



ಕರ್ನಾಟಕ ರಾಜ್ಯ ವಿದ್ಯುನ್ಮಾನ ಅಭಿವೃದ್ಧಿ ನಿಗಮ ನಿಯಮಿತ

2ನೇ ಮಹಡಿ, ಟಿ.ಟಿ.ಎಂ.ಸಿ. ಕಟ್ಟಡ, 'ಎ' ಬ್ಲಾಕ್, ಬಿ.ಎಂ.ಟಿ.ಸಿ. ಕಾಂಪ್ಲೆಕ್ಸ್,
ಕೆ.ಹೆಚ್. ರೋಡ್, ಶಾಂತಿನಗರ, ಬೆಂಗಳೂರು - 560 027,

(ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಒಂದು ಉದ್ದಿಮೆ.)

KARNATAKA STATE ELECTRONICS DEVELOPMENT CORPORATION LTD

II Floor, TTMC Building, 'A' Block, BMTC Complex,
K H Road, Shanthinagar, BANGALORE - 560 027.

(A Government of Karnataka Enterprise)

2005ರ ಮಾಹಿತಿ ಹಕ್ಕು ಅಧಿನಿಯಮ ವಿದಿ 4(1)(ಬಿ) ಅಡಿಯಲ್ಲಿ ಪ್ರಕಟಣೆ
ಮಾಡಲಾದ ಕೈಪಿಡಿಗಳ ಸಂಗ್ರಹ

Manual 1

4.1.(b)The Objectives of the Organization:

The Corporation is a Government of Karnataka enterprise, established on 22.9.1976 and registered under Companies Act, 1956. The Company's authorized capital is Rs. 27.50 crores of 27,50,000 Equity shares of Rs. 100/- each. The paid up share capital of the company is Rs. 21.37 crores of 21,37,200 shares of Rs.100/- each. The share capital of the company is fully subscribed by Government of Karnataka. The company is under the Administrative control of the Department of Information Technology, Bio Technology and Science and Technology, Government of Karnataka.

I. Functions of the Organisation :

1. Imparting IT education & enabled services (of ISO 9001 : 2000 quality standards) to the masses across the state through its points-of- presence in around 300 centers.
2. Providing facility Management Services to various Government Organizations by way of providing Skilled Manpower & IT infrastructure.
3. Marketing of computer Hardware, Software & Electronic Equipments to various Government Organizations.
4. Providing e-tendering solution to the Government Organizations.
5. Providing IT Services to Government Departments and Corporation and Boards of Government of Karnataka and to other State Sectors.
6. Providing IT Education and Employment to the un employed rural youths, Women, Disabled under various Schemes sponsored by Government of India, and various Departments of Government of Karnataka.

Sri. , Range Gowda, IFS is the Managing Director of the Corporation.

Sri. K.R. Rudrappa, KGS is the Director (Operations), Divisional Heads, Managers, Asst Managers and other staff are employed in the Corporation.

II. The Powers and duties of the Officers and Employees and the procedure by the Corporation in the decision making process

The Officers and staff of this Corporation are discharging their duties in accordance with the rules of the Corporation contained in Service Rules 1980, Certified Standing Orders and also guidelines issued by the Corporation, Government

from time to time.

LIST OF BOARD OF DIRECTORS :

<p>Sri. D. Sudhakar, Member of Karnataka Legislative Assembly, Chairman, Karnataka State Electronics Development Corporation Ltd. BENGALURU – 560 027</p>	<p>Smt. Salma K. Fahim, IAS, Director, IT, and BT , 2nd Floor, BMTC Complex, Shantinagar, BENGALURU – 560027</p>
<p>Sri. Gaurav Gupta, IAS, Principal Secretary to Government, Information Technology, Bio Technology & Science & Technology Department, 5th Phase, 5th & 6th Floor, M.S. Building, BENGALURU – 560 001</p>	<p>Smt. B. Sindhu, IAS, Deputy Secretary to Government, Budget & Resources, Finance Department, Vidhana Soudha, BENGALURU – 560 001</p>
<p>Smt. Renuka Chidambaram, IAS, Principal Secretary to Government, Department of Public Enterprises, M. S. Building, BENGALURU – 560001</p>	<p>Prof. S. Sadagopan Director International Institute of Information Technology BENGALURU KEONICS Electronics City Hosur Road,BENGALURU – 560 100</p>
<p>Sri. Range Gowda, IFS, Managing Director Karnataka State Electronics Development Corporation Limited, 2nd Floor, TTMC 'A', BMTC Complex, K H Road, Shanthinagar, BENGALURU – 560 027</p>	<p>Sri. Shailendra Kumar Tyagi Director, Software Technology Park of India, 6th Floor, Cyber Park, No.76 & 77, KEONICS Electronics City, Hosur Road, BENGALURU 560 100</p>
<p>Sri. Shashidhar, S.C. S/o. Sri. Chowdappa. S. Shivamogga Road, Sowlangi, Honnali, Honnali Taluk, Davanagere District.</p>	<p>Sri.A.S. Manjunath Behind H.L.B.C. Compound, Hemavathi Layout, Ganapathi Park Road, Krishnaraj Pet (K.R Pet) Mandya District.</p>
<p>Sri. Raghu. D.S S/o. Sri. Somanathaiah D.M House No. 124, 2nd Cross, Karnataka Layout, Kurubara Halli,</p>	<p>Sri. K. Venkatasubbaraju, No.51, Sourastra Pet, Main Road, O.T.C. Road, BENGALURU – 560 053</p>

BENGALURU – 560 086	
Sri. Avinash Babu. B.R. House No. 68/8, Krisha Block, 1 st Main Road, Sheshadripuram, BENGALURU – 560 020	Sri. Basavanna, Hukkalagere, T. Narasipura Taluk, Mysore District.
Sri.M.A. Akbar Pasha, House No. 224/A, Sri. Ganga Nilaya, 2 nd Floor, 6 th Main Road, 4 th Stage, Rajajinagar Industrial Town, BENGALURU. – 560 044.	Sri. Bheemaraya, S/o. Sri. Mallappa Barigida, Shanthaveera Swamy Nilaya, Near Om Shanthi , Court Road, Shahapur – 585223, YADAGIRI DISTRICT.
Sri. Ramanna K. Kallannavar, “Sri Girivasa Nilaya”, 2 nd Cross, 3 rd Main, Kalayana Nagar, Kinnal Road, Koppala - 583231	

III. Norms set up by the Public Authority for the discharge of its functions :

The Karnataka State Electronics Development Corporation Ltd. is primarily Development Corporation which encourages establishment of Electronics, Information Technology and related industries across the state, impart training by implementing various schemes and programmes of Government Departments /Organisations including paid courses of the Corporation open for the Public.

