

DIRECTORATE OF TECHNICAL EDUCATION & TRAINING, ORISSA, CUTTACK

State Project Implementation Unit, At-Killamaidan, PO-Buxibazar, Cuttack-753001

Tel: 0671-2301061, FAX: 0671-2301961, Email: dtetorissa@rediffmail.com

Website : www.dtetorissa.gov.in

Invitation of Expression of Interests (EOI)

The State Project Implementation Unit of this Directorate invites Expression of Interests (EOI) from the Central/ State Government Organisations, reputed Firm, Consultant, Company, Joint Venture, Consortium having good track record in the field of human resource development to carry an extensive study and report on “**Gap analysis study on HR practices at Technical Education Institutions of Orissa**”. The study will need extensive consultation with the technical institutes, industries, business communities other stake holders.

Eligibility Criteria

- 1) Must be registered one having its working office in Orissa.
- 2) Must have Annual turnover more than 25.00 lakhs in last three years.
- 3) Must have at least 5 years experience in the field of development of human resources including the same activities.
- 4) Must have experience in conducting similar type of study in last three years.

The detail about the proposed study is available at the website of this Directorate www.dtetorissa.gov.in or it can be obtained from the Office of the Director of Technical Education & Training, Orissa, Cuttack in any working days between 10.08.2009 to 16.08.2009 during working hours on payment of Rs.200/-.

The EOIs in sealed packet superscripting the name of the study and containing security amount of Rs.5000/- in DD form (refundable) Technical Bid and Financial Bid in separate sealed packets should reach in the office of the Director, Technical Education & Training, Orissa, Cuttack by 17th August 2009 by 3.00PM at the latest. The EOI received beyond the date and time mentioned above and incomplete in any nature shall be rejected.

The authority reserves the right to reject any or all the applications without assigning any reasons thereof.

Director of Technical Education and
Training, Orissa

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“Gap Analysis study on HR Practices at Technical Education Institutions of Orissa”

A) Activities to be performed for conduct of the study:

The following activities need to be performed:

1. Understanding the AS-IS Practices / Process

- a. Visit to the Technical Institutions to observe the present processes
- b. Creation of Process Flow Chart for present processes
- c. Getting the suggestions from Institutions Officers for TO-BE process.

2. Gathering Stake holder’s Expectation

- a. Identify the expectation of stakeholders (Community of Interest)
- b. Organize Stakeholder workshop to present the finding of study
- c. Get suggestions from stakeholders on policy changes and CB Needs

3. Best practice survey for similar activities

- a. Best practice survey in Orissa.
- b. Best practice survey in one Government technical institute (different Categories)
- c. Best practice survey in one Private technical institute (different Categories)

4. Analyzing the present scenario and finding the gaps

5. Generation of TO-BE process

- a. Reengineering of the process, if required
- b. Improvement of process, if not reengineered
- c. Generation of process flow chart for TO-BE processes

6. Policy Changes

- a. Analyze the functioning of Technical Education department
- b. Identify the policies that need change
- c. Improve the policies
- d. Reengineer the policies for restructuring
- e. Finalize the new policy document

7. Change Management and Capacity Building

The analysis is expected to be covering various types of technical institutions (Govt./ Pvt.) and at the same time in various zones of the State. For getting a reasonable data base for good analysis, the sample size should be chosen properly which reflects the true picture at the ground level.

B) Time frame of the Study:

Final report to be submitted within 03 months from the date of award of the work. Draft report should be submitted before 15 days of the submission of the final report for comments and discussion. Within seven days of submission of the Draft Report, this SPIU shall provide the comments, failing which the draft shall be treated as final.

C) Miscellaneous:

The Director of Technical Education and Training, Orissa has the right to alter/modify/add any of the presentation of the proposed study before the submission of the draft report. Any dispute between the Director of Technical Education and Training, Orissa and the agency awarded with the work shall be subject to arbitration by the Commissioner-Cum-Secretary to Government, Industries Department, Orissa, Bhubaneswar whose decision shall be final and binding on all concerned. The data of the study shall be the exclusive property of Government of Orissa and may not be used in any manner without an express permission to do so.

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