



भारत कोकिंग कोल लिमिटेड

मानव संसाधन विकास विभाग

वार्षिक रिपोर्ट 2025 - 26



HUMAN RESOURCE DEVELOPMENT DEPARTMENT

ANNUAL REPORT FOR FY 2025-26

The Human Resource Development (HRD) department plays key roles in enhancing employees' skills, performance, and contributes to overall organizational growth. It focuses on training and development of Human Resources. HRD plays a vital role in fostering a positive work culture in the Industry by investing in continuous learning and professional development of its employees. The department also helps in aligning workforce capabilities with the company's strategic goals. This department also plays a pivotal role in managing and developing the company's human resources to acquire technical, functional, behavioral and managerial skills to support in achieving physical and financial goals by conducting various training programs/workshops being organized at HRD centre and various Group Vocational Training Centres of BCCL to meet the specific needs of different employee categories.

This department also collaborates with reputed external training agencies/institutions like IITs, NITs, IIMs, XLRI, Asci & ESCI Hyderabad. NPC, NIPM, ICAI, IICM Ranchi etc. for specialized short -term courses to upskill its managerial workforce. The department also focuses in various activities like ice-breaking sessions new initiative sessions and workshops on ethical values, positive thinking, motivation and stress management for employees of BCCL.

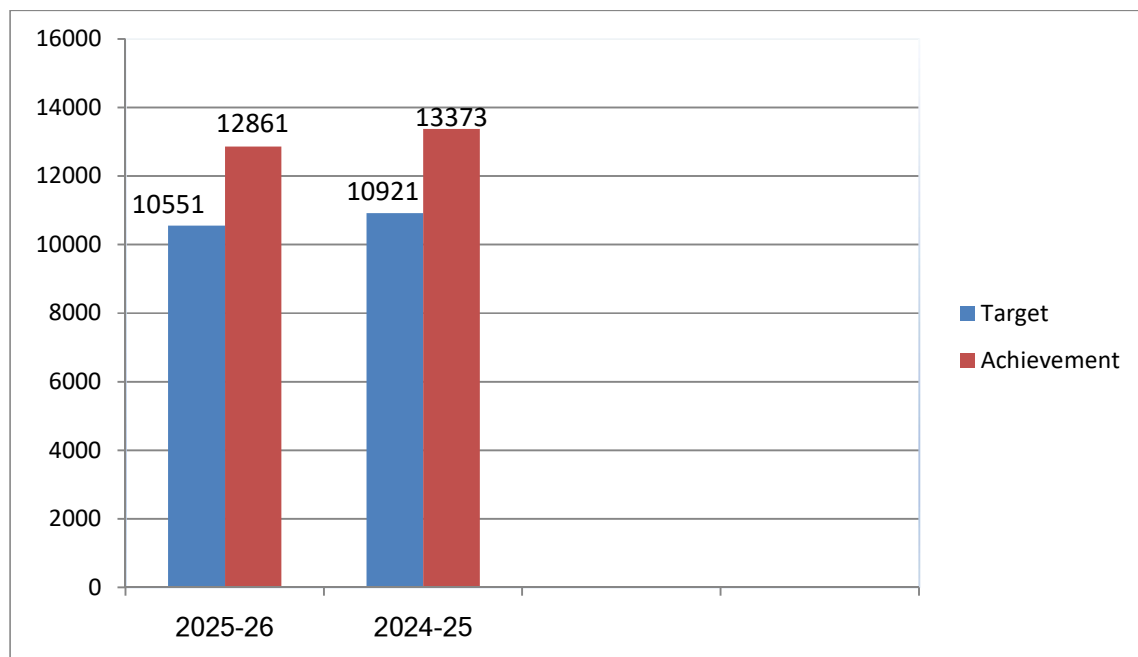
HRD department works under the directives and guidelines of the Director (HR), BCCL to ensure effective training and development of human resources and contributes to company's mission and vision of emerging as a global player in the energy sector by preparing a competent and motivated workforce.