The Managing Director, Karnataka State Electronics Development Corporation Ltd., has been appointed as the Appellate Authority under Section 2 of the Karnataka Right to Information Act vide KSEDC/00/2012 date:6-3-2012

Manager (Establishment), Karnataka State Electronics Development Corporation Ltd., has been appointed as the Competent Authority under Section 2 of the Karnataka Right to Information Act vide KSEDC/00/2012 date:6-3-2012

IV. Statement of the Boards, Councils, Committees and other bodies consisting or two or more persons constituted as its part or for the purpose of its advice, and as to whether meetings of those Boards, councils, committees and other bodies are open to the Public or the minutes of such meetings are accessible for public:

PUBLICATION OF PARTICULARS UNDER CLAUSE (b) OF SECTION 3 OF THE KARNATAKA RIGHT TO INFORMATION ACT,2000.

Sub:- Publication of particulars in respect of Karnataka State Electronics Development corporation Ltd., under clause (b) of Section 3 of the Karnataka Right to Information Act 2000 read with rule 3 of Karnataka Right to Information Rules,2002.

1. The particulars of the Corporation, Functions and Duties: The Karnataka State Electronics Development Corporation Ltd., was established in the year 1976 for promotion of Electronics Industries in the State of Karnataka. The Corporation is engaged in training manpower in the field of Information Technology and related areas. It is also marketing Electronics and IT products.

Sri. Range Gowda, IFS is the Managing Director of the Corporation.

Sri. K.R. Rudrappa, KGS Director (Operations), Managers, Assistant Managers and other staff are in the Corporation.

The functions of the Corporation are as follows:-

1. Training manpower, especially rural youth in computer operation and IT field.
2. Implementation of Computer Training Programmes under Norad scheme and other Government Department/Organizations sponsored schemes.
3. Marketing of IT, IT related products and Electronic items
4. Servicing and installation of Wireless, EPABX and Office Automation Equipments.
5. Development of infrastructure- like Electronics city, Software Technology Park, IT Park etc.,- for Electronics, IT and IT related industries in various parts of Karnataka.

4. The details of facilities available to citizens for obtaining information:

Information on the activities of the Corporation are published in its official web-site <http://www.keonics.in/>. The decisions of the Corporation are also published on the notice boards of the Corporation.

VI. Customers :

Underground Cabling

North, East, West, Central and South Commands of Army and Airforce

Road Traffic Signal Systems (RTSS)

City Traffic Police - Bangalore

District Traffic Police - Gulbarga, Gadag

City Corporation - Belgaum

Municipal Council - Bidar, Tumkur, Shimoga

Wireless Equipment

BWSSB - Bangalore

HMWSSB - Hyderabad

KSRTC/BMTC - Bangalore

RTO - Bangalore

Forest Department, GOK
Irrigation Department, GOK
BMP- Bangalore
Railways
Grindwel & Norton
Police Department, GOK
Kirloskar
National Plywood

Hardware

State Govt. Departments like Forest, Planning, Education
Homeopathy College
Rajbhavan
State Election Commission
Zilla Panchayats
Taluk Offices
DC offices & DVC offices

Training

Department of HRD (Women & Child Welfare), Govt of India
Archives Department, GOK
Department of Disabled, GOK
State PSUs like Handicrafts Development Corporation, KPTCL, Backward Class & Minority
Development Corporation
Private schools like JSS School Bangalore and SDM School Ujire

Networking

Transport Commissioner Office, Bangalore
RTO Mangalore, Dharwad, Belgaum, Chitradurga, Tumkur.
Karnataka Food & Civil Supplies Department
Karnataka Silk Industries Corporation, Bangalore, Mysore and T. narasipura
City Central Library, Malleswaram, Bangalore
Mysore Sales International Ltd, Bangalore
Government Medical Stores
Pre-University Board
District Industries Centre
Department of Collegiate Education
National Institute of Technical Teachers Training and Research

e-tendering

Karnataka Urban Water Supply & Drainage Board [KUWSDB]
Karnataka Housing Board [KHB]
Bangalore Metropolitan Transport Corporation [BMTC]
Karnataka Rural Road Development Agency [KRRDA]
Karnataka Veterinary Animals Fisheries Sciences University [KVAFSU]
Karnataka State Open University, Mysore [KSOU]
Bruhat Bangalore Mahanagara Palike [BBMP]

Karnataka State Small Industries Development Corporation Limited [KSSIDC]
Karnataka Biotechnology & Information Technology Services [KBITS]
Karnataka State Remote Sensing Applications Centre [KRSAC]
Karnataka State Tourism Development Corporation [KSTDC]
Mangalore Special Economic Zone, Mangalore [MSEZ]
Central Power Research Institute [CPRI]
Central Ware Housing Corporation [CWHC]
Indian Institute of Management, Bangalore [IIMB]
Kerala State Civil Supplies Corporation Limited [SUPPLYCO]
Kerala Sustainable Urban Development Project [KSUDP]
Kerala Water Authority [KWA]
Cochin Port Trust [CPT]
Jawaharlal Nehru Port Trust, Mumbai [JNPT]
Kerala Transport Development & Finance Corporation [KTDFC]
Kerala State Poultry Development Corporation Limited [KSPDCL]
Maharashtra State Power Generation Co. Ltd [MAHAGENCO]
Public Works Department, Pondicherry [PWD]
JIPMER, Pondicherry
Information Technology of Goa
Union Territory of Lakshadweep
Bihar State Electronics Development Corporation [BELTRON]

