Joining and exit policies- At the time of joining employees will be provided the offer letter and other documents followed by ID card of the organization. And at the time of exit employee will need to intimate at least 2 months before.
* Use of company resources- No employee will be allowed to take the company’s property outside the company and in case or lose of any property, employee will be charge for that.
* Compliance, Health, and Safety**:** There will be compliances for the Employees Health and safety.

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* Our Company will be based on certain principles, there will be certain Rules and Regulations that have to followed by the employees, labours strictly and there will be policies for betterment of employees and organisation.
* We will be needing,
* Research Associate
* Marketing Manager
* Engineers
* Operations Analyst
* Operations Manager
* Operations Supervisor
* Labour for non technical work
* Training and Development Programmes for employees:

We will conducting regular training sessions for our employees for their regular growth and development.

 In common to each and every employee we will be providing,

* Communication and Presentation Skills
* Advance Excel
* Technical training for Engineers
* Reward System:

We will be appraising the employees after every 6 months and will be rewarding the top performers and will provide more training sessions for under Performers.

* Conclusion:
* HR Practices, Policies will help the organization to achieve its objectives and Long term goals.
* There will be the need of Recruitment for Technical and non technical work.
* There will be 3 major stages mentioned above in the solution