The country has going a long way from installed capacity of merely 1862 MW at the time of Independence to present level of over 1,21,000MW, form 15000 village electrified to 4,75,000 villages, from 2700 ckm transmission level to 2,70,000 ckm, from 15 kwhr per capita consumption to 600 kwhr, etc. These are not mean achievements. But lot more is to be done.

In spite of all these efforts and achievements, the power sector at present suffers from shortages, high level of Aggregate Technical and Commercial Losses, fuel shortages, low Plant load Factor in some plants, inadequate rural electrification, as its slow pace, inefficient use of energy, etc. Union Government and State are seized of these problems.

Electricity is key to our economic growth. Adequate power with a high degree of reliability and quality is essential. We need to provide these services at affordable prices.

In spite of above situation there are certain players in the Indian power sector which are recognized well in the International market. At one end of the power sector there are utilities which are continuously creeping into losses and are running their generators at plant load factor (PLF) of less than 25% and on the other hand within the same Indian power sector there are utilities who are providing consultancy to the foreign based power plants, These players are continuously growing and expanding there business in all
possible directions and their units are running at PLF around 90-95%. Even at world level they are appearing in the list of best power utilities.

This means, that something is there in their operation and management system, something is there in their dealings, something is there in their decisions which are leading to continuous nice performance.

Today requirement of Redial performance improvement is there which is not possible without motivated and committed work force which breathes for the organisation.

To align people and systems in the organization it requires effective implementation of TQM and HR initiatives. The Present study is made to find and compile various HR and TQM initiatives and their methodology of implementation so that the fruits of these initiatives can be tasted by the sleeping partners of the same power sector.