Enterprise Solutions

Hutti Goldmines

Software Solutions

NWKRTC

BMTC - Smart cards

Web Sites and Portals

1. Vision Group Science & Technology
2. Karnataka Silk Marketing Board.
3. ICT Skill Development Society
4. Karnataka Vidyuth Karkane

MANUAL – 2



DUTIES AND RESPONSIBILITIES

KARNATAKA STATE ELECTRONICS DEVELOPMENT CORPORATION LTD

2ND Floor, TTMC, "A" Block, BMTC, K.H. Road, Shanthinagar,

Bangalore-560 027

PREFACE To D & R MANUAL

The Duties & Responsibility Manual is to provide Clear guidance to the Managers & other subordinate staff of the Corporation. This will help the organization and its functionaries. It is intended to improve level of efficiency of services and administration in KEONICS. Since the manual is being introduced for the first time, there could be many more insertions improvement as it is put to use. The suggestion, advice and ideas from all staff members are welcome. When suggestions are received from perceptive contributor they can be incorporated in the subsequent Manual.

The instruction in this Manual is supplemented with such rules and direction issued by the Managing Director.

Rangegowda I.F.S.,

Managing Director

Duties & Responsible of each Cadre.

The review meeting of Establishment Section was held on 05.05.2014, the meeting was presided by Managing Director and Director (Operations) with other officers.

After lengthy discussion with regard to activities of establishment section, the Managing Director directed the section to fix the Duties & Responsible for the all officers and subordinators as per Manual of office procedure within one month and also instructed to Maintain Service registers, Vacancy register & Roaster register.

The following are the sections & cadres which are existing in KEONICS,

Sl.No	Section's
1	Chairman's Section
2	M.D's Section
3	Director(Operations)
4	Company Secretary
5	Establishment Section
6	Accounts Section
7	Stores & Purchases
8	IT Education Services Sections & (KSS, CSC)
9	IT Services (Commercial/ K-Connect)
10	Human Resources Section
11	EDP Section
12	Legal Section
13	IDC Section (IT Parks)

Sl.No	Cadres
1	Managing Director
2	Director (Operation)
	Company Secretary
3	General Manager
4	Manager Tech/Non-Tech
5	Asst.Manager Tech/Non-Tech.
6	Superintendent
7	Asst Engineer
8	Private Secretary
9	Sr. Assistant
10	Sr.Technical Assistant
11	Technical Assistant
12	Assistant
13	Helper

We have **13 Sections and 11 Cadres** in the Corporation. Who are permanent Employee's of the Corporation.

The each section shell have the following staff:-

SINo	Minimum Staff Required for Each Section
1	Manager
2	Steno/ P.S
3	Asst. Manager
3	Superintendent /Asst Engineer
4	Assistant
5	Sr.Technical Assistant
6	Technical Assistant
7	Helper /Attenders

The Cadre wise Duties & Responsibility

Managing Director:-

1. The Managing Director as Head of the institution has been delegated with the powers to take decision in the day to day activities of the organization. The policy decisions will be discussed in the Board meeting, and the decision of the Board will be implemented by the Managing Director Wherever necessary, the matter will be referred to Government for approval/concurrence. The Board/Managing Director sub delegates some of the powers to Directors and others wherever necessary.
2. The Managing Director will have the power delegated by the Board and Article of Association of the Corporation and all Administrative Powers and Disciplinary Authority as per the Corporation Rules and Board.

Director (Operations)

1. Shall be reporting to the Managing Director.
2. Shall look after IT Enable services (Commercial)/Manpower etc.,
3. Shall attend any other work entrusted by the Managing Director

General Manager:-

1. Shall be reporting to Managing Director/ Director.

2. Shall look after IT Education & Training Division. Including IBM, MF, SDP, ESDM Training Program
3. Shall attend any other work entrusted by the Managing Director.]

General Manager - Duties & Responsible

1. Will be reporting to the Directors who are administrative power of the section or as per the orders of the Managing Director.
2. His responsible for Administration/Marketing and Archiving target prescribed by the Management.
3. Sectioning of leave to the subordinate staff as per the approved powers by the Management.
4. Shall be responsible for correspondence with Business Associates and Customers including Governments.
5. He shall be responsible for Executing Projects from time to time.
6. He shall be responsible for signing the Bills, Invoices, Agreements, and other Documents after obtaining Managing Director Approval.
7. He shall be responsible for Submitting proposals in the interest of the corporation.
8. They shall work that may be entrusted by the Managing Director/ Director from time to time,
9. He shall be responsible for supervise his subordinate staff and Maintenance of discipline as per the Corporation Rules.
10. He will Maintains Business correspondence records.
11. He shall attend any other work entrusted by the Managing Director.
12. Annual confidential report shall be written and submitted for the subordinate staff.

Manager /Asst. Manager – Establishment

1. He will be reporting to Director. (Operations)
2. He will assist all administrative work,
3. Arranging Training, Seminars and meeting to Employees.
4. He will assist Management in Service Matter like Recruitment regulations, Promotion, Retirement of Officials.
5. Maintenance of Services Registers, Attendance, Leaves, Vacancy, Increments, Disciplinary action and timely action in service matters put up to the Management for Approvals.
6. Implementation of Roaster systems in the Corporation.
7. Proposal for Welfare measures of the Employee's, Facility and Maintenances of Office.
8. Arranging co-ordination meeting with the Association's of the Employees & Management for disputes.
9. The responsibility of collecting annual property returns, and his assets and liabilities and all member of his family giving full particulars every year from all the permanent Employees of Corporation.
10. He shall attend any other work entrusted by the Managing Director.

Manager/Asst. Manager –Finance & Accounts

1. He will be reporting to M.D/Director (Operations).
2. He will be overall in charge for Finance & Account section.
3. He shall be competent to sign to advice Challan statement of Accounts, and pass cheques, draft, and vouchers.

