



HP ACADEMY

USER GUIDE
2018



An Introduction to HP Academy –
User Guide

Fourth Version – March 2019

Developed by Aparajita (Officer
HR, Capability Building)

Reviewed by Sandeep Roy (Head,
Capability Building)

© Hindustan Petroleum Corporation Limited.

ALL RIGHTS RESERVED. No part of this work may be reproduced, transmitted, stored or used in any form or any means graphic, electronic, or mechanical, including but not limited to photocopying, recording, scanning, digitizing, taping, web distribution, information networks or information storage without prior permission of the Capability Building Department, Petroleum House.

This manual has been published strictly for internal circulation.

HP Academy can be accessed at
<https://hpacademy.hpcl.co.in/elearning/>

For any queries, write to hpacademy@mail.hpcl.co.in

Table of Contents

1	The 'How-tos' of HP Academy	1
1.1	Logging into HP Academy	1
1.2	Familiarizing Yourself with HP Academy	2
1.2.1	The Home Page	2
1.2.2	The Hamburger Menu	3
1.2.3	The Dashboard	4
1.3	Browsing Course Categories on HP Academy	5
1.4	Self-Enrolling in Courses.....	6
1.5	Accessing 'Courses Assigned to Me'	8
1.6	Assigning Courses to Your Team	9
1.7	Viewing Report of Your Performance	10
1.8	Generating Team Reports.....	11
1.9	Searching Users on HP Academy.....	12
1.10	Viewing / Adding Calendar Events	13
1.11	Accessing Your Certificates	15
1.12	Editing Your Profile.....	16
1.13	Leaving Feedback for HP Academy	17
1.14	Logging Out of HP Academy	18
2	Answering Your FAQs	19
2.1	What is HP Academy?	19
2.2	Who is it meant for?	19
2.3	How will HP Academy benefit me? What is in it for me?	19
2.4	Is it mandatory for me to complete trainings on HP Academy?.....	19
2.5	Will my trainings on HP Academy be monitored? Who will keep a track of it?	19
2.6	Will there be assessments for trainings on HP Academy?.....	19
2.7	Will my trainings or assessment scores on HP Academy have any bearing on my performance?	20
2.8	Will HP Academy replace other forms of trainings, such as those in HP MDI, Nigdi?	20
2.9	I cannot find the trainings I want on HP Academy. What do I do?	20
2.10	I cannot enrol in a course / cannot log in / have issues accessing a technical / behavioural course. What do I do?.....	20
2.11	I cannot enrol in Technical Foundation course. I can see the error "Maximum number of users allowed to self-enrol was already reached". What do I do?	20
2.12	I cannot access the lectures in the Technical Foundation course. The lesson page displays "No compatible source was found for this media". What do I do?	21
2.13	I have suggestions to improve HP Academy. Who do I tell them to?	21

1 The 'How-tos' of HP Academy

1.1 Logging into HP Academy

You can log in to HP Academy from any device and on any network. Follow the steps below to log-in:

- 1 Navigate to <https://hpacademy.hpcl.co.in/elearning/> in the web browser. This takes you to the login screen.
- 2 Enter your username and password. Your username is your **eight-digit employee ID** and your password is your **ADS password**.
- 3 Click the **Log in** button. This will direct you to the Home Page.

The screenshot shows a web browser window with the address bar displaying <https://hpacademy.hpcl.co.in/elearning/login/index.php>. The page features a background image of an industrial facility at night. In the center, there is a white login form. Step 1 points to the address bar. Step 2 points to the 'Username' and 'Password' input fields. Step 3 points to the 'Log in' button. The form also includes a 'Remember username' checkbox and a message stating 'Cookies must be enabled in your browser'. Below the form, a status bar indicates 'You are not logged in.'

1 Secure | <https://hpacademy.hpcl.co.in/elearning/login/index.php>

2 Username
Password

☐ Remember username

3 Log in

Cookies must be enabled in your browser ?

You are not logged in.

1.2 Familiarizing Yourself with HP Academy

Let's first look at the screens you would be using the most and the features available on them.

