

## **FROM THE DESK OF DIRECTORATE OF CIVILIAN PERSONNEL**

Human Capital is the most vital and potent resource of any organization. An effective Human Capital can only be attained by persistent efforts to address the challenges being faced by an organisation and consistently strive to achieve goals set out by higher leadership. Human capital challenges such as having capable leaders, building workforce skills, driving high performance, and ensuring career progression, can be addressed through an effective Human Capital Strategy. The officers at Directorate of Civilian Personnel/other Cadre Controlling Authorities at command level and officers at unit level, who are responsible for managing various facets of an employee's career, are the HR Managers of Indian Navy and are continuously working to maximise value for IN by managing the demands, and reducing gaps in perception of various interest groups to achieve organisational excellence.

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