



# Meghalaya Basin Development Authority



**Employee Motivation: Practical aspect**



# Meghalaya 2011

- Paradox of poverty amidst plenty
- No integrated framework for development
- Convergence—Most talked about, least implemented
- Large Intra state variations in opportunities
- Young population getting younger & restless



# The BASIN approach

- Water at the core of all development
- Integrated framework with effective convergence
- People Centric not process centric
- Strong Institutional Support and Partnerships
- Multiple Livelihoods and Product Clusters
- Whole chain interventions
- Knowledge based solutions
- Entrepreneurs not beneficiaries
- Strong Market Linkages



# INSTITUTION BUILDING

## ENTREPRENEURSHIP (MIE)

### Institute of Entrepreneurship

- Human Capital Development
- Enterprise Facilitation
- Rural Financial Inclusion
- Market Access
- Cross cutting interventions in Mission Mode

## NATURAL RESOURCE MANAGEMENT (MINR)

### Institute of Natural Resource Management

- Natural Resource Mapping
- Springshed Rejuvenation
- Climate Change Research and Adaptation
- Bio-resources Development
- Action Research

## GOOD GOVERNANCE (MIG)

### Institute of Governance

- Simplifying Governance
- Change Management through Leadership Development
- Research and Documentation
- Impact Assessment

## KNOWLEDGE MANAGEMENT (KSD)

### Knowledge Services Division

- Documentation of Indigenous Knowledge
- Action Research
- Dissemination of Knowledge and Information
- Communication and Outreach
- Publications



# Team Building

## People

- # Invest in people who are the centre of all interventions
- # inculcate behavioural changes by revisiting their attitude and perspectives

## Process

- # Stringent recruitment processes and assignment of duties
- # critically analyse the present content of service delivery,
- # decide on the path for transformation and experiment this new learning at the workspace and community level.

## Policy

Should have their foundation on strong policies to ensure fairness and equity for personal development.

## Participation

Complete Participation in decision making process and execution of works for ownership and sustainability of programme interventions.



## OUR MOTIVATIONAL FACTORS THAT INSPIRE AND MOTIVATE EMPLOYEE

(Our team members are **not** first generation employees)

- Appreciation and recognition for a job well done
- Good wages, job security, EPF, Health Insurance
- Career advancement opportunities
- Job satisfaction
- Loyalty from management
- Reward and recognition on the commitment, input and effort of the employee
- Good working culture/environment
- Leadership style
- Offer opportunities for self development
- Foster collaboration within the team



# Outputs that we expect

- Improved awareness on the importance of instilling and practicing value system in the workspace, family and personal life
- Improved working environment and team work among the units through improved leadership, mutual support and inter/intra departmental/organizational convergence in implementing planned project interventions.
- Improved communication and rapport among the field officials and the target rural communities
- Transparency and accountability resulting to improved goodwill among the communities as well as reputation of the Govt.





# Total Manpower strength at MBDA posted across the State and District/Block

	General Managers		Assistant GM		Sr. Managers		Managers		Assistant Managers		Field Engineers		Programme Associate		MTA		Drivers		TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>MBDA</b>							<b>4</b>	<b>1</b>	<b>1</b>	<b>4</b>			<b>5</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>2</b>		<b>25</b>
<b>MINR</b>						<b>3</b>	<b>2</b>		<b>2</b>	<b>3</b>	<b>2</b>		<b>7</b>	<b>10</b>	<b>1</b>	<b>1</b>			<b>31</b>
<b>Climate Change</b>					<b>2</b>	<b>1</b>			<b>1</b>	<b>1</b>			<b>1</b>						<b>6</b>
<b>JICA</b>		<b>1</b>			<b>2</b>		<b>19</b>	<b>20</b>	<b>1</b>				<b>13</b>	<b>13</b>	<b>1</b>				<b>70</b>
<b>MLAMP</b>	<b>6</b>		<b>3</b>	<b>1</b>	<b>10</b>	<b>6</b>	<b>3</b>	<b>5</b>	<b>31</b>	<b>44</b>	<b>22</b>	<b>8</b>	<b>31</b>	<b>53</b>	<b>33</b>	<b>19</b>	<b>43</b>		<b>318</b>
<b>CLLMP</b>	<b>2</b>				<b>1</b>	<b>5</b>	<b>10</b>	<b>8</b>	<b>21</b>	<b>21</b>	<b>8</b>	<b>2</b>	<b>13</b>	<b>15</b>	<b>1</b>		<b>7</b>		<b>114</b>
<b>PRIME</b>	<b>1</b>				<b>1</b>			<b>3</b>	<b>6</b>	<b>8</b>			<b>6</b>	<b>24</b>	<b>10</b>	<b>16</b>	<b>1</b>		<b>76</b>





# Ethics and Leadership

- Ethical training overrules all other training needs. Poor ethical behavior can impact with negative consequences and serious repercussions for years to come.
- Civil litigation may arise from officer misconduct, scandals and poor ethical choices.
- Excessive use of force, sexual harassment, accusations of discrimination of all types and civil rights violations portray the department negatively.
- When ethics and integrity training are emphasized throughout the department, all personnel will benefit.
- Standardized training assists the organization with uniformity, although specific groups within the department may have individualized needs.
- Although similarities can be addressed, each of these groups deals with its own unique set of ethical dilemmas, which must be discussed.
- Employees at the cutting edge level must be prepared to respond with integrity in a variety of situations through understanding practical applications
- Only by raising thought-provoking questions, practical decision-making scenarios, classical case examples, emphasizing logical reasoning and rationales can we help them develop the appropriate response.



# Areas of Need

The following issues may need to be addressed:

- the code of silence, honesty, off-duty behavior,
- cultural diversity, responsibility, abuse of power,
- morals and values,
- poor decisions, corruption, public trust and role models
- Other areas of concern included overall respect, fabrications, loyalty, low moral standards, professionalism, unions and media relations.



# Thank You

