

Human Resource Development

We strongly believe that it is “*the people of Reliance*” who make “the difference.” Hence, every employee is encouraged to optimise his/her full potential by availing of opportunities that exist across multiple functions, disciplines as well as geographies.

Over a period of time, we have built and nurtured a workforce of over 24,000 people that includes over 8,800 Engineers, 2,500 Management Graduates, more than 200 PhDs., 1000 plus Accountants and 1000 plus other professionals. Having a diverse Business portfolio spanning not only multiple industries but also different countries, each of our businesses requires unique skill sets. We therefore offer our employees an excellent platform to learn, grow and excel in myriad fields of expertise. The efficiency of our human capital therefore, is consistent and reinforces our competitive edge.

In keeping with this belief, our new recruits are given an accelerated training through a unique initiative called “Dronacharya Scheme”. The scheme has been launched at Jamnagar under which our senior personnel (Dronacharya) take charge of 2-3 youngsters each (the Arjunas) and vow to mentor them for independent positions in 3-6 months. Initial results have been extremely encouraging and the scheme is likely to be replicated at all other locations. Over 1500 young people have been recruited from different industries in the past year and are being trained to meet our expansion plans.

Training plays a vital role in enhancing the efficiency, productivity and performance of all our employees. The programs are so effective that Reliance executives have the ability to execute world-class projects in record time. Over 68,600 mandays of training are undertaken to groom people both in personal as well as professional capabilities. An in-house training program focused on competency in finance and accounts develops graduates to take up higher responsibilities in the finance and accounts function. To train and upgrade managers keeping in view the demands of a global marketplace, we are introducing a customised management program that trains managers in marketing and other communication skills. We also have an advanced management program in collaboration with an international management institute for our senior managers.

In order to improve professional excellence as well as develop allround management skills of our employees, we have developed strong associations with several reputed institutions. We have sponsored a number of engineers in a customised management course: MPRE (Management Program for Reliance Engineers) at IIM Bangalore and several science graduates for a Reliance Certified Engineering course with IIT Mumbai. We also conduct special Manufacturing Programs for our senior executives in association with leading global consultants.

We believe in sharing our success with our employees. In keeping with this belief, an Employee Stock Options Scheme (ESOS) has been implemented offering eligible employees the option to purchase RIL shares. The options currently granted, when exercised, could lead to the issue of 2,87,28,000 shares representing about 2% of the present equity capital. This scheme was made available to over 14,000 employees making the RIL ESOS one of the widest programs in the Indian corporate sector.

We have also launched a unique initiative to encourage the spouses of employees to also work with us. The wives of employees are being trained to take up jobs – full time, part time or on call – at Reliance Retail outlets in different cities. The experimental launch in Gujarat has been successful with about 400 housewives participating. This initiative is being undertaken at other locations with particular focus on cities that have a lot of employees who have migrated from all over the country.

Voluntary Separation Scheme and Special Separation Scheme were declared for the Vadodara complex in March 2007 which was opted for by 2,600 employees.