4. To attend the all work connected with the audit of accounts and compliancy of audit observation under the supervision of Managing Director.
5. He will be responsible for financial Management under the supervision of Managing Director.
6. Maintenance Books of Accounts and other relevant document as per the Rules and also keeping in safe custody.
7. Supervising cash transaction, opening/closing of cash book on day to day basis.
8. Look after correspondence relating Accounts Section.
9. Preparation of statement of accounts including financial statement like Balance sheet Etc:- required from time to time.
10. To furnish necessary document and information to the auditors for concurrent and final audit of accounts of the Corporation and coordinate the working of other section to facilitate the above.
11. To ensure that the accounts are maintained and the books of accounts are update.
12. To ensure that the cash, cheque and Demand Draft are remitted to the Bank promptly the cashier.
13. To scrutinize periodicals. Stock verification, and furnish details of irregularities if any.
14. To furnish necessary documents and information to the auditor for concurrent and final audit of accounts of the corporation.
15. The Manager F&A shall be responsible for timely preparation of accounts, getting it audited and placed before the Board of Directors and before the Annual General body as scheduled in company's Act
16. He shall attend any other work entrusted by the Managing Director

Manager/Asst. Manager – Humans Resources

1. He will be reporting to Director (Operations)
2. He will provide Manpower resources as per the requirement of the Government Dept, Corporations, Boards and Customers.
3. He will supervise activities of MoU Associates / Business Associates.
4. He has to keep track on Payment of PF, ESI, Service tax and other statutory payment by the MOU Partner/Business Associates and collect the document for the same and get them audited regularly.
5. He has keep all deployed candidates details or by the MOU Partner / Business Associates.
6. He shall monitor Promote payment to the deployed candidate in time or within fixed time.
7. He shall co-ordinate for collection of payment from the Government/ Customer with MOU Partner / Business Associates.
8. He shall take responsibility of Marketing the H.R. Services provided by the corporation
9. He shall develop good rapport with the concerned officials of Govt / Boards/ Corporation.
10. He should monitor and co-ordinate with customer for their requirement and of the deployed candidates.
11. To maintain customers records.
12. To verify accounts of the customers on Monthly basis (Bills raised & Payment received)
13. He has to maintain regular correspondence with the Customers.
14. He should propose Action to be taken against for defaulters on MOU Associates/Business Associates.
15. He shall attend any other work entrusted by the Managing Director.

Manager /Asst. Manager - Purchase & Store

1. He will be reporting to Director (Operations)

2. Floating Enquiries/Tendering for Product/Services.
3. Opening of Tender/Signing Tender.
4. Making Award after approval from the Management.
5. Entering into Contract.
6. Shall be responsible for quality & quantity of procurements of the corporation.
7. Evaluation and Empanelling of vendors (Registration)
8. Estimation of Requirement of Products (Quality, Guarantee etc.,)
9. Specification of the Products from the divisions.
10. Delivery Schedule to be fixed as per the requirement.
11. Proposal for the payment after duly accepted by the division.
12. Choose the right supplier.
13. Conducting research to ascertain the best product and Supplier in terms of best value, delivery schedule and quality.
14. Liaising between Supplier, Manufacturer, relevant internal day out and customers.
15. Identifying potential supplier, visiting existing supplier and building and maintaining good relationship with them.
16. Negotiating and agreeing contract and maintaining their progress checking the quality of various products.
17. Forecasting price trends and their impact on functional activities.
18. Processing payments and invoices.
19. Developing an Organization's Purchase Strategy.
20. Processing reports and statistics using computer software and presenting to Managing Director.
21. Evaluating bids and making recommendations based on commercial and technical factors.
22. Attending meetings and Trade Conferences.
23. Maintenance of flow of Materials/Services.
24. Cost Consideration, Quality and Services required.
25. Maintenance good relationship with Sellers.
26. Market information for required Products/Services.
27. Product Source Development.
28. Maintenance of Organization reputation & credibility & prompt payment.
29. Procurement in accordance with the rules/act.
30. Checking of requisition product indent.
31. Selection of Suppliers.
32. Obtaining Quotations.
33. Preparation of Comparative Statement.
34. Indent for selection approval of quotation with the accounts pre-audit.
35. Formation of Legal Conditions.
36. Issue of Purchase Order.
37. Follow up of Purchase Order for delivery in due course.
38. Proposal for bill payment are made promptly.
39. Correspondence with Supplier regarding Shortage, Quality etc.,
40. Development of reliable & alternative source of suppliers.
41. Order on right source, competitive price (trade discount & etc.,)
42. He shall attend any other work entrusted by the Managing Director.

**Manager/Asst. Manager - IT Education Services Section/
Asst.Manager (KSS & CSC)**

1. He will be reporting to Director as assigned by Managing Director.
2. Selection and Proposal for appointment of franchise's for the Training Division (with a wide publicity through Advertisement).
3. Generating Business for training Division with co-ordination of Franchise's(Submitting proposal)
4. He is responsible organizing regular inspection on quarterly basis.
5. Designing Courses as per the marketing demand in co-ordination with centre heads of the training centers.
6. Designing Course ware as per the syllabus designed in co-ordination with centre heads of the training centers.
7. Centralized paper advertisement on quarterly basis about the training program all over state.
8. He will attend to the grievances of Franchisees / Yuva .com / KEONICS training centre (Like Certificate issue, Proposal issue, Meeting with Department Officer.
9. He shall follow for collecting payment from the customer.
10. Releasing payment to the Franchise centre in time.
11. The payment of stipend should be by cheques/ RTGS only to the candidates.
12. Shall be responsible for marketing the trainings of KEONICS using media – print OR audio – visual
13. Organizing meetings with Training Centre Heads.
14. Organizing awards functions annually for the best performed Training / Technical support centre
15. Collecting monthly MIS reports from all training centre. i.e., Collection of fees, Certificate issued etc for Paid and Sponsored programs.
16. Monthly performance Review of the Division and sub meet report to the Management.
17. He should also inspect Training centre.
18. Organizing and implementing innovation idea in training program i.e. (on line examination, Enterprising Recourse Program ERP of training centre. etc)
19. He shall attend any other work entrusted by the Managing Director / Director(Operations).