1.2.1 The Home Page

Home page is the screen where you land once you log in to HP Academy. Given below are various components of HP Academy:

- 1 **Hamburger Menu** – This menu allows navigation to various pages of HP Academy.
- 2 **Quick Access Tabs** – These tabs allow quick access to frequently used pages of HP Academy.
- 3 **EBSCO Search Box** – Enter the search term and click **Search** button to access EBSCO library
- 4 **Search Bar** – Search other employees on HP Academy to view their profiles.
- 5 **Notifications and Messages** – Check the notifications you have received, as well as messages from other employees through the respective icons.
- 6 **Profile Drop-down** – Click this drop-down to check / edit your profile, manage settings and to log out of HP Academy.
- 7 **Course Categories** – Check and enrol in Technical, Behavioural, and Technical Foundation courses through these three categories.
- 8 **Daily Oil & Gas Industry News** – Read today's HPCL news, competitor news, industry news, and MOP&NG news by clicking the **Click here to read** button.



1.2.2 The Hamburger Menu

- 1 Click the hamburger icon to expand / collapse the hamburger menu. The various items on the menu are explained below:

The screenshot displays the HP Academy web application interface. At the top, the header includes the HP logo, the text "HP Academy", and a link "COURSES ASSIGNED TO ME". A yellow circle with the number "1" highlights the hamburger menu icon in the top left corner. The menu is expanded, showing a list of options on the left side of the page. Yellow callout boxes provide descriptions for each menu item:

- Home**: View your upcoming courses, progress on current courses, badges, certificates, etc. all in one place
- Dashboard**: View corporation-wide training events, and integrate your own training schedule on Calendar
- Calendar**: View corporation-wide training events, and integrate your own training schedule on Calendar
- Shared files**: Share files securely with other employees through Shared files
- My courses**: Access the courses you have enrolled yourself into.
- Team Report**: View progress of your subordinates through Team Report
- My Course Report**: View report of your own overall progress on various courses (self-enrolled as well as assigned)
- Courses Assigned To Me**: Access the courses assigned to you by your manager or admin. These courses are mandatory in nature
- Assign Courses**: Assign course(s) to your subordinates via this option


The main content area on the right shows a preview of the "Home" page, featuring a laptop screen with the text "Daily Oil" and the "HP Academy" logo.

1.2.3 The Dashboard

Go to the Dashboard through the following path:

Home Page → Hamburger Menu → Dashboard

Alternatively, click on the Dashboard tab on the **Quick Access Tabs** on Home Page.



Aparajita Aparajita

Customise this page

Check the progress on your courses

Course Overview

Timeline

Courses

In progress

Future

Past

0%

Introduction to Aviation SBU

This course is designed for all Officers posted in Aviation SBU to help them understand the overview and functioning of the SBU.

0%

Pipeline Intrusion Detection System

This course is designed for the Operations and Maintenance Officers to help them understand how pipelines are protected from pilferage, ...

Check the grades you have obtained in the completed courses

My Grades

Course	Grade
Introduction to Aviation SBU - Refinery101	91.67
LPG101	92.31
PIDS	-
POSH	-

Online Users

(last 5 minutes)

Calendar

June 2018

Mon	Tue	Wed	Thu	Fri	Sat	Sun
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Latest Badges

Gold - LPG Operations

Gold - Pipeline Intrusion Detection System

Gold - Intro to Refineries

Bronze - Pipelines Overview

Badges you have earned are displayed here

Download your certificates from here.

Certificates

+

 Intro to Refineries

+

 LPG Operations

+

 Pipeline Corrosion Part II

+

 Pipeline Intrusion Detection System

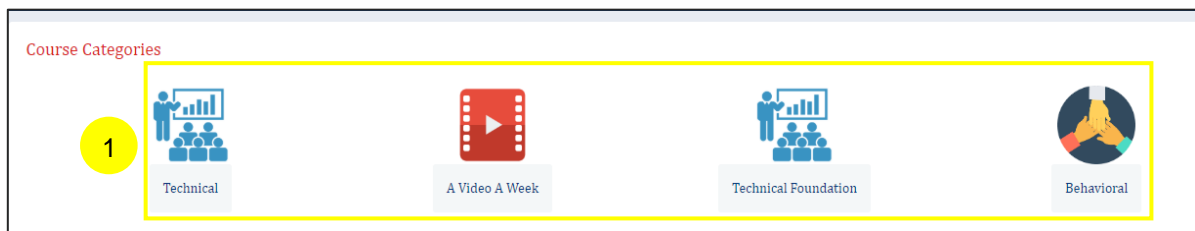
+

 Pipelines Overview

Show all certificates

1.3 Browsing Course Categories on HP Academy

- 1 Course Categories are available on the Home Page. There are four categories: Technical, A Video A Week, Technical Foundation and Behavioural. Click the category you want to browse.



