

Recruitment and Selection Process in Road Transport Corporation in Karnataka

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Abstract:

Along with the rapid progress of Karnataka in all spheres of activity, KSRTC has emerged as the best organisation in meeting the aspirations of Kannadigas and the people of neighbouring states of Karnataka. As at the end of 31-03-1997, the Corporation operated its services in 19 Divisions - 17 Divisions operating mouse services and 2 Division operating city services of Bangalore. It had 108 Depots, 2 Regional Workshops and a Central Office at Bangalore. There were 281 permanent and 11 temporary bus stations with 337 wayside shelters and 1009 pick-up shelters. The total number of employees deployed was 59033 and the staff ratio per schedule was 6.22. The total number of routes operated was 13273 with 9493 schedules, route length of 9.49 lakh Kms. and average daily scheduled kms of 31.10 lakh kms. The total number of inter-state routes operated by the Corporation on a reciprocal basis with the neighbouring states were 602 i.e., 282 in Maharashtra, 37 in Goa, 223 in Andhra Pradesh, 33 in Tamilnadu and 27 in Kerala. The total number of vehicles held was 10476 with average vehicle utilization of 299.6 Kms. The average number of passengers carried per day was 57.82 lakh. The rate of breakdown was 0.23 and the rate of an accident was 0.22. EPKM realized was 807.3 Ps. and CPKM was 975.4 Ps., resulting in net loss margin of 168.1 Ps./Km. on traffic revenue.

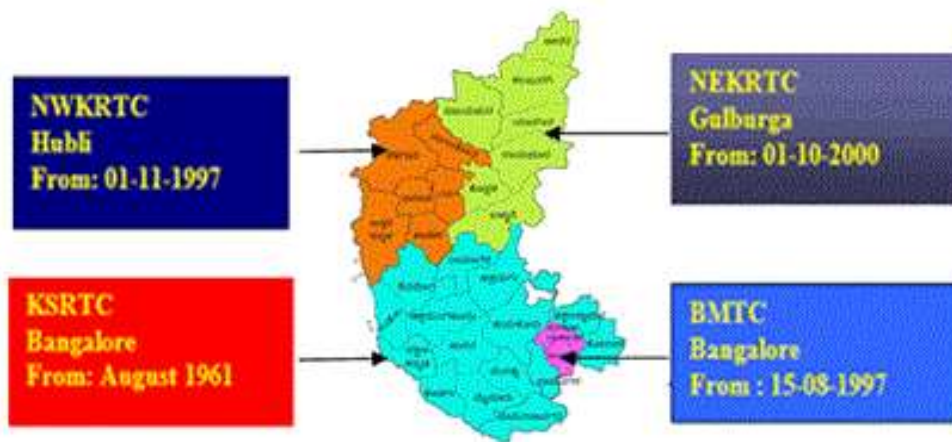
Keywords:- Transport, Selection, Divisions,

Introduction:-

To increase operational efficiency, to provide quality transport service to the traveling public and to have an effective supervision on the operations of the Corporation, the Government of Karnataka ordered for bifurcation of KSRTC into 4 separate Corporations vide its order Noted 127 TRA/96 dated 22-02-1997. Thus, KSRTC was a monolithic State Road Transport Undertaking till 1996-97. Thereafter, during the year 1997-98, the State Government divided KSRTC and carved out two new Corporations, viz., the Bangalore Metropolitan Transport Corporation (BMTCL) with its corporate office at Bangalore and the North West Karnataka Road Transport Corporation, with its corporate office at Hubli. The Bangalore Metropolitan Transport Corporation which came into being on 15-08-1997 caters exclusively to the city of Bangalore. And the North West Karnataka Road Transport Corporation which came into being with effect from 01-11-1997 caters to the northwestern districts of Karnataka. NWKRTC became financially independent w.e.f. 01-04-1998 under RTC Act 1982. One more new Corporation called the North East Karnataka Road Transport Corporation was also established with

effect from 15-08-2000 with its head quarters at Gulbarga to cater to the northeastern districts of Karnataka, which became financially independent w.e.f. 01-10-2000.

