

List of Abbreviations

ASSOCHAM	The Associated Chambers of Commerce and Industry of India
ASTO	Association of Sea Training Organizations
DAP	Diammonium Phosphate (Urea)
CENVAT	Central Value Added Tax
GDR	Global Depository Receipt
MRPL	Mangalore Refineries & Petrochemicals Limited
APM	Administered Price Mechanism
AICPI(IW)	All India Consumer Price Index (Industrial Workers)
ACR	Annual Confidential Report
BEL	Bharat Electronics Limited
BHEL	Bharat Heavy Electricals Limited
BSNL	Bharat Sanchar Nigam Limited
BIFR	Board for Industrial and Financial Restructuring
BRPSE	Board for Reconstruction of Public Sector Enterprises
BPE	Bureau of Public Enterprises
BPO	Business Process Outsourcing
CPS	Cash Based Profit Sharing
CBDT	Central Board for Direct Taxes
CDA	Central Dearness Allowance
CPC	Central Pay Commission
CPSE	Central Public Sector Enterprises
CMD	Chairman-cum-Managing Director
CEO	Chief Executive Officer
CFO	Chief Finance Officer
COO	Chief Operating Officer
CCA	City Compensatory Allowance
CAG	Comptroller & Auditor General of India
CRS	Compulsory Retirement Scheme
CII	Confederation of Indian Industries
CTC	Cost to the Company
DA	Dearness Allowance
DPS	Deferred Profit Sharing
DPE	Department of Public Enterprises
ESPP	Employee Stock Purchase Plan
EPS	Employees Pension Scheme
ESOP	Employees Stock Option Plan

ERP	Enterprises Resource Planning
FMCG	Fast Moving Consumer Goods
FICCI	Federation of Indian Chamber of Commerce and Industry
FRBM	Fiscal Responsibility and Budget Management
FDI	Foreign Direct Investment
FEMA	Foreign Exchange Management Act
FERA	Foreign Exchange Regulation Act
GAIL	Gas Authority of India Ltd
GDP	Gross Domestic Product
HoD	Head of Department
HPPC	High Power Pay Committee
HAL	Hindustan Aeronautics Limited
HMT	Hindustan Machine Tools
HRA	House Rent Allowance
HRD	Human Resource Development
IIM	Indian Institute of Management
IIT	Indian Institute of Technology
IOC	Indian Oil Corporation
ISM	Indian School of Mines
ITI	Indian Telephones Industries
IDA	Industrial Dearness Allowance
IT	Information Technology
ITES	Information Technology Enabled Services
IPE	Institute of Public Enterprises
IS	Industry Segment
ISO	International Standards Organization
LTC	Leave Travel Concession
LIC	Life Insurance Corporation of India
LPG	Liquefied Petroleum Gas
MTNL	Mahanagar Telephone Nigam Ltd
MOU	Memorandum of Understanding
M&A	Mergers & Acquisitions
MSTC	Metals & Scrap Trading Corporation
MMTC	Minerals & Metal Trading Corporation
MRTP	Monopolies & Restrictive Trade Practices
MNC	Multi National Company
NALCO	National Aluminium Company
NCMP	National Common Minimum Programme
NFC	National Fire College
NIETE	National Institute of Industrial Engineering.
NLC	National Labour Commission
NRF	National Renewal Fund
NSS	National Sample Survey

NTPC	National Thermal Power Corporation
NEP	New Economic Policy
NPA	Non Practicing Allowance
NRI	Non Resident Indians
NUS	Non Unionised Supervisors
OM	Office Memorandum
ONGC	Oil & Natural Gas Corporation
PRC	Pay Revision Committee
PMS	Performance Management System
PRP	Performance Related Payment
PF	Provident Fund
PDS	Public Distribution System
PESB	Public Enterprises Selection Board
PSE	Public Sector Enterprise
PSU	Public Sector Undertaking
REC (NIT)	Regional Engineering College
R&D	Research and Development
SEBI	Securities Exchange Board of India
SS	Service Sector
SICA	Sick Industrial Companies Act
SEZ	Special Economic Zone
SCOPE	Standing Conference of Public Enterprises
SAIL	Steel Authority of India Ltd
SAR	Stock Appreciation Right
VAT	Value Added Tax
VP	Variable Pay
VER	Very Early Retirement
VSNL	Videsh Sanchar Nigam Ltd
VRS	Voluntary Retirement Scheme
WTO	World Trade Organisation