- 2 You can toggle between the course categories using the dropdown.
- 3 Enter the search term in the **Search Courses** text box and click **Go** button.
- 4 Alternatively, use the scroll bar to scroll through the courses and read their description.

HP Academy
Home / Courses / Technical

Course Categories: Technical

Search courses

Go

Available courses

HPCL Overview

This course is designed for all officers to provide them an overview of the breadth and depth of operations of our Corporation and to familiarize them with various SBUs.

Introduction to Aviation SBU







This course is designed for all Officers posted in Aviation SBU to help them understand the overview and functioning of the SBU.

Introduction to O&D

By the end of this course, you will be able to describe the operations and distribution infrastructure of HPCL.

1.4 Self-Enrolling in Courses


- 1 As discussed in 1.3, browse the course you want to enrol yourself in, and click the course. **Note:** Enrolment is not required in A Video A Week courses.


 <p>Introduction to Aviation SBU This course is designed for all Officers posted in Aviation SBU to help them understand the overview and functioning of the SBU.</p>	 <p>Introduction to O&D By the end of this course, you will be able to describe the operations and distribution infrastructure of HPCL.</p>	 <p>Introduction to Lubes and Direct Sales SBUs This course provides overview of purpose and functioning of Lubes and Direct Sales SBUs to the officers.</p>
 <p>Introduction to Retail By the end of this module, you will be able to describe the organisational structure and retail</p>	 <p>Intro to Refineries This course is designed for All Officers assigned to refineries to help them understand the overview</p>	 <p>LPG Operations This course is designed for the Operations Officers to help them understand the overview of their</p>

- 2 Click the **Enrol me** button.

Intro to Refineries

Home / Courses / Technical / Intro to Refineries / Enrol me in this course / Enrolment options

 **Intro to Refineries**




This course is designed for All Officers assigned to refineries to help them understand the overview and functioning of refineries.


2

Enrol me


- 3 Click the **Launch Course** link. Note that Assessment link is not available till you complete the course. Similarly, Certificate is not available for download till you clear the assessment.

Lesson 3

 **Launch Course** ☐

 **Assessment** ☐

Not available unless: The activity Launch Course is marked complete

 **Certificate** ☐

Not available unless:
The activity Launch Course is marked complete
The activity Assessment is marked complete

- 4 Click the **Enter** button. The course will open in a new window.

Intro to Refineries

Home / Courses / Technical / Intro to Refineries / Lesson / Launch Course

Launch Course



Number of attempts allowed: Unlimited
Number of attempts you have made: 3
Grade for attempt 1: 0%
Grade for attempt 2: 0%
Grade for attempt 3: 0%
Grading method: Highest attempt
Grade reported: 0%

4

Enter

- 5 Once you have completed the online course, the box in front of **Launch Course** will be clicked blue, meaning, the activity has been completed. Click the **Assessment** link now to launch assessment.

Lesson

 Launch Course	<input checked="" type="checkbox"/>
 Assessment	<input type="checkbox"/>
 Certificate	<input checked="" type="checkbox"/>

Not available unless: The activity [Assessment](#) is marked complete

- 6 Once you have successfully completed the assessment (that is, scored more than 70% in the assessment) you will be able to download the certificate from the **Certificate** link.

Lesson

 Launch Course	<input checked="" type="checkbox"/>
 Assessment	<input checked="" type="checkbox"/>
 Certificate	<input checked="" type="checkbox"/>

1.5 Accessing 'Courses Assigned to Me'

"Courses Assigned to Me" section displays the courses that have been assigned to you by either your manager or by the HP Academy Admin. Such courses are mandatory in nature and usually come with a set deadline. Follow the steps below to access these courses.

