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**Waste to Wealth – HR Solution**

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**Waste Management**

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**1.1 ASSIGNMENT TAKEN**

Waste To Wealth – Human Resource Management plan to be a part of best System

**1.2 CASE UNDERSTANDING**

Government of Madhya Pradesh is planning to prepare for future zero waste city with creative reuse. Urban India produces about 42.0 million tons of municipal solid waste annually. Swachh Bharat Mission (SBM) is implemented by Ministry of Urban Development, SBM emanates from the vision of the Government to ensure hygiene, proper waste management, and sanitation across the nation and aims for a Clean India.

Madhya Pradesh is a large state having status of 5th most populous state in India. For sustainable growth in future Government of Madhya Pradesh is promoting Public Private Partnership Scheme across Urban Infrastructure development sectors.

And to achieve this aim. Now,Madhya Pradesh Government is inviting private sector companies to participate in Design, Build, Finance, Operate & Transfer Integrated Municipal Solid Waste Management Projects and converting Waste to Wealth.

Our company - is a Waste Management Company based in Bhopal & working since 1998.Till this date we were dealing in Industrial Waste Management only. But, now we have decided to participate in "Waste To Wealth" Scheme of M.P Government for BHOPAL city.

Our main motto is to Convert City in a place where people can live a healthy life with Wealth. In this project we basically focus on Sustainable Growth, women empowerment and provide a job for uneducated people to be a part of wealthy life-style and start life newly.

**1.3 BCS SOLUTION SUMMARY**

Solution Summary is as follows-

1. **Waste Management –**

Waste management involves the processes of waste collection, transportation, processing, as well as waste recycling or disposal. Sustainable waste management systems include advanced management strategies to minimize environmental challenges and protect resources.

1. **Workforce Management –**

Workforce management (WFM) is the way in which employers strategically allocate people and resources, track attendance and comply with constantly changing workplace laws and regulations. Ultimately, the objectives are to optimize productivity and reduce risk.

1. **Training with Plan –**

A training program gives everyone the opportunity to strengthen those skills. This helps ensure that everyone on your team is up to par and can perform their job day in and day out. With proper training and development, weakness can turn into strengths and your employees can excel. I have explain this training plan in detail.

1. **Performance Evaluation & Reward System-**

This part plays very important role in each and every employee it doesn’t matter if he/she is at top level, middle level or at low level. Everyone work for satisfaction and appraisal to earn more money for future growth.

In next sessions – I have already elaborated how this system will work for getting perks in job.

**1.4 SOLUTION**

Solution for Waste to Wealth Project is as follows-

* + 1. **Waste Management-**

Sustainable Competitive Advantage

Human Resource Strategy

Waste Management

 **Figure: Waste Management**

Execution of SHRM required the HR experts' participation in the organization from a business teaming up point of view. Contribution at an indistinguishable level from different officers in finance, promoting, and operations guaranteed that the executed practices lined up with organizational strategy. Contribution would improve the probability that hiring and held human capital will create an organizational structure that is hard to copy added the importance of the adequacy of SHRM rehearses. From the asset based view, the creators considered the impacts of SHRM on firm execution 'key HRM' is a result: 'as organizational system intended to accomplish supportable competitive advantage through individuals'. For others, in any case, SHRM is a procedure, 'the way toward connecting HR practices to business technique'. Essentially, portray

SHRM as 'the procedure by which organization try to connect the human, social, and scholarly capital of their individuals to the vital needs of the firm'. As indicated by 'HR system' is the result of 'the mission, vision and needs of the HR work'. Steady with this

view, conceptualize HR strategy as a result: 'the example of choices in regard to the approaches and practices related with the HR framework'. The creators go ahead to make a valuable qualification between senior management "adopted" HR system and their "developing" technique. The adopted HR strategy refers to the example of HR-related choices made however not actualized, though the new HR technique alludes to the example of HR-related choices that have been connected in the working environment. Various focal points exist when directing legitimate SHRM .One advantage of SHRM identified with the specific contracting that is procedure of enrolling applicants who have potential desires to achieve organizational goals . Another favourable position of SHRM is the authorization of the dedication management to produce more elevated amounts of execution and eagerness in the workplace .

**1.4.2.Workforce Management-**

To win in the competition - in todays market we need best Workforce who will be the star of Organization and make organization Vision & Mission successful.

