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भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

गोपाल दास

निदेशक (एच.आर.डी.)
बी.एस.एन.एल. बोर्ड

Gopal Das

Director (HRD)
B.S.N.L. Board

No. 3-1/2009-restructuring(pt)
Date: September 10: 2009

To,
The CGM,

Subject: Nodal officer for Territorial circles and SSA for Group Performance Management System

As part of HR initiatives under Project SHIKHAR, a Group Performance Management System (GPMS) is being designed for all executives of BSNL. For GPMS design, entire organization has been defined among 19 distinct group-types as per new organization structure and business objectives of BSNL. A brief summary on GPMS scheme along with details of group types are enclosed herewith for ready reference please. .

2. A Core Team consisting of executives from BSNL Corporate Office and representatives from M/S BCG is working on this initiative. In this context, a workshop was also organized on 19th August, 2009 which saw participation from 4 circles and 4 SSAs. Based on the inputs received from circles and SSAs during the workshop and inputs from business unit heads at corporate office, GPMS score cards for the territorial circles and SSAs have been finalized and is enclosed herewith. The schedule for target setting exercise against the GPMS scorecard for the current year is enclosed. For this, you are requested to designate **GM(Admn) of your circle as nodal officer** who would be performing the following functions:

- Coordination with all concerned for target finalization.
- Compilation and Alignment of target against KPIs
- Obtaining data and information for score-card – on targets set as well as on achievements
- Getting the above ratified by Circle Head
- Getting targets reviewed by next higher level in BSNL H.O.
- Coordination with the PMS team at Head Office
- Coordinate with all nodal officers at SSAs within the Circle
- Target distribution to all SSAs of the circle

3. You are also requested to issue instructions in your circle to designate nodal officers in all SSAs. The nodal designate at the SSA would be coordinating with the circle nodal designate for the target setting and achievement validation process.