Restructured STU Operations



Facilities at KSRTC Bus Stations

- All transport facilities under one roof
- Modern High-Tech Bus stations
- Drinking Water
- Seating Arrangements
- Modern Toilets
- Canteen Facilities
- Reservation Counters
- Pre-paid taxi
- ATM facilities
- Pre-paid auto rickshaw
- Dust-proof Parking Area
- Two Wheelers and Four Wheelers Parking Facility
- Digital Display and Intelligent Transport System
- Public Addressing System
- Commercial Establishments and Offices
- Tourist Information System
- Crew Rest Room
- Modern Lighting Facilities

KSRTC: Procurement Procedure & Statistics

1) KSRTC purchases various items required for the day to day operations of all the corporations viz., KSRTC, BMTC, NWKRTC & NEKRTC. The major procurement is as detailed:

S.No	Material Group Divisions	Annual Purchase Value Rs. in Crores				
		KSRTC	BMTC	NWKRTC	NEKRTC	Total
1	HSD (Diesel)	647.57	344.43	452.14	283.98	1728.12
2	Spare Parts	24.06	13.13	17.50	15.31	70.00
3	Tyre, Tube & Flaps	30.17	13.42	19.06	13.60	76.25
4	Lubricants	10.98	5.25	8.41	5.06	29.70
5	Battery & other Consumables	54.60	36.40	19.50	15.60	126.10
6	Tyre Retreading Materials	18.33	5.22	13.80	7.70	45.06
7	Uniform , Line Equipment & Other Stationery	7.80	5.20	3.90	3.90	20.80
	Total	793.51	423.05	534.31	345.15	2096.03

2) Majority of purchases are made from Government firms, vehicle manufacturers, suppliers to vehicle manufacturers and other reputed suppliers in the country.

Diesel	Indian Oil Corporation (I.O.C), Hindustan Petroleum Corporation (H.P.C) (Govt.of India undertakings)
Steel	Steel Authority of India Limited (SAIL) (Govt.of India undertaking)
Lubricants	Hindustan Petroleum Corporation, Indian Oil Corporation (I.O.C), (Govt.of India undertakings) Karol Lubricants (Local industry)
Automobile Spares	TATA Motors, Ashok Leyland, Volvo, Mercedes Benz, Carona, Bosch, Swaraj Mazda, TVS Groups, and others

3) PROCUREMENT DETAILS:

- The Karnataka Transparency in Public Procurement Act, 2000 is implemented in all the purchases.
- All purchases are through e-Procurement only.
- Procurement tenders are processed through the e-procurement portal of e-governance department, Govt. Karnataka through website www.eproc.karnataka.gov.in

4) SCRAP DISPOSAL:

- Scrap buses, Tyres, Rubber, M.S., Aluminum etc., is disposed through public E-Tender cum auction.
- Tender-cum-auction will be held every month alternatively at Bangalore, Hubli and Gulbarga.
- The corporation has realized Rupees. 98 Crores through the sale of scrap materials & buses for the financial year 2013-14.
- The corporation also sells buses in running condition to educational institutions at a concessional rate. These are used to transport the students.

Financial Performance

Financial Position(Rs. in Crores)

Particulars	2016-17
Liabilities	
Capital	291.89
Reserves	199.27
Borrowings	157.69
Trade dues and other current liabilities	777.64
Profit	0
Total	1426.49
ASSETS	
Gross Block	2460.53
Less Depreciation	1691.93
Net Fixed assets	768.60
Capital work in Progress	124.11
Investments	0.05
Current Assets, loans and advances	352.25
Deferred Revenue Expenditure	0.61
loss	180.87
Total	1426.49

Labour Welfare

Labour Welfare measures implemented in KSRTC

KSRTC has introduced many labour welfare measures for the benefit of the employees. Out of them a few major welfare schemes are explained below:

- **De-addiction Centre:**

A de-addiction programme, WAPPA (Work Place Alcohol Prevention Programme and Activity) was implemented in KSRTC since 1997 as a worker reach out program. The policy objectives are:

- To prevent alcohol abuse among all employees as a part of the corporations commitment to the health and welfare of its employees, operational safety and the environment.
- To educate the employees on the dangers and consequences of alcohol abuse specially in the interest of the commuter safety and assist all employees to overcome this habit.

- **Preventive Medicine & Healthy life Style Clinic at Bangalore and Mysore:**

Established to provide a Comprehensive annual health checkup program for all the employees.

- **Insurance Scheme:**

An internal insurance scheme called KSRTC Employees Family Welfare Scheme with contribution from both employee and the employer is introduced which provides a compensation of Rs.3 lakhs to the dependent of the employee who die while in service.

- **Merit Awards:**

Merit awards for children of employees/officers who secure higher marks in SSLC, PUC & Degree examinations.

- **Educational Loan :**

A scheme of extending educational loan upto a maximum of Rs.1 lakh for coverage of tuition fee to the employees children who are admitted to professional courses.

- **Medical Reimbursement:**

Reimbursement is given on par with State Government. Advance for major illness and personal sickness of the employee and their dependents.

- **Recognition of Hospitals:**

To provide adequate medical facilities to the employees and their dependents more than 108 reputed private hospitals and 7 Diagnostic centers have been recognized by the Corporation.

- **Educational Assistance:**

A Scheme to provide monthly scholarships to children of employees/ officers studying in different courses.

