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## **BHEL employees win 3 Vishwakarma National Awards for 2008, Company's total tally of Vishwakarma National Awards crosses 100. BHEL also bags 1 National Safety Award**

For their innovations, employees of Bharat Heavy Electricals Limited (**BHEL**) have once again bagged three 'Vishwakarma Rashtriya Puraskars' for the year 2008, among a host of public & private sector companies in the country. With this, the total number of Vishwakarma awards won by **BHEL** employees has gone up to 106 awards. 3 Vishwakarma Rashtriya Puraskars have been shared by 9 employees from **BHEL**'s Hyderabad unit, for innovative suggestions leading to cost reduction, higher productivity, safety and quality of products. Various innovations and modifications in manufacturing systems and processes undertaken by these awardees have resulted in substantial recurring and non-recurring savings to the company. In addition, 1 'National Safety Award' has been won by **BHEL**'s Trichy unit for outstanding achievements in terms of the longest accident free period and lowest accident frequency rate at their works. Significantly, **BHEL** and its employees have been winning both these prestigious national awards, instituted by the Government of India, Ministry of Labour, consistently, since their inception. Recently, **BHEL** employees were also conferred the maximum number of Prime Minister's Shram Awards (2005 to 2007) among Public & Private Sector companies in the country. People in **BHEL** have always been its strength and **BHEL** continues to invest in their learning so as to enable them to develop new ways of providing innovative solutions to customers. A pioneer in Human Resource Development in India, **BHEL** realises the value of quality human resources and that the development of this critical resource has become imperative, in view of a business environment where globalisation, competition, customer expectations, fast pace of change and new economic policies pose serious challenges. Aimed at encouraging individuals to take up improvement projects for capability building and for continuous improvement in every sphere of activity, an Improvement Projects Rewards Scheme (IMPRESS) has been introduced company-wide. The scheme is e-network based and provides weightage for various aspects like relevance to the department, innovation/creativity, meeting targets, institutionalization, deployability and financial impact.

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