I have mention the workforce that we need for this project – Designation , Education, Role & Responsibility and Salary.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Sr No** | **Department** | **Designation** | **Education** | **Role & Responsibility** | **Salary** |
| 1 | Finance | Director | MBA-FinanceCertifications-CFA,CTP,CPA |  responsible for the company's long-term financial health and growth | 3lac/Month |
| Manager | A bachelor's degree is preferred subjects like accounting, economics, finance or business administration | oversee the financial health of an organization and help ensure its continued viability | 1.2lac/Month |
| Ass. Manager |   bachelor's degree in accounting, finance, mathematics | help finance managers with administrative and financial tasks, including invoicing, budget drafting, issuing purchase orders, and implementing and managing procurement processes | 85k/Month |
| 2 | Marketing | Director | master degree along with some experience | oversees and stirs marketing strategies and efforts in order to strengthen company's market position and achive desired business goals. | 3.3lac/Month |
| Graphic Designer | Graphic Design course at the PG level, aspirants should possess a bachelor's degree in design | create visual concepts to communicate information | 25k/Month |
| Sales Manager | MBA degree in Sales and Marketing | hiring and firing, identifying where training is needed and providing it, mentoring sales reps, and assigning sales territories | 41.666/Month |
| Distribution Manager | a bachelor's degree in distribution management or a similar field, such as logistics, supply chain or materials management | implement systems and plans by analyzing data to improve work execution, distributing tasks, and managing team schedules.  | 41.666/Month |
| Digital Marketing Executive(2 Person) | a bachelor's or Master’s degree in a related field, such as marketing, digital media, communication, website/graphic  | planning and managing marketing campaigns that promote a company's brand, products, and services.  | 25k/Month |
| 3 | IT | CTO | bachelor's degree in IT with 15-20yrs Experience | overseeing the development and dissemination of technology for external customers, vendors, and other clients to help improve and increase business.  | 2.9lac/Month |
| IT Manager | Bachelor's Degree in IT with 8-10yrs experience | Running regular checks on network and data security. | 58,333/Month |
| Developer(3 Person) | Bachelor's Degree in IT | Researching, designing, implementing, and managing software programs. | 25k/Month |
| Networking Specialist(2 Person) | bachelor's degree with CCNA certification | handle installing, configuring, and supporting firewalls to ensure network security | 20k/Month |
| CRM Manager(2 Person) | A diploma/degree in sales, marketing, business | to constantly look for ways to better understand the customers' needs and desires, with the purpose of helping the company deliver goods and services that fulfill them.  | 30k/Month |
| 4 | HR | CHRO | BBA/MBA-HRWith 15-20yrs experience | responsible for running an organization's human capital management and other HR technology systems. | 3.3lac/Month |
| HR Manager | MBA-HR with 5-6 yrs experience | lead and direct the routine functions of the Human Resources (HR) department | 58,333/Month |
| Recruiter( 2 Person) | Bachelor's Degree in Human Resources, Business Administration, or related field. | experts in the finding, screening and attracting of applicants for open positions | 30k/Month |
| 5 | Production | Waste Management Officer | BSc Environmental Management (Waste, Energy, Water, Oil, and Gas) BSc Environmental Pollution Control. MSc Waste and Resource Mgmt. MSc Air Pollution Management and Control | create and put the plans in place to provide a reliable and efficient service for the collection, transportation and disposal of waste | 58,333/Month |
| Labor(10 Person) | 10th ,12th or Uneducated also applicable | perform manual tasks | 15k/Month |
| 6 | Other Staff | Cleaners(150 Person) | -Ability to work both alone and in a team.-Awareness of health and safety procedures.-Reading skills for following instructions.-Maths skills for measuring cleaning fluids. | ensures the workplace is always clean and sanitary. | 7k/Month |
| Drivers(50 Person) | With best driving skills – Driving license  | Follow the prescribed routes most convenient for delivery. Load and unload the vehicle as needed. Inspect, operate and maintain the vehicle and its cleanliness. Collect payments whenever necessary. | 8k/Month |
| Waste Segregators(10 Person) | Proper segregation skill | Reduce, Reuse and Recycle Waste | 5k/Month |
| Crane Operators | crane operator license | operating a crane to lift, move, position as well as reposition loads. | 7k/Month |
| Chemical Engineer(2 person) | a bachelor's degree in chemical engineering or a related field | develop and design chemical manufacturing processes. | 30k/Month |
| Mechanical Manager | a bachelor's degree in mechanical engineering or a related field | design power-producing machines | 25k/Month |
| 7 | Total | - | - | - | Rs.20,265,331  |

In this Workforce Management-

We are basically focus on Sustainable Growth, women empowerment and provide a job for uneducated people to be a part of wealthy life-style and start life newly.

So, to achieve this aim we going to hire unskilled candidates – can be Male or Female and trained them with all Hygiene concepts, precaution taken by them for Own health and society’s as well.

We will hire this candidate from NGO and villages where the people are available to work hard. But, not getting any proper opportunity. Our main aim is to designed a "Waste to Wealth" Scheme of M.P Government for BHOPAL city. And to do this we will hire a dedicated person who is ready to make BHOPAL healthy and wealthy.

NGO – this NGO will be from BHOPAL or from other cities we well who wants to give their share to society.

1. “Society Welfare Group” – women’s NGO
2. “Cleaning Stars Group” – MEN and WOMEN group from small villages
3. “Award winners for Best Village” – we will hire people from village who won title of Clean & Healthy Village
4. Arrange competition for(Society Welfare Group, Cleaning Stars Group and Best Village) all labors, workers, garbage collectors, rag pickers – Because I personally think that those who live this life of colleting waste, reuse, Recycle and many more. They can give their best for this work and also give innovative, creative ideas to convert Waste to Wealth with their experience.