- 1 Click the **Courses Assigned to Me** tab on the top of the screen. Alternatively, you can access the option through the Hamburger menu.
- 2 Click the link of the course assigned to you by your manager / admin. This will take you to the course launch screen. Follow the steps to complete the course as listed in [1.4](#).

The screenshot displays the HP Academy interface. At the top, the 'COURSES ASSIGNED TO ME' tab is highlighted with a yellow box and a yellow circle containing the number 1. Below this, the 'Assigned Courses' section is visible. It includes a search bar and a table of assigned courses. The table has columns for Category, Course Name, Status, and Percentage. The courses listed are:

Category	Course Name	Status	Percentage
Technical	Retail Outlet Automation System	Course Started	50%
Technical	HPCL Overview	Course Completed	100%
Technical	Introduction to Lubes and Direct Sales SBUs	NA	0%
Technical	Pipeline Corrosion Part II	NA	0%

The 'Introduction to Lubes and Direct Sales SBUs' course name is highlighted with a yellow box, and a yellow circle containing the number 2 is placed next to it, indicating the next step in the process.

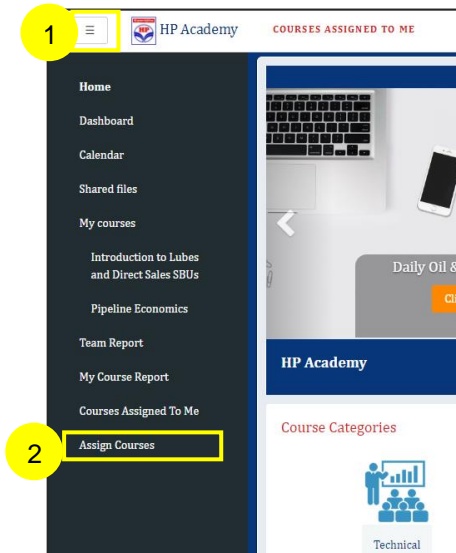
Note that you can always self-enrol yourself in courses which are of your interest, even if they haven't been assigned to you by your manager.

1.6 Assigning Courses to Your Team

You can assign courses to Officers reporting to you with a set start and end date. The courses will be available only during the set period and would appear under “Courses Assigned To Me” section of your subordinate’s profile. Follow the steps below to assign courses to your team:

1 Click the **Hamburger Menu**.

2 Select the **Assign Courses** option. Note that in case you do not have any employee reporting to you, you would not have permission to assign courses.



3 Select the course from the **Course** drop-down.

4 Search to select the **Name** of the employee you want to assign the course to.

5 Select the **Course End Date**. The course would not be available to the employee post the end date.

6 Click the **Save Changes** button.

Assign Courses

Home / Assign Courses / Assign Courses

Course: **Technical - Pipeline Corrosion Part I** (3)

Name: **No selection** (4)

Course End Date: **21 June 2018** (5)

Save changes (6) Cancel

Excel PDF Print Search:

Course Name	User Name	Start Date	End Date	Action
Behavioural Competency Framework	Student11 User	4 September 2017	4 September 2017	Edit
Behavioural Competency Framework	Nikunj Agarwal	24 November 2017	6 December 2017	Edit
Behavioural Competency Framework	Vamsi Vara Prasad Koppala	24 November 2017	6 December 2017	Edit
Behavioural Competency Framework	Majumder Amarta	24 November 2017	6 December 2017	Edit
Behavioural Competency Framework	Prince Kumar	24 November 2017	6 December 2017	Edit
Behavioural Competency Framework	Snehl Kumar	24 November 2017	6 December 2017	Edit

1.7 Viewing Report of Your Performance

You can generate a composite report of your performance and activities on HP Academy. Follow the steps below to view your reports:

1 Click the **Hamburger Menu**.

2 Select **My Course Report** option.

Once you click on the “My Course report” from the left menu, you will be able to see the page like below which reports all the progresses of your courses.