Manager IT Services (Commercial/K-Connect)

1. He will reporting to Director (Operations)/MD
2. Generating Business for the corporation through Commercial Activity.
3. Attend all the Business meetings along with Business Associates.
4. Entering in to Agreement with the customers after approval from the Management.
5. The Agreement should have legal opinion.
6. Releasing tenders for selection of Business Associates.
7. Conduct proper technical scrutiny of the tenders before finalizing the vendor.
8. He shall obtain Management approval before executing any Project.
9. He should verify & maintain all Documents of the Business Associates.
10. He is responsible for Executing the Project with in time.
11. He shell be responsible for achieving the Targets fixed by the Management.
12. He has to maintain Vendors and Customers register.
13. He should meet CEO's of the customers frequently and collect feed back of the work executed by the Business Associates
14. He shall be responsible for signing the agreement by obtaining Management approval.
15. He will be responsible for collecting payment from customers.
16. He shall be responsible for releasing payment to the Business Associates after completion of Projects / supply's.

17. All the transaction / Projects of any business should be transparent.
18. He shall attend any other work entrusted by the Managing Director/Director.

MANAGER /Asst. Manager (EDP Section)

1. He will be reporting to Director(Operations)
2. Development of KEONICS Website.
3. Development of Software for Customers.
4. Execution of Network Orders.
5. Maintenance of in-house Network & server.
6. Training on Mainframe shall be responsible for optimum utilization of Mainframe resources.
7. Generating of In-House pay statement & Pay slips.
8. Updating RTI Information in website of KEONICS.
9. Any other Software developments require by the KEONICS & Customer. 10.He shall attend any other work entrusted by the Managing Director/Director(Operations)

MANAGER/Asst. Manager/Superintendent-Legal Section

1. He will be reporting to Director.(Operations)
2. Obtaining legal opinion on case to case basis from Advocate.
3. Empaneling of Advocate
4. Filing Vakalath in the court.
5. Organizing required document for legal cases.
6. Fixing of Legal fees & Release of payment to Advocate.
7. Attending the cases on hiring dates without fail.
8. Submitting monthly Legal case reports to the Management.
9. Strictly follow up of case with Advocate.
10. Maintenance of File & Documents for each case.
11. Remittance of Court Fee.
12. Custodian of all legal files and documents, it should be under lock & key.
13. Maintenance of legal case registers.
14. Scrutiny of Agreements for Business Associates, Customers and any other Documents from the Advocates within time.
15. Publishing of notices and any other matters through press and electronics Media after obtaining Management Approval
16. He should attend any other legal matters of the company.
17. He shall attend any other work entrusted by the Managing Director/Director(Operations)

MANAGER IDC Section (IT Parks)

1. He will be reporting to Director(Operations)
2. Facility & Maintenance of IT Parks.
3. Acquiring of land for IT Parks.
4. Infrastructure Development of IT Parks.
5. Marketing of Plots of IT Parks.
6. Collection of Rent and remittance of statutory payments to the authorities.
7. Fixing of Rent.
8. Providing security for IT Parks.
9. Identification for New places for IT Parks.
10. Assist to develop the IT Industries.

11. He shall attend any other work entrusted by the Managing Director/Director.

ASST. MANAGER's Duties & Responsibility

1. He will be reporting to Concerned Manager.
2. Custodians of files & files should under lock & Key.
3. Attend to all work connected to the department.
4. He shall supervise subordinate staff work.
5. He is responsible for administration of the department.
6. Maintenance of record concern to the department.
7. The files should be processed within time.
8. He shall ensure that the inventory is maintained at the minimum level and not more than the optimum level.
9. Maintenance of files registers.
10. All files should be number, along with pages & noting sheet.
11. Stock register of the division should be maintained.
12. He should provide information required by RTI Applicant of the division.
13. He should develop good rapport with vendors/customers in the interest of the corporation.
14. The Asst. Manager shall maintain the register of inward and outward and shall submit pendency list to section head every fortnight
15. He shall attend any other work entrusted by the Concerned Manager/ Management.

Other subordinate Staff Duties & Responsibility

1. They will be reporting to Concerned Manager/ Asst. Managers.
2. To attend to work that may be entrusted to them from time to time by the Manager.

Brief activities of the Company Secretariat

1. All matters relating to Board of Directors of the Company
2. Convening Board Meeting, Preparation of Agenda for the Board Meeting, Conducting Board Meeting, Drawing Minutes of the Board Meeting and convening the decision of the Board Meeting to all the concerned divisions.
3. All matters relating to appointment and Cessation of Board of Directors.
4. All matters relating to share holders of the company.
5. Convening Annual General Meeting of the Company.
6. Filing of the relevant forms and Returns with the Registrar of Company.
7. Maintenance of all statutory records of the company.

ACTIVITIES OF KEONICS COMMERCIAL DIVISION

1. KEONICS has got a Technical Team having engineering background and the following projects work taken up for execution and maintenance of these projects.
 - a) Supply, installation & commissioning of EPABX Exchanges to various Government Departments.
 - b) Supply, Installation & Commissioning of VHF equipments to various Government Department on turnkey basis.

- c) Maintenance and servicing of computers by our staffs as our Training Centers spread all over Karnataka and also for various Government Departments.
- d) Data Warehouse/Data Entry project to various Government Departments is undertaking by us.

2. NETWORKING, WEB DEVELOPMENT & CONSULTANCY:

A team of Technical Staff of KEONICS has undergone training in Networking and Web Development and has taken up Networking projects in various Government Departments. The said networks are maintaining by KEONICS staff only.

3. DEFENCE TELECOM NETWORK PROJECT:

KEONICS has taken up the above project including supply of various types of EPABX exchanges along with UG cabling and fiber cabling work to the various Defense Sectors through M/s. AVAYA GLOBAL CONNECT (formerly M/s. Tata Telecom Ltd.,) and M/s. Pair Cables.