Achievement for the FY 2025-26 are as under:

1. Details of target and achievement of the no. of participants trained:

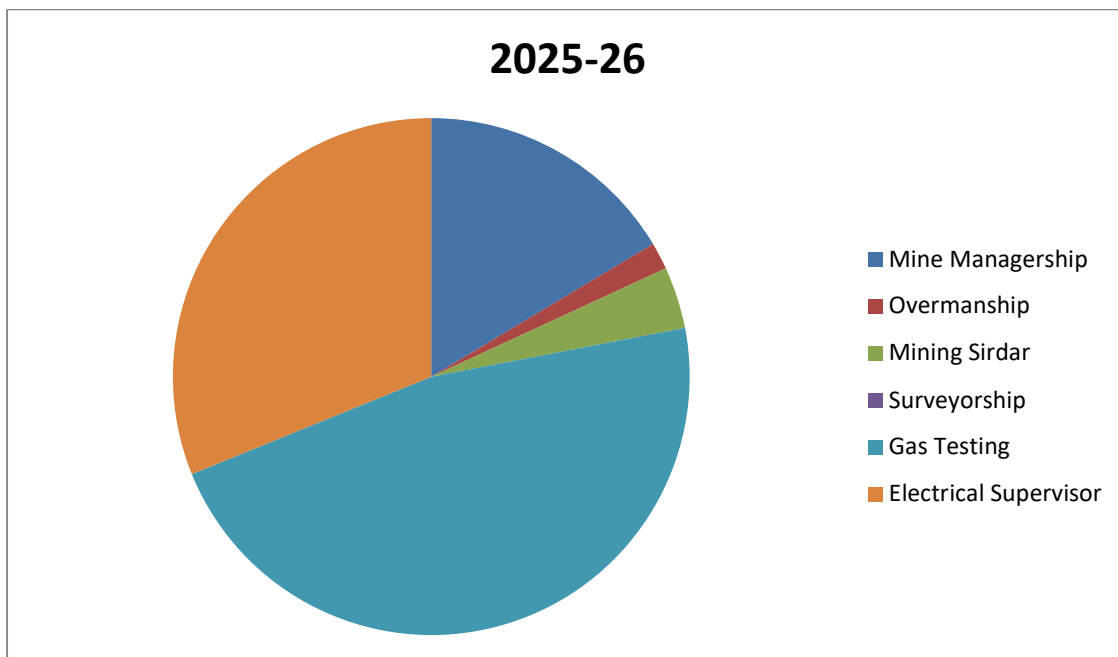
Place	2025-26			2024-25		
	Target	Achievement	% of Achievement	Target	Achievement	% of Achievement
HRD	4204	4458*	106%	4062	4879	120.11%
GVTC	6347	8403	132%	6859	8494	123.83%
TOTAL	10551	12861	122%	10921	13373	122.45%

* Excluding training of 20 participants as non-employee and including Simulator Training of 19 participants in NCL subsidiary.



2. No. of employees trained for statutory posts:

Particulars	2025-26	2024-25
Mine Managership	68	55
Overmanship	07	10
Mining Sirdarship	16	60
Surveyorship	--	11
Gas Testing	194	116
Electrical Supervisor	129	56
Total	414	308



3. No. of female employees trained:

Particulars	2025-26	2024-25
Executives	382	408
Supervisors	29	23
Workers	361	349
Total	772	780

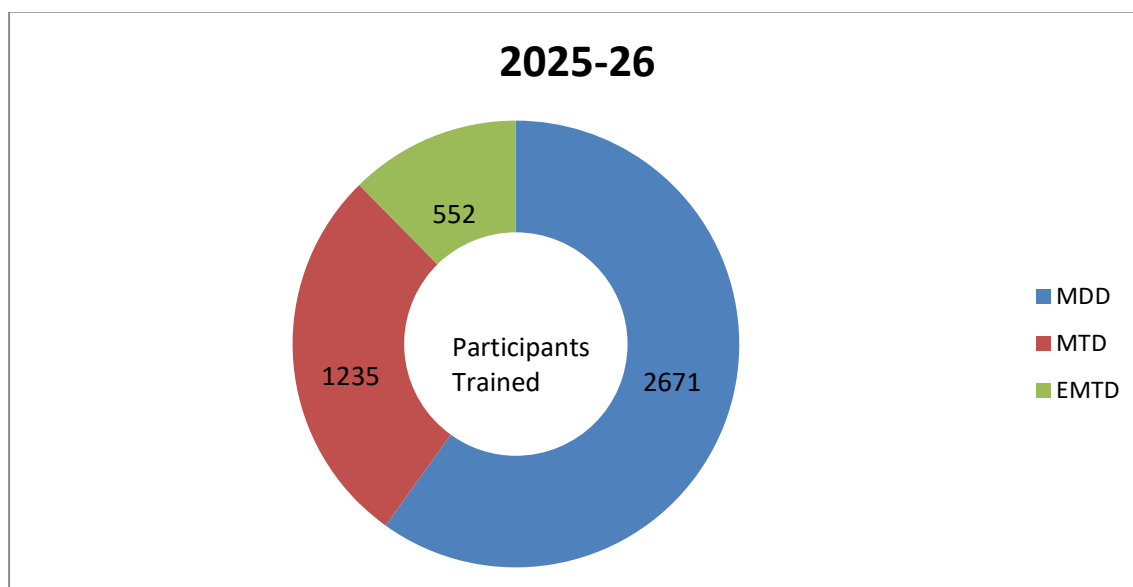
4. No. of employees trained in In- House training programmes:

