



हिन्दुस्तान उर्वरक एवं रसायन लिमिटेड HINDUSTAN URVARAK & RASAYAN LTD. (A Joint Venture of NTPC, CIL, IOCL, FCIL & HFCL)

Human Resource Management:

Hindustan Urvarak & Rasayan Limited (HURL) was incorporated on 15th June, 2016 as a joint venture company by Coal India Limited (CIL), NTPC Limited (NTPC) and Indian Oil Corporation Limited (IOCL) as the lead promoters with Fertilizer Corporation of India Limited (FCIL) and Hindustan Fertilizer Corporation Limited (HFCL) as other two partners.

The Cornerstone of HURL's meritorious track record is its human resource.

HURL's has always been a forerunner in the fertilizer sector and this has been made possible through the company's thrust on human resources development. we firmly believe that our employees are our most valued resources.

HURL's offers a host of exciting careers/opportunities to dynamic/young/qualified individuals in Production/Maintenance/Marketing/Finance and Human Relations. HURL's has three induction levels Management Trainees/Technicians & Operator Apprentices & Commercial Apprentices. Developmental and functional programs based on training needs, as judged in the area of up-dation of technical supervisory and managerial skills along with specialized requirements from time to time.

The services which have been developed in the area of Training and Development within the organization are readily available to other organizations within the laid policies and procedures of the Company.

Caring Organization



The Company's concern for its employees is reflected through its efforts in the area of health, safety and welfare of its employees. HURL's not only meets the statutory obligations, but has undertaken numerous voluntary measures beyond the statutory requirements. The Company has well equipped hospitals, canteens recreation clubs, housing facilities, schools and safe working environment. The onus of HURL's high production levels lies on harmonious and cordial industrial relations at all its manufacturing Units. The Company has not lost even a single man day on this account.



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To cater to the needs of training and development, HURL's has a well-defined and well-designed training plan. Major activities undertaken by HRD are:

Recruitment and Training of Trainees at various levels viz. officers, supervisors and workers.

Organizing of developmental and functional programs based on training needs, as judged in the area of updation of technical, supervisory and managerial skills along with specialized requirements from time to time.

Imparting of training to people from other organisations within India and abroad.

Formulate policies regarding manpower deployment on hire to other organisations within India and abroad.

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HURL's has a strong and dedicated team of permanent employees. The breakup as of 01.10.2023 is as follows:

Location	Executives	Non-Executives	Total
Gorakhpur	173	101	274
Barauni	164	65	229
Sindri	151	85	236
Delhi (Head Office)	44	1	45
Marketing	71	0	71
Total	603	252	855

Set up of Human Resource Department:

The Human Resource Department is headed by a Corporate HR Team:

A team of DGM (HR) – Gorakhpur, CM-(HR)-Barauni & Sindri Unit in line with DGM (HR) Corporate, assist their Team for the smooth functioning of Human Resource Department.

The Name and Designation of key persons of Human Resource Department is as follows:

Sr.no	Name	Designation
1	Ms.Indu Balakrishna	DGM-HR Head Office.Delhi
2	Sh.Subodh Dixit	DGM-HR Gorakhpur
3	Sh.Rakesh Kumar Pandey	CM-HR Barauni
4	Sh.Sant Singh	CM-HR Sindri