Assigned Courses

Home / Assigned Courses

My Course Reports

Excel PDF Print Search:

Category	Course Name	Completion Date	Status	Progress
Technical	LPG Operations	-	Not Started	0%
Technical	Pipeline Corrosion Part I	-	Inprogress	33%
Technical	Pipeline Intrusion Detection System	15-Jun-17	Completed	100%

Showing 1 to 3 of 3 entries Prev 1 Next

Completion Progress

Inprogress Not Started Completed

Show chart data

Course Progress

Progress

Show chart data

Course Grade

Grade

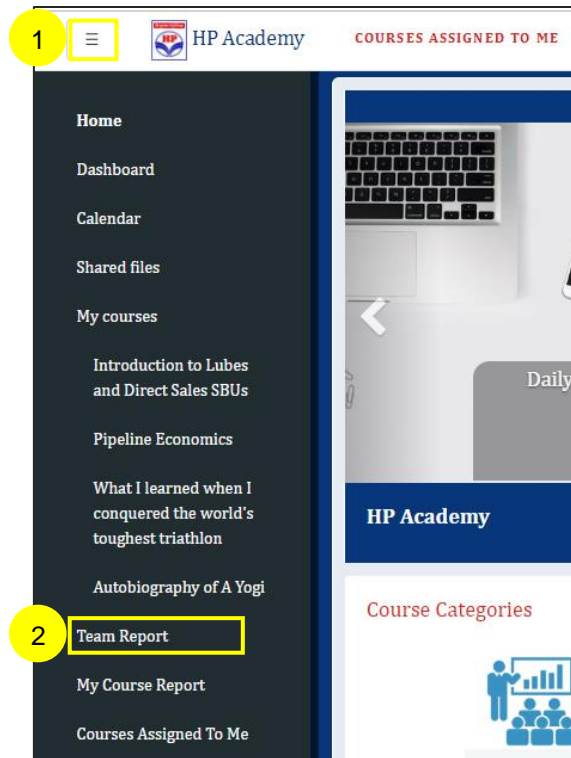
Show chart data

1.8 Generating Team Reports

You can generate course-wise performance reports of your team. The report lists the progress of your various team members on a particular course, the grades scored by them in assessment, etc. Follow the steps below to generate Team Reports:

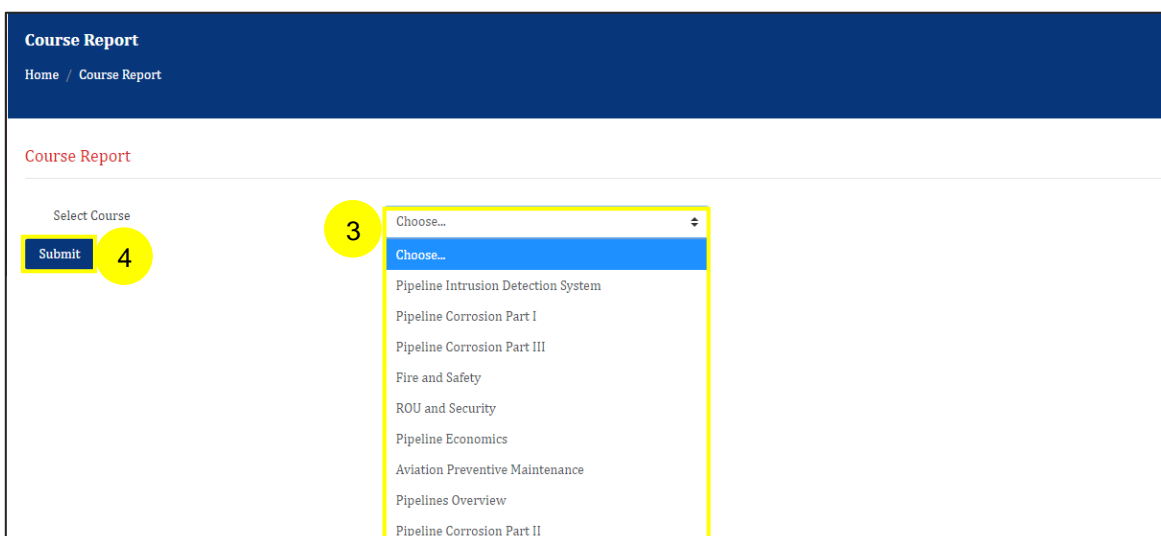
1 Click the **Hamburger Menu**.

