

WEBSITE ADVERTISEMENT



PERS/08/PMS-01

April 2, 2009

INVITATION OF EXPRESSION OF INTEREST FOR FORMULATION AND IMPLEMENTATION OF COMPANY TARGET LINKED ONLINE KRA/KPI BASED PERFORMANCE MANAGEMENT SYSTEM FOR EXECUTIVES OF OIL INDIA LIMITED

Expression of interest are invited from the interested and experienced companies registered under Companies Act for formulation and implementation of Company Target Linked online KRA/KPI based Performance Management System to create a high performance organization at Oil India Limited for its executives.

Oil India Limited (OIL) is a pioneer Schedule A National Oil Company engaged in the business of Exploration, Production and Transportation of crude oil, natural gas and production of LPG. To know more about OIL, please visit our website www.oil-india.com. It has around 1500 executives on its rolls. OIL desires to appoint consultant/consulting company to undertake the assignment to introduce a new online KRA/KPI based Performance Management System aligning it to the Company targets. The interested Companies must have executed at least one such project in the last 05(five) years involving PMS for at least 1000 persons. The experience of carrying out above work in upstream national/ multi-national E&P companies would be desirable.

The company allocated such works shall carry out all work of formulating, introducing and implementing the concept of introducing a new online KRA/KPI based Performance Management System aligning it to the Company targets.

Consulting company will also be responsible identifying the best software module to implement the proposed system. Since OIL is currently using SAP ERP (Version 4.7c) it would be preferable to implement the proposed system on SAP or the module that has seamless integration with SAP. Consulting company will provide suitable qualified persons for configuration of SAP / identified module and support for two years after implementation. Any change management required for implementation and smooth running of the system will also be responsibility of consulting company.

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Following details may be furnished by the interested companies :

- 1 Details of the Company
a) Name of the Company
b) Year of Establishment
c) Name, address and telephone/ Fax No. etc.

- 2 Address
a) Head Office

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b) Branches

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- 3 In case of having any collaboration with overseas company either technical or financial please furnish brief particulars of the same

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- 4 Number of qualified and experienced key personnel. Complete details of the personnel stating name, designation, age, nationality, qualifications and experience with specific reference in formulation and implementation of KRA/KPI based PMS.

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- 5 Proposed method of work and work plan

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- 6 The following documents for the last 03 years
a) Balance sheet and income statement duly certified by Chartered Accountant
b) Copy of Income Tax clearance certificate
c) Name and address of banker(s), indicating the name in which the account stands and year in which the account was opened.
- 7 Details of contract of similar job executed during the last 05 years for different customers including number of persons covered.

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- 8 Important customers in Public or Private sector with whom the company had dealings since last 05 years.

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- 9 Important customers in National or International **upstream E&P companies** with whom the company had dealings since last 05 years.

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All interested companies may send the above indicated information to Head-IT, R&D Building, Oil India Limited, Duliajan, 786602, Assam, India, email : pms@oilindia.in so as to reach the above address with 05.00 pm of 20th April, 2009.

HEAD – IT/ERP
OIL INDIA LIMITED
DULIAJAN 786602
ASSAM, INDIA