Name of Division	2025 - 26	2024-25
M.D.D.	2671	2514
M.T.D.	1235	1207
E.M.T.D.	552	1158
Total	4458	4879

MDD – Management Development Division

MTD Mining Training Division

EMTD – Excavation & Mechanization Training Division



5. No. of employees participated in training programmes at GVTCs:

Particulars	2025-26	2024-25
Basic	295	326
Refresher	4021	4436
Special & others	1885	1590
As per National Safety conference recommendation	2202	2142
Total	8403	8494

6. No. of employees trained in external institutes:

External Training	2025-26	2024-25
IICM, Ranchi	500	602
Within country	818	1020
Abroad	05	07
Total	1323	1629

7. No. of Contractors' workers imparted training at GVTCs:

2025-26	2024-25
1445	1365

8. Unpaid Vocational Training provided to the students of academic institutions in Technical & Management Courses:

2025-26	2024-25
2154	1650

9. No. of apprentices engaged during year 2025-26 :

Category	Trade	2025-26	2024-25
Trade Apprentices (ITIs)	Various Trades	425	547
Fresher Apprentices and Skill Certificate Holders	Computer Operator & Programming Assistant	20	18
	Laboratory Technician (Pathology)	11	20
Technician Apprentices (PDPTs)	Mining	147	139
	Non -Mining	158	222
Graduate Apprentices (PGPTs)	Mining	10	15
	Non - Mining	81	43
Total Achievement (out of Target 968)		852	1004

HIGHLIGHTS OF PROGRAMS ORGANIZED BY HRD DEPTT. KALYAN BHAWAN DURING FY 25 – 26



Highlights of Special Achievement

1. Golden Jubilee Lecture Series

The Golden Jubilee Lecture Series, commemorating the 50th Foundation Day of Coal India Limited, was held at BCCL, Dhanbad on July 23, 2025. (Total Participants 346)

Event
Golden Jubilee
Lecture Series

Date
July 23, 2025

Speaker
Anuja
Chandramouli



Coal India Limited · Bharat Coking Coal Limited · 50th Foundation Day — Golden Jubilee



Highlights of Special Achievement

2. Motivational Program for Employees

Driven by the vision of Director (HR) and under the patronage of CMD, BCCL, this high-impact program was blessed by the motivational speaker Shri. Shiv Khera to energize and inspire the BCCL family. (More than 500 participants)

Event
Motivational
Program

Host
BCCL,
Dhanbad

Speaker
Shri. Shiv Khera



Coal India Limited · Bharat Coking Coal Limited · Motivational Program for Employees

Highlights of Special Achievement

3. MERAKI 1.0:

"HRD proudly presented MERAKI 1.0 — inaugurating the iconic Visvesvaraya Hall with an electrifying celebration anchored in the ethos of 'My Company My Pride' and 'Fun at Work.'" (74 Participants)

Event
Motivational Program

Venue
Visvesvaraya Hall

Chief Guest
Shri. Manoj Kr. Agravwal
CMD, BCCL



Coal India Limited · Bharat Coking Coal Limited · Motivational Program for Employees

Highlights of Special Achievement

4. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (48 Participants)

Event
POSH ACT

Speaker
Ms. Shayanti Roy

Chief Guest
Shri. M K Ramaiah
D(HR), BCCL



Coal India Limited · Bharat Coking Coal Limited · Motivational Program for Employees

Mission Karmayogi

Capacity Building through iGOT Karmayogi

45,055

Courses Completed

Oct 2024 – 30 Mar 2026

iGOT

Karmayogi Portal

National Online Platform

Oct 2024

Program Launch

BCCL, Dhanbad



What is Mission Karmayogi?

A national capacity building program for Central Govt. employees, focused on transforming skills through continuous, role-based learning.



iGOT Karmayogi Platform

A comprehensive online platform offering face-to-face & self-paced learning, with complete employee records management.



BCCL's Achievement

Registered executives & non-executives of BCCL collectively completed 45,055 courses — a testament to the workforce's commitment to excellence.

"Building a Future-Ready BCCL — One Course at a Time"