4. ROAD TRAFFIC LIGHT SIGNALLING PROJECT:

For the past 15 years KEONICS is implementing the above project and maintaining the same in co-ordination with M/s. CMS Traffic Light Signal Systems.

5. COMPUTER & COMPUTER HARDWARE:

KEONICS has taken up supply, installation & commissioning of computers and printers to various Government Department. We have tie-up with the multi-national complies like HP Compaq, PCS & WeP.

6. SOFTWARE:

KEONICS is marketing SOFTWARE like MICROSOFT, ANTIVIRUS, ORACLE ETC., based on the requirements of the various Government Departments. KEONICS has already supplied and installed the above software in various Government Departments.

7. e-TENDERING:

KEONICS has implemented e-tendering business developed by M/s. ANTERAS SYSTEMS LTD to about 20 Government Departments and further expanding the activity to other departments and also at outside the Karnataka State.

8. e-DEVALAYA:

KEONICS has supplied and installed e-Devalaya software developed by M/s. QUASAR to Endowment Department exclusively for various temples in Karnataka State.

9. WORK MANAGEMENT SYSTEM:

KEONICS has supplied & installed work management system development by M/s. SANJIVANI SYSTEMS to RDED.

10. DRUGLOGASTICS:

KEONICS has implemented the Druglogistic Software to the HEALTH DEPARTMENT through M/s. BROADLINE, CHENNAI.

11. GRAPHICAL INFORMATION SYSTEM:

KEONICS has developed and implemented the above system through M/s. PIXEL INFOTEK LTD., to MUZARAI DEPARTMENT.

12. FIELD HEALTH MONITORING SYSTEMS:

KEONICS has developed the above system through M/s. ALLSOFT LTD and supplied to HEALTH DEPARTMENT.

ACTIVITIES OF KEONICS IT EDUCATION DIVISION:

KEONICS has been providing computer training to the candidates for over 12 years in all the districts now and has a leading name for IT Training in rural Karnataka. Our Training network is spread over 27 centers located in the district headquarters of Karnataka. We have also established 49 KEONICS yuva.com franchisee centers in all Taluk Headquarters aimed to promoting rural IT education at subsidized fees. The courses offered by KEONICS range from basic data entry training to advanced computer programming, medical transcription training and call center agents training.

KEONICS also provides training to the candidates sponsored by the Government of India and Government of Karnataka. Corporate training programs for elected representatives, IAS Officers and Government Employees are also undertaken.

THE MAIN OBJECTIVES OF KEONICS COMPUTER TRAINING DIVISION ARE :

1. Training manpower, especially rural youth in computer operations and IT field at subsidized fees.
2. Implementation of computer training programs under the schemes sponsored by Central Government and also other training program sponsored by State Government and other Organizations.
3. Computer training helps to generate of self-employment to the candidates.
4. Software development to the Government Departments and other organizations as per their requirements.
5. Providing IT and other related support to the Government Departments.

PERSONNEL , LEGAL & ADMINISTRATION DEPARTMENT

1. The main activities of the Personnel Department is to look after the welfare of the employees and officers, and maintaining good Industrial Relations.
2. All establishment related activities.
3. Negotiations / discussions with the Employee Unions, and redressal of grievances .
4. Maintenance of personnel records.
5. Sanctioning of Annual increments
6. Effecting promotions

7. Implementing the enhanced DA, and other benefits as per the Directives of Board/Government from time to time.
9. Maintenance and sending report to Government from time to time regarding implementation of reservation to the reserved category employees.
10. Maintaining discipline in the Company.
11. Maintenance of Vehicles, building, house keeping, security, and other related administrative works of the Company including the training centers
12. Looking after all Legal related issues of the Company, which includes Service matters, Civil matters, etc. Attending Labour Court, High court, Civil Court, Criminal court for follow ups, to adduce evidence etc.,
13. Vetting the files and offering legal opinion related to Commercial, IT Education, Infrastructure, etc., which were sent for legal opinion.

MANUAL - 3

The Procedure Followed in the Decision Making Process Including Channels of Supervision & Accountability :

The Managing Director of the Company appointed by Government of Karnataka will take decision on all the matters of the Company. Subjects referred to the Board, which will be discussed by the Board and the Board will resolve and authorize the Managing Director to take suitable action wherever it is required. The matter will be referred to the Government wherever the approval is required.

MANUAL - 4

The norms for the discharge of Company's functions:

The company is adopting and following the related Government Orders for its functions, with the approval of the Board. The Company also have The Articles of Association and Memorandum of Association. The Company also have the Service Rules, Standing Orders, C&R Rules and other guidelines received from Government of Karnataka from time to time.

MANUAL - 5

The Rules, Regulations instruction, Manuals & Records held are under the control of the Company:

The Company is following the rules, regulations and related orders as detailed below.

1. Service Rules of KEONICS 1980.
2. Related Government Orders issued by Government of Karnataka
From time to time.
3. Standing Orders.
4. Cadre and recruitment and policy for the employees of KEONICS.
5. Purchase manual, Accounts manual, etc.,

MANUAL - 6

Categories of documents held by or under the control of the Company.

KEONICS being a commercial organization concentrating more on the business activities and development activities. The Company has got various divisions like Commercial, IT education, Technical, Computer, Finance & Accounts, HRD, Administration and Legal Department. Each department is head by a Division Head and maintaining files related to the respective division. The list of files are listed separately as per 4(1) (a) of RTI ACT 2005 and displayed. The files are also kept in a separate record room, and also necessary precautions are taken to safe guard the files

MANUAL - 7

The particulars of arrangement that exists or consultation with or representation by the members of the public in relation to the formulation of company's policy or administration.

The Company is a Government of Karnataka Enterprise. All the policies will be implemented with the approval of the Board and Government.

MANUAL - 8

A statement of boards, Councils, Committees & other bodies consisting of two or more persons constituted as part of the company or for the purpose of company's advice and as to whether meetings of those boards councils, committees & other body's are open to the public or the minutes of such meeting are accessible for public.

