

'Power Sector To Integrate Advanced Digital Tools To Enhance Employee Performance In 2025': Tata Power-DDL HR Head

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In an interview with news18.com, Praveen Agrawal, chief of human resource, industrial relations, facility management & health services at Tata Power-DDL, shares insights into the changing dynamics in the power sector and the HR practices.



Praveen Agrawal, chief of human resource at Tata Power-DDL.

The economy is rapidly evolving, and HR practices are expected to align with these changes. Similar is the case with the power sector which is likely to witness the integration of advanced digital tools to enhance employee engagement and performance. In an interview with news18.com, Praveen Agrawal, chief of human resource, industrial relations, facility management & health services at Tata Power-DDL, shares insights into the changing dynamics in the power sector and the HR practices. Edited excerpts:

As we are set to enter the last quarter of FY25, can you give a sense of the kind of appraisal that is expected to take place in April 2025?

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As we move towards the close of FY25, the appraisal process at Tata Power-DDL is set to reflect our commitment to rewarding excellence and fostering growth. While the specifics depend on various performance metrics and business outcomes, we anticipate a fair and competitive appraisal cycle that recognizes individual and team contributions. Key focus areas will include aligning rewards with achievements in innovation, sustainability initiatives, and customer service excellence. Our philosophy is to empower employees with not just monetary benefits but also enhanced learning opportunities and

motivates our workforce to excel further.

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What is the new HR trend you foresee to emerge during 2025, particularly in the power distribution sector?

The power distribution sector is rapidly evolving, and HR practices are expected to align with these changes in 2025. A key trend we foresee is the integration of advanced digital tools to enhance employee engagement and performance. AI-driven workforce analytics will play a significant role in predicting skill gaps and streamlining talent acquisition. Additionally, with sustainability taking center stage, organizations will prioritize upskilling employees in green energy and smart grid technologies. Hybrid work models tailored to operational needs will also gain momentum, focusing on flexibility while maintaining service continuity. Employee wellness, both physical and mental, will remain a top priority, fostering a more resilient and productive workforce.

Number of new hires in the last FY- Freshers, laterally etc...

We are constantly taking action to create more employment and advancement opportunities for people from all backgrounds. Not just make our workplace welcoming for all, we strive to ensure that all our people – no matter their gender identity, ethnicity or disabilities – receive equal pay for equal work throughout their career journey. We are taking meaningful actions for more diverse representation across every part of the business in our hiring decisions. Our inclusive practices continue to show promising impact in our hiring efforts, and we look forward to continuing this momentum.

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New Hire – FY 24				
Modes of Joining	Female	Male	Grand Total	% Gender Hiring
Campus	23	41	64	36%
Laterals & Schemes	9	38	47	19%
Grand Total	32	79	111	29%

We're proud of the foundation we've built, and we're clear-eyed about the challenges that remain. Together, we're committed to continuing this journey with humility and resolve.

What is the overall gender ratio and percentage of women in leadership positions?

Total Employee strength: On-roll and Off-roll, Part-time, Full time etc.

CTC	2068
FRSR	886
Fixed Term	85
Grand Total	3039

Overall gender ratio: At Tata Power- DDL, women represent around 15% of the overall workforce. The company is actively working on improving gender diversity through various initiatives like Gender Diversity targets and metrics for hiring, Reaching out to women-only colleges, and backfilling of women attrition by women hiring only.

Number or % of women in leadership positions at the organization (mid to topmost): Tata Power- DDL believes in gender-balanced leadership team for enabling business to tap into a wealth of diverse perspectives, experiences, and skills for better decision making, driving innovation and enhancing employee engagement. 13.3% women employees hold leadership positions from mid to top level, helping the company achieve the success.

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Any notable HR initiatives undertaken recently by the organisation and some solid HR numbers that can be shared about that (D&I, hiring, retention, IJPs)...

Tata Power-DDL strives to create a work environment where employees develop themselves to achieve their full potential. We are committed to create a workplace where diversity among employees such as age, gender, ethnicity, race, physical and mental ability is celebrated and valued, and an inclusive culture is promoted. We are proud to be an equal opportunity employer maintaining dignity and respect for all. We have our D&I Policy in place, which highlights the key objectives, applicability, provisions & initiatives with focus on Recruit, Nurture and Support pillars in guidance of D&I Council which is formulated for promoting and prioritising diversity & inclusion in all forms.

Tata Power-DDL is a proud signatory to UN Women and UN Global Compact's global initiative Women's Empowerment Principles (WEPs). Tata Power-DDL is committed towards gender parity at work by recognising the diverse strength women bring to the organisation and curating workplace policies that are geared towards empowering the women employees.

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Through its various women-dedicated initiatives like exclusively 30% Gender hiring targets in campus recruitment under the genesis of D&I, empowering through leadership positions, giving them challenging roles to develop their strength, support during critical life stages, dialogue with CEO and mentorship by senior leaders, the company aims to empower women to lead by nurturing and developing their strengths.

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empathy, sensitivity, ability to multi-task, team building etc. and the gender supportive workplace policies are geared towards harnessing these strengths of women employees to nurture and develop them in order to sustain, empower and advance women at work. These gender-supportive policies and practices reflect organization's commitment towards the women employees in the workforce. Support & Enablement policies introduced for women employees to support their journey towards excellence –

Extended Maternity Leave and Child Adoption Leave to support mothers to focus on childcare priorities

Flexi-Working Hours post Maternity Leave for maintaining balance between work and home responsibilities during the transition phase of joining work after maternity for comfortably settling at workplace and nurturing the child

Exclusion of women on Maternity Leave from Relative Ranking to combat negative effect on performance ratings due to Maternity leave

Creche & Nanny Reimbursement for Childcare at reputed crèche and Nanny reimbursement

Celebrating New Life Hampers to welcome the newborn in the family

Installation of Sanitary Napkin Vending Machines at major office locations where women employees are posted

Cab Reimbursement for travelling after 8.00 PM

Single Parent Policy to support single parents

Break in Service to help mothers to take option of professional break to continue their career

Does Tata Power DDL undertakes any notable L&D and/ Leadership training initiatives undertaken recently by the organisation...

Tata Power-DDL runs multiple programs aimed at fostering women leadership, particularly through the Women in Leadership League (WILL) initiative. This program is designed to support the development of women in technical and leadership roles. It includes structured training programs, mentorship, and career development resources for women executives.

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WILL aims to enhance leadership capabilities among women employees by covering areas such as executive decision-making, leadership challenges, and career progression. The program has covered over 200+ women in various leadership cadres. The company provides Professional Certification Reimbursement up to Rs 10,000 to women employees.

Tata Power-DDL also participates in the USAID Engendering Utilities Program, which focuses on promoting gender equality through leadership training, policy analysis, and implementing best practices to close gender gaps. In FY 24, over 30 women employees in middle management level were given the opportunity to undergo our Signature leadership program – Talent 100.

Location : [New Delhi, India](#)

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