

Ms NIRMALA BESTOWED WITH WOMEN GLORY AWARD

In a glittering function held at Hotel Westin Pune, in the august presence dignitaries and celebrities, our Ms Nirmala, Executive Director – Group HR, was bestowed with “Women Glory Award” for having achieved excellence as a “Woman in HR” from the hands of Ms Sindhu Tai Sapkal, who is a known international icon as “Mother of the Orphans” and recipient of Award from President of India recently, for her tireless devotion and work in upbringing orphans.

The brief citation published in Coffee Table Book titled “Women Glory”, Pune Edition, , released globally on the occasion where a full page is devoted for Ms Nirmala for her work, reads:

“Nirmala used her IT experience and knowledge of systems to bring about a shift in the HR structure. Not only did she manage to achieve what set out to do, she has also received a lot of recognition for her work”.

Ms Nirmala’s interview was telecast in Pune Metro Channel.

**HEARTY CONGRATULATIONS
FROM
RSB PARIVAR.**





***Ms Nirjala receiving Award from international icon,
Ms Sindhui Tai Sapkal
Trophy and Coffee Table Book, titled
“Women Glory”***



Ms Nirjala posing for a photo shoot with her award

An Idol for Women in India

When you are born and brought up in a city like Jamshedpur, which is also responsible for giving India its first steel plant, this in itself instills the desire to achieve something great. Such is the story of Nirmala Behera Udgata.

Nirmala completed her masters in Business Administration and joined the RSB group as a management trainee. She has been with the RSB group ever since and has completed 17+ years working for the company.

"Post working as a management trainee, I was transferred to the quality assurance team for the implementation of TS 16949. After the successful implementation and completion of the project, came in my first big break where I was asked to implement the ERP system in the group," says Nirmala. Her experience and knowledge that she had gained from her previous stint with the quality assurance team helped her take on this new challenge. The implementation of the ERP system was successful. Nirmala then gradually progressed ahead and was soon leading the IT support team of the group. Within a span of 4 years, the IT team was self-sufficient enough to be able to handle the needs of the RSB group.

Nirmala admits that "While the IT team was almost self-sufficient, the head of Corporate HR resigned from his duties and there was a very big vacuum created in the HR function. This brought about the next major challenge in my life". The top management wanted to fill this vacuum from within the existing employees of the RSB group. This started the screening and testing for the position. After a lot of deliberations, this position was offered to Nirmala Behera Udgata.

"I decided to give my decision after evaluating the nitty-gritty and the pros & cons, says Nirmala. Having the top management

consider her adequate for this position was definitely a morale booster. However, Nirmala had been with the IT function for quite some time and had grown comfortable. Further by this time, Nirmala was already married with 2 kids, with the second kid reaching a school going age and also an age where he would more of her time and attention. Hence giving time to the new position and function would create some problems. Not only this, many other questions that cropped up in her mind. The HR function was more people oriented. The main keys to guiding this function were, understanding of the people and organizational behaviour. It was different role altogether. During the sojourn for the few days that she had requested, she spoke not only to people within the HR team, but also the management. Nirmala admits, "It was very important to understand the management's perspective and expectations of what would be needed out from my end. Only then could I set a clear goal for myself and work towards that goal. This brought in more clarity and understanding of what needs to be done. I decided to use my IT experience and knowledge of systems to bring about a shift in the HR structure – by moving to system oriented function instead of the people-oriented structure. With this in mind, I accepted this position and started working on my new challenge".

Not only did she manage to achieve what she set out to do, she has also received a lot of recognition for her work. She has been bestowed with numerous awards for her work in HR. "Any women can believe and achieve anything that she wants. If you convince yourself that you are not able to do this, you wouldn't be able to do it, says Nirmala.

In today's world, she has proved that women are no lesser than men and can achieve great heights in life.



Nirmala Udgata Behera
Human Resources