The Board is constituted by the Government with the representatives from Finance Department, IT Department, DPAR, Technocrats, along with the Managing Director and Director Operations of the Company. Wherever required the Board would constitute a sub-committee to study the case in detail and submit a report to the Board.

MANUAL – 9 & 10

A directory of the company's officers and employees and their monthly remuneration receive, including the system of compensation as provided in its regulations.

The details of the company's officers and employees monthly remuneration are enclosed in a separate statement.

SALARY DETAILS FOR THE MONTH OF DECEMBER 2017.

SLN O	STAFF_NO	STF_NAME	DESCR	EARNINGS
1	813	RANGE GOWDA	MANAGING DIRECTOR	228846
2	812	RUDRAPPA K R	DIRECTOR OPERATIONS	92606
3	240	MANJUNATH.N.R	MANAGER- TECHNICAL	103004
4	286	MUTHANNA.U.A	MANAGER- TECHNICAL	104504
5	368	SHIVAKUMAR.K.KARADKAL	MANAGER- TECHNICAL	95906
6	166	RAMAKRISHNAPPA.T	MANAGER-NONTECHNICAL	93803
7	199	PARAMESHWARAPPA.D	MANAGER-NONTECHNICAL	93803
8	175	CHANDRIKADEVI.R	ASST.MANAGER -TECHNICAL	78718
9	206	SHANTHA.P	ASST.MANAGER -TECHNICAL	74838
10	228	SHIVANANDA.K.S	ASST.MANAGER -TECHNICAL	76803
11	251	KRISHNAMURTHY.R	ASST.MANAGER -TECHNICAL	74963
12	258	SHAILA NARAYANA NAIK	ASST.MANAGER -TECHNICAL	74838
13	264	JAGADEESH.B.P	ASST.MANAGER -TECHNICAL	74838
14	266	GOPALAKRISHNA.B.N	ASST.MANAGER -TECHNICAL	74963
15	267	GAJANANA KATHARE	ASST.MANAGER -TECHNICAL	75388
16	296	SHIVARAM.R.K	ASST.MANAGER -TECHNICAL	74838
17	299	UDAYAKUMAR.R	ASST.MANAGER -TECHNICAL	74838
18	302	ANANDA IYENGAR	ASST.MANAGER -TECHNICAL	74838
19	315	SHREEMATHI SHEKAR AWATI	ASST.MANAGER -TECHNICAL	75363
20	317	LAXMI.S.SHETTAR	ASST.MANAGER -TECHNICAL	74838
21	318	SHOUKAT ALI MULLA	ASST.MANAGER -TECHNICAL	75363
22	319	TORGAL.I.M	ASST.MANAGER -TECHNICAL	74838
23	330	KAGALKAR.JAYASHRI.P	ASST.MANAGER -TECHNICAL	72998
24	345	KUMARASWAMY	ASST.MANAGER -TECHNICAL	73148
25	347	BABY HEMALATHA	ASST.MANAGER -TECHNICAL	73123
26	360	NIRMALA RANI.N	ASST.MANAGER -TECHNICAL	72998
27	419	SUDHAKAR.N.NAIK	ASST.MANAGER -TECHNICAL	73548
28	421	MARUTHI.M	ASST.MANAGER -TECHNICAL	72998
29	452	HARINAXI.T.S	ASST.MANAGER -TECHNICAL	73148
30	188	NARASIMHA PRAKASH.N	ASST.MANAGER-NONTECHNICAL	78518
31	194	VIDYASAGAR	ASST.MANAGER-NONTECHNICAL	94678
32	195	ROOPAKALA.B.S	ASST.MANAGER-NONTECHNICAL	94553
33	218	VIJAYADEVA	ASST.MANAGER-NONTECHNICAL	62257
34	424	KRISHNA.N	ASST.MANAGER-NONTECHNICAL	82733
35	143	PUSHPAVATHI	PRIVATE SECRETARY	66739
36	350	ROOPAKALA.S	PRIVATE SECRETARY	62057
37	351	KAMALA SAIKUMAR	PRIVATE SECRETARY	62057
38	381	KANTHAMMA.K	PRIVATE SECRETARY	62132
39	385	SUMILA.B.P	PRIVATE SECRETARY	62057
40	125	KRISHNAVENI.K.C	ASST. ENGINEER	71220
41	131	VIJAYALAKSHMIBAI.H.K	ASST. ENGINEER	71120
42	277	CHOWDAPPA.P.C	SUPERINTENDENT	74638
43	278	VENKATACHALA.N	SUPERINTENDENT	74688