- **Award schemes:**

Awarding Gold and Silver medals to the Accident free Drivers of the corporation.

- Gold Medal: Awarded to the drivers who render accident free service for a period of fifteen years in mofussil divisions and seven years in city services.
- Silver Medal: Awarded to the drivers with five years accident free record in mofussil divisions and three years accident free record in city services.
- Shourya Prashasti Medal Scheme: Shourya Prashasti Medal Scheme has been introduced in KSRTC as per approval of the Board of directors vide resolution N0.9129, dated 25.11.09 to grant cash award upto the maximum of Rs.20,000/- and Gold Medal for meritorious/exemplary services and sacrifice rendered by the employees while discharging their legitimate duties after examining casewise.

- **Sports and Cultural Activities:**

Divisional and inter divisional sports and cultural activities for the employees are held annually.

- **Traffic Revenue Incentive Scheme:**

- This scheme is applicable to drivers and conductors.
- In city and suburban services 3% of traffic revenue collection.
- In respect of ordinary, mofussil, express, semi luxury services 2% of traffic revenue.

- **Counselling:**

To motivate the labour force for maximum productivity a counseling scheme is implemented in KSRTC. It helps in reducing absenteeism there by increasing the productivity, reduction in the accident rate and improvement in the behaviour of the employees with the passengers.

- Voluntary retirement scheme:

A Voluntary Retirement scheme is implemented from 12.08.2005. Under the scheme an employee who opts for Voluntary Retirement gets an additional financial benefit ranging from Rs.75,000/- to Rs.2,00,000/-. The minimum benefit has been enhanced to Rs.1,25,000/- with effect from october 2010.

Passenger Safety

Security Measures at KSRTC Bus stations

The following security measures are taken at Kempegowda Bus Stand for passenger safety:

Karnataka State Road Transport Corporation is providing transport service in 17 districts of Karnataka. In most of these district head quarters, KSRTC has operating divisions headed by a Divisional Controller. The property of KSRTC is protected by its own well trained Security Staff assisted by Home guards. The Security and Vigilance Department of KSRTC is headed by Director (Security and Vigilance) deputed from the Police Department of the rank of DIG and above.

Bus stations of KSRTC are vital place, from where the passengers arrive to board the bus to various destinations. KSRTC has constructed, operated and managing 168 bus stations. These bus stations, apart from platforms for dispatching buses, is also providing commercial establishments, A Rest houses, Modern toilets, ATM cash counters, Telephone booths, A cloak room, Car & Two wheelers parking facilities.

With thousands of passengers depart and arrive in these bus stations and being a vital public place, there is a possible threat from terrorists / Anti social elements. Apart from the threat, there is a need to prevent illegal activities such as Touts, Pick pocketers / Suitcase lifters, Beggars, Hawkers, Prostitutes in the bus stations.

To prevent such activities, KSRTC has deployed Security staff in its Major Bus stations. In Bangalore, it has 3 major bus stations, Kempegowda Bus Station, Mysore Road Bus Station, Byatarayanpura and Basaveswara Bus station, Peenya, likewise Ramanagar, Mandya, Mysore, Madikeri, Chamarajanagar, Mangalore, Puttur, Hassan, Udupi, Hassan, Chickmagalur, Shimoga, Davanagere, Chitradurga, Tumkur, Kolar and Chikkabalapur Districts have major bus stations.

Currently the security staff deployed in the major bus stations has been trained by the police department. Few of the security measures being followed in bus stations are as under:

- Entry into the bus stand is restricted through gates and all around the bus station is barricaded with compound wall.
- Depending on the threat perception Security staff have been deployed. Example. KBS division has 101 Security Guards, 14 Security Havaldars, 5 Assistant Security Inspector 1 Divisional Security Inspector headed by a Deputy Chief Security &Vigilance Officer.
- All baggage's are checked through either DFMD or Hand Held Metal Detectors.
- Close Circuit Television Cameras have been installed in some of the major bus stations.

- Outpost police stations were established at Bangalore and Mysore. In Bangalore outpost police stations is established at KBS, while outpost monitored by Police is established at MRBS and Peenya Bus Stations.
- Currently on requisitions a KSRP platoon is being stationed round the clock in some of the bus stations.
- Measures to dispose of un-claimed luggage of cloak room and abandoned vehicles is being done routinely with the help of Police.
- Anti-sabotage checks with the anti-sabotage equipments and sniffer dogs are being carried out in the Bus Stations with the help of State Police Department.
- An Emergency Response Squad headed by Divisional Controller of the Division is created to closely monitor the threat perception and to take preventive security measures in the bus stations. These measures are closely monitored by the Central Offices, KSRTC on hourly basis.

Conclusion;-

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