

MTNL EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS, NEW DELHI

[Affiliated to National Confederation of Officers' Associations of central Govt. PSUs (NCOA)]

o/c



V.K. Tomar

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Ref. No.: MEA/CHQ/ Delhi

To,
The Director (HR)
MTNL, CO
New Delhi.

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Subj

Subject: Transfers from Delhi to Mumbai and vice versa---Against the basic objectives of transfer

Respected Sir,

Transfer of 12 persons from Delhi to Mumbai is in no way seems to be in the interest of service. Transfer is one of the most important tools of Human Resource Management to be utilized not only for the interest of service but also for the betterment of employees as well. A better use of it is always good for both, but an unplanned and improper use of it can only produce negative results. Present case of transfer of 12 persons can no way be put in the category of productive use of transfer.

World over followed norms of Human Resource Management and the basic objectives of transfer are:-

1. To provide diversification
2. Job development and job enrichment of employees
3. To meet the fluctuating demand of manpower of various units

The achievement of above objective is largely dependent on the whole hearted participation of the employees. Human Resource is different from other resources due to the fact that it delivers its best only when it wants to deliver. A forceful approach can no way be the fruitful approach. It is a fact that transfer is a change for an employee. If the change is made amicably acceptable creates synergic effect and delivers its best and fulfils the basic aim of transfer. A forceful approach in the interest of service should only be the last alternative and it should be uniform, unbiased and transparent.

Transfer of a person from one city to other against his choice is, no doubt, a forceful approach. In many other PSUs transfer from one station to other is a compulsion due to their disintegrated organizational set up. Limiting transfer within one station is not a viable option available for them.

But the organizational set up of MTNL is completely different from other PSUs. It is mainly concentrated in Delhi and Mumbai and both the circles are

having enough diversified departments to enable transfer within the circle to achieve all the objectives of transfer. Nothing additional can be achieved by the transfer from one circle to other. It can only be a forceful method and will create an environment of harassment and fear in the mind of employees. **Frustrated and disturbed personnel can not deliver well for the organization. We, therefore, request your good self to consider above facts while making any transfer in MTNL**

With regards

Yours sincerely



(V.K. Tomar)
GS, MEA

Copy to.

1. CMD, MTNL, New Delhi
2. Dir (Tech), MTNL, New Delhi.
3. Dir (Fin), MTNL, New Delhi
4. Executive Director, Delhi/Mumbai.

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