



Industry Visit to DVC

16th January 2026, DVC Towers, Kolkata

On Friday, January 16th, twenty-one students from the Indian Institute of Social Welfare and Business Management (IISWBM) visited the headquarters of the Damodar Valley Corporation (DVC) to attend the Design Fest organised by DVC. This successful visit was made possible through the visionary leadership of Prof. (Dr.) K. M. Agrawal, Director of IISWBM and Department of Master's in Business Administration in Public Systems. The institute also expresses its profound appreciation to Dr Abhijit Sen, HR Professional at DVC, for his exceptional mentorship and for sharing his extensive expertise. His insights into DVC's organizational evolution and the transition toward a carbon-neutral future provided students with a rare and valuable perspective on high-level corporate management.

The primary objective of the visit was to learn about DVC's Social Integration Programme (SIP). This initiative underscores DVC's commitment to regional development beyond power generation. The Design Fest served as an inclusive platform for artisans from the Sundarbans and other plant areas of DVC to showcase handmade products at zero participation cost, highlighting DVC's dedication to community empowerment and inclusive growth. Madam Debarati Kundu Bhattacharjee from Bengal Chamber of Commerce and Industry was also present there. She described how the corporation empowers local communities within the Damodar Valley by:

1. **Vocational Training:** Equipping residents with marketable skills.
2. **Seed Capital:** Providing the necessary financial foundation to foster local entrepreneurship and self-reliance.

This hands-on experience bridged the gap between academic learning and real-world organizational practices, allowing students to witness the impact of social responsibility firsthand.

Industry Academia Interaction

Dr Abhijit Sen discussed on the intersection of industrial management, environmental necessity, and human capital.

1. The Evolving Energy Landscape

Beyond the management of dams, the corporation's role as a cornerstone of regional energy security was elucidated through an examination of its extensive thermal power generation and sophisticated transmission networks. Technical insights were shared regarding the efficient distribution of power, alongside an exploration of the strategic transition toward renewable energy integration and the complexities of grid management required to balance load and demand.

2. Environmental Management He described the multi-layered environmental strategy that transitions from traditional coal-based power toward sustainable resource management. This approach integrates Advanced Emission Control and Electrostatic Precipitators to minimize chemical and particulate pollutants, while simultaneously adopting a "Circular Economy" model for waste. By repurposing fly ash for industrial use in brick-making and highway construction, DVC transforms industrial byproducts into valuable raw materials. Furthermore, the corporation emphasizes Resource Conservation through Zero Liquid Discharge (ZLD) systems and large-scale afforestation, ensuring that industrial growth is balanced with soil conservation and the creation of "Green Belts" to maintain the ecological integrity of the Damodar basin.

3. Sustainable Logistic Management

Dr Sen shared his thoughts to ensure seamless logistics, that a system needs to utilize geofencing for real-time route monitoring and Radio Frequency Identification (RFID) for the precise identification of vehicles, both of which feed into the Freight Operations Information System (FOIS) as managed by Indian Railways. While FOIS streamlines the management of freight and wagons, the sector still faces significant logistical hurdles. These include system leakages such as coal theft and environmental contamination. Even delays often lead to heavy detention charges—financial penalties incurred when coal is not evacuated from siding within the stipulated timeframe. Together, these factors necessitate a balance

between sophisticated digital tracking and rigorous physical oversight to maintain efficiency

4. The Strategic Role of HR

Dr. Sen elaborated on how HR's role has evolved into a strategic partnership. Modern HR managers are now responsible for progressive policy-making that achieves a dual purpose:

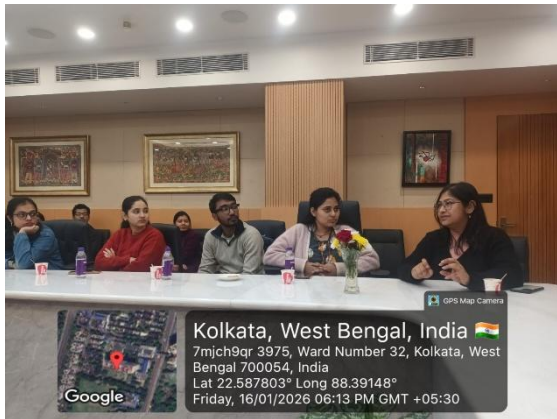
- Environmental Stewardship: Aligning corporate goals with ecological responsibility.
- Holistic Development: Ensuring the mental, physical, and professional well-being of the workforce while maintaining organizational growth.

Conclusion

The visit to DVC served as a vital platform for knowledge exchange, a transformative experience between classroom theory and industrial reality. It reinforced the realisation that managing energy is not just about kilowatts and tariffs; it is about managing resources, history, technology, and people. We are really very thankful to our Director, Sir Dr K.M. Agrawal, and Asst. Prof. Sohini Banerjee ma'am, as a representative faculty for this remarkable exposure.



Picture 1: Students of the Indian Institute of Social Welfare and Business Management with Dr Abhijit Sen at the Damodar Valley Corporation headquarters.



Top Left: DVC Stall at DVC Design Fest. Bottom Left: Discussion with Ma'am Debarati Kundu Bhattacharjee at DVC Headquarters. Right: Handicraft Stall by a local school at DVC Design Fest



Picture: Students with Dr Abhijit Sen at DVC Design Fest, Kolkata.

Students of IISWBM at the Damodar Valley Corporation Headquarters-

Amogh Maitra

Sarthak Chatterjee

Nishant Paul

Sagar Mondol

Debdeep Ghosh

Sneha Joardar

Dishari Pal

Swagata Das

Bidhan Chandra Ghoshal

Soumyanath Nath

Pratik Bera

Toufika Sultana

Suprita Paul

Devraj Chakraborty

Rubiya Khatun

Mayukh Das

Purujiit Mukhopadhyay

Sharmistha Roy

Nuama Sayeed

Ankan Das

Souryojita Sanyal