44	348	RAM MURTHY.H.L	SUPERINTENDENT	66439
45	93	SUNDARA BAI	SR.TECHNICAL ASSISTANT	63309
46	94	JAYALAXMAMMA.S	SR.TECHNICAL ASSISTANT	63359
47	95	RATHNA.K.V	SR.TECHNICAL ASSISTANT	63309
48	170	JAYASHRI.B.BIRADAR	SR.TECHNICAL ASSISTANT	61832
49	173	MADHAVA	SR.TECHNICAL ASSISTANT	63584
50	174	RAMANNA	SR.TECHNICAL ASSISTANT	63234
51	210	CHANDRASEKHARA.T.M	SR.TECHNICAL ASSISTANT	60430
52	213	RUDRAMURTHY.S.A	SR.TECHNICAL ASSISTANT	60505
53	219	MANJULA.G	SR.TECHNICAL ASSISTANT	60430
54	225	MANJUNATH.R.V	SR.TECHNICAL ASSISTANT	60430
55	246	MOHANARAJU.Y	SR.TECHNICAL ASSISTANT	59103
56	247	NARASIMHAMURTHY.B	SR.TECHNICAL ASSISTANT	59428
57	259	NANJAMARI	SR.TECHNICAL ASSISTANT	59428
58	260	UMESH KUMAR	SR.TECHNICAL ASSISTANT	60555
59	291	LOKAMMA.R	SR.TECHNICAL ASSISTANT	59028
60	292	GLORIA NIMILA.S	SR.TECHNICAL ASSISTANT	59028
61	294	KANTHARAJU.M	SR.TECHNICAL ASSISTANT	59028
62	295	UDAYA VISHNU SHANBHAG	SR.TECHNICAL ASSISTANT	59028
63	305	BALAKRISHNAMURTHY.M.N	SR.TECHNICAL ASSISTANT	59153
64	379	RANGASWAMY.G.R	SR.TECHNICAL ASSISTANT	45409
65	136	RAVIKUMAR.N.K	SR.ASSISTANT	47537
66	353	INDIRA BAI.M.Y	SR.ASSISTANT	60640
67	354	MANJUNATHA RAO.K.S	SR.ASSISTANT	59028
68	355	CHANDRAPPA.K	SR.ASSISTANT	59503
69	388	GIRIDHARA.H.S	SR.ASSISTANT	59028
70	437	INDIRA.M.L	SR.ASSISTANT	46545
71	180	SRINIVASA.G	TECHNICAL ASSISTANT	48688
72	181	NANJAPPA.N.N	TECHNICAL ASSISTANT	48688
73	371	MUNIGANGIAH	TECHNICAL ASSISTANT	41403
74	373	VENKATESHAIAH.T	TECHNICAL ASSISTANT	41228
75	374	VARADARAJU	TECHNICAL ASSISTANT	41253
76	376	NAGAREDDY.B.R	TECHNICAL ASSISTANT	41203
77	377	CHANDRASHEKAR.H	TECHNICAL ASSISTANT	41153
78	390	SHIVAKUMAR	TECHNICAL ASSISTANT	41153
79	395	NAGENDRA.N.R	TECHNICAL ASSISTANT	41653
80	396	DEVARAJA.N.V	TECHNICAL ASSISTANT	41703
81	398	GAJENDRA.A	TECHNICAL ASSISTANT	41153
82	403	RAVIKUMAR.K.S	TECHNICAL ASSISTANT	41203
83	406	VENKATESH.R	TECHNICAL ASSISTANT	41253
84	412	MUNIRAJU.C.N	TECHNICAL ASSISTANT	41153
85	413	ASHOK KUMAR.H	TECHNICAL ASSISTANT	41203
86	414	MANJUNATH.C.R	TECHNICAL ASSISTANT	41153
87	416	DASAPRAKASH.M	TECHNICAL ASSISTANT	41253
88	438	SUSHEELA.M	TECHNICAL ASSISTANT	41253
89	443	NARAYANAPPA.T	TECHNICAL ASSISTANT	41153
90	449	MARUTHI.H	TECHNICAL ASSISTANT	41203
91	450	SIDDAGANGAPPA	TECHNICAL ASSISTANT	41153
92	380	GANGADHARA.A.S	ASSISTSANT	41628
93	404	NANJUNDAPPA.N	ASSISTSANT	41153
94	454	SHIVARAMU.B	ASSISTSANT	33091
95	455	VEENA BHAT	ASSISTSANT	39400
96	459	RAKSHITH.B.R	ASSISTSANT	34893
97	453	NARASIMHAMURTHY.B.N	HELPER	28884
98	456	GANGADHARA.M	HELPER	25380
99	460	VIJAYAKUMAR M	HELPER	23628

MANUAL – 11 & 12

Budget allocated to the company indicating the particulars of all plans Etc.

The division wise budgeted turnover for the financial year 2017-18 is as under:

Rupees incrores

Sl. No.	Division	Turn over (in Rs.)
01	IT Services	150
02	IT Education Services	10
03	Human Resource Services	100
04	Infrastructure	5
05	Corporate	5
	TOTAL	270

MANUAL – 13

The Manner of Execution of Subsidy Programs including the amounts allocated and the details of beneficiaries Etc

a) Budget – For Balance Sheet and Profit and Loss Account, the Company [Annual Report for the year 2016-17](#) is enclosed.

MANUAL - 14

Details in respect of the information available to or held by the company, reduced in an electronic form.

All the information relating to the Company are available in the website www.keonics.in/www.keonics.com

MANUAL - 15

The particulars of facilities available to citizens for obtaining information, including the working hour of a library or reading room, if maintained for public use

The Company works on all the days except on Sundays, Second Saturdays and Government Holidays. The working hours of the Company is from 10.00 am to 5.30 PM. The lunch break is from 1.30 PM 2.00 PM. The public can also have the information about the company through website www.keonics.in or in person.

MANUAL – 16

The names, designation and other particulars of the Public Information Officers.:

KARNATAKA STATE ELECTRONICS DEVELOPMENT CORPORATION LIMITED
2nd Floor, TTM 'A' Block BMTC Shanthinagar, KH Road, Bengaluru - 560 027

Phone No: + 91-80-22248919	Fax No: +91-88-22232652,	Dated : 24.10.2017
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List of Public Information Officers/Assistant Public Information Officers

Sl. No.	Name of the PIO Sri/ Smt.	PIO Designation	Name of the APIO Sri/ Smt	APIO Designation	PIO/ APIO concerning to subject	Phone No.	E-mail ID
1	K.R. Rudrappa Director Operations				Appellate Authority	9900309899	keonicsdt@keonics.com
2	N. Narasimha Prakash	Assistant Manager-NT	K.C. Krishnaveni	A.E.	Finance, Accounts & Co. Secretariat.	9731560715	nprakash805@gmail.com
3	U.A. Muthanna	Manager-T	R.Krishnamurthy Nirmala Rani N. R.V. Manjunath	A.M.-T A.M.-T S.T.A.	Stores & Facility Common Service Center(CSC) Commercial	9731560748	muthannaua@keonics.com
4	D. Parameshwarappa	Manager-NT	Shaila N. Naik N.Venkatachala	A.M.-T Suptd.	Establishment Legal Section	9845432589	parameshwarappa@keonics.com
5	Shivakumar K. Karadkal	Manager-T	Vidhyasagar B.S. Roopakala M. Kantharaju	A.M.-NT A.M.-NT S.T.A.	H.R. Department Training (ITED) Keonics E-City, Infrastructure Projects	9845567308	skkardkal@gmail.com

{Approved by MD}

DIRECTOR - OPERATIONS