Through this competition - we get ideas and our best and important team players of this project.

We also award best candidate and give them joining bonus.

We have to divide area in 2 categories like as door – to - door collection and grounds, large garbage collection points, etc

So, our main task is to Hire Women candidates who can visit for door-to-door collection of waste and Men candidates who can visit a place where more physical work requirement is needed, collect garbage from outside area of village or city like as grounds, large garbage collection points, malls, etc

Women can visit door-to-door for collecting garbage and convey message at each and every home – “IMPORTANCE OF WASTE REDUCE, REUSE, RECYLE.

For this cleaner, garbage collectors – we will provide communication lessons, how to take precautions for Self-Health while doing work. So that will be helpful to make them confident and be ready to enjoy work life.

Now, I have to share main and useful scheme for these labors and cleaner, drivers, waste segregators to make their and their family’s life bright. Because they are players for our project.

**“The scheme is to provide – Education who wants to complete their education and go ahead in life (Special services for Women with 20% discount). This will happen with the help of “NGO’s who work for Education”- this education courses will include night school,10th,12th, driving certification, Waste Management Course & Sustainability course. With the help of this our company can get experience and skilled candidate in future and this people also get a chance to be educate.”**

**1.4.3 TRAINING PLAN-**

Training plays vital Role for future growth of organization and Employees. This will help to generate more revenue, set a best line or example in market, that represent organization in front of clients. To give time to time training is highly recommendable for gaining best results in work and daily life.

We will arrange special training sessions for our all workforce like as-

1. Finance Department – Session to use latest finance tools and technology
2. Marketing Department – To be more creative in offline and online mode, how to increase sales, How to join new people for Organization’s growth
3. IT Department – Latest technologies
4. HRM Department – Sessions of Payroll, how to recruit skill employee, People and Time Management, How to utilize resources
5. Other Team – Cleaners, Drivers, Waste Segregators – To make them more skillful

The training schedule will be shared to employees through personal call, SMS, mail. These sessions will be join by each are every employee and to check about is the responsibility of HR and respective seniors of that employees.

**1.4.4 PERFORMANCE EVALUATION**

For Employee performance evaluation – we are going to use Performance dashboard which is very useful and easy for Employee/Process performance. This contain   – Summary, Monthly Performance, Weekly Performance, Agent wise Performance and Supervisor wise Performance.

1. Summary-

Speed meter which shows average garbage collection count

 Battery which shows daily cleaners, drivers present count

 A board which shows daily target performance

1. Monthly Performance-

 Check attendance, work completion time, feedback from people from where they collect garbage & points collected from Supervisor

1. Weekly Performance –

 Check attendance, work completion time, feedback from people from where they collect garbage Employee wise performance & from Supervisor

1. Supervisor Wise Performance –

 Check supervisor individual performance and how to work as leader to get work done from juniors or assigned workers , feedback collected from team members who worked under this respective supervisor

 Apart from this performance dashboard –

We will have a Customer Satisfaction Score Board .It will be an Mobile Application. Through this app people from who’s house garbage get collected will score for that Cleaner, driver and this score will get useful for appraisal of that particular employee.



 **Figure: Mobile Application use for people for scoring employee**

For calculating Employees performance – HR will consider Performance Dashboard, Customer Satisfaction Score Board, Training Sessions Performance and at last How employees are using provided facility by Organization (like as- Education Help, Join Creativity sessions and Investment Sessions , Awards win during competitions organized by company like as- Sports, Cooking, Drawing, General Knowledge , etc) , star of the month award…

**1.4.5 REWARD SYSTEM**

Reward is divided into number of Categories –

1. Golden Employee Award – This award will be given to best player from each department
2. Star of the Month Award – from each department
3. There will be another different awards as well to motivate employee time to time.

And Now presenting a Special Award for our Stars of company without them Waste to Wealth is impossible and those are- Cleaners, drivers and waste segregators. For giving their best to company and society . This award will be based on points & feedback given by public.

**Name of Award – “Sant Gadge Baba Award – Youth of India”**

Place – This award will be given at public place – Society where they do work daily i.e. in front of public.

Importance – As we all know Sant Gadge Baba- **who taught the importance of hygiene and cleaning to his village peoples by involving himself in the act of cleanliness**. This will be a helpful to make their own identity in society in front of all public and feel them special. And spread awareness about without Cleaners our life will be not in a good show. So, how they are playing vital role in everyone’s day-to-day life.

* 1. **CONCLUSION –**

Above is the HR solution provided for provided Business Case Scenario – Waste to Wealth.

During finding the solution for this case – Its shows that to design Waste Management Project main focus that we have to keep on cleaners or garbage collectors, drivers, Waste segregators. And on that basis – we have plan some trainings and award systems to keep them motivated and educated to provide more ideas for growth of organization.

We have planned training, performance evaluation and award system for all employees from top level to low level. This will encourage them to give their best and we also plan some sessions for their enhancement in knowledge and get promotions.

Here, one special award is presented for cleaners to create their own identity in front of public.