2 Select the **Team Report** option.



3 On the **Course Report** screen, select the course for which you want to generate the report from the drop-down.

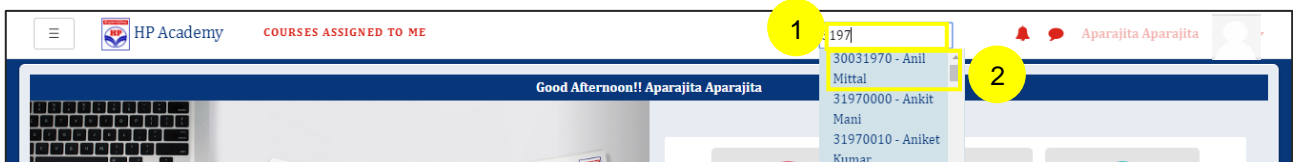
4 Click the **Submit** button. This will generate the team report for the selected course.



1.9 Searching Users on HP Academy

You can view profile of other employees, the courses that they have taken, the badges they have earned, and their forum posts on HP Academy. Follow the steps below to search users:

- 1 Enter the name of the employee or eight-digit employee ID in the search bar. Minimum four characters are required to populate search suggestions.
- 2 Click the appropriate employee name from the search suggestions.



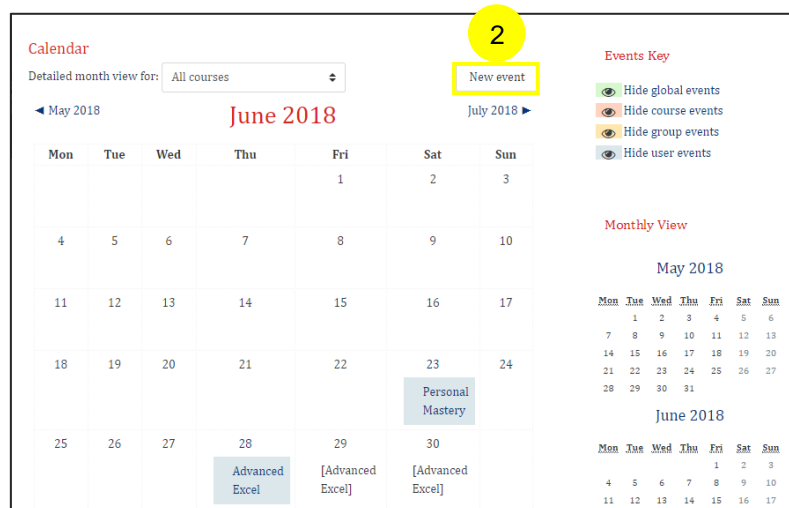
1.10 Viewing / Adding Calendar Events

You can view various calendar events set by the Capability Building department, like the annual training calendar, course deadlines, etc. through the **Calendar** option. You can also add events on your calendar for better managing learning and development activities. Follow the steps below to check the events:

- 1 On the **Home Page**, click the **Calendar** tab.



- 2 View the events on the calendar. To add a new event, click the **New Event** button.



- 3 Enter **Event Title**, which is the name that will appear on the calendar.
- 4 Enter the **Date** and **Duration** of the event.
- 5 Click the **Save Changes** button.

The screenshot shows a 'New event' form with the following elements:

- 3**: A yellow circle highlighting the 'Event title' input field, which is marked with a red required field icon.
- 4**: A yellow circle highlighting the 'Date' and 'Duration' fields. The 'Date' field is a date picker showing '21 June 2018 10:55' and is marked with a red required field icon. The 'Duration' field is a text input field.
- 5**: A yellow circle highlighting the 'Save changes' button at the bottom of the form.

Other visible elements include a 'User' dropdown menu, a 'Description' text area with a rich text editor toolbar, and a 'Repeated events' section. A message at the bottom states: 'There are required fields in this form marked [red icon]'.

1.11 Accessing Your Certificates

- 1 On the **Home Page**, click the **Certificates** tab.



- 2 Click the **Download** link to download the certificate you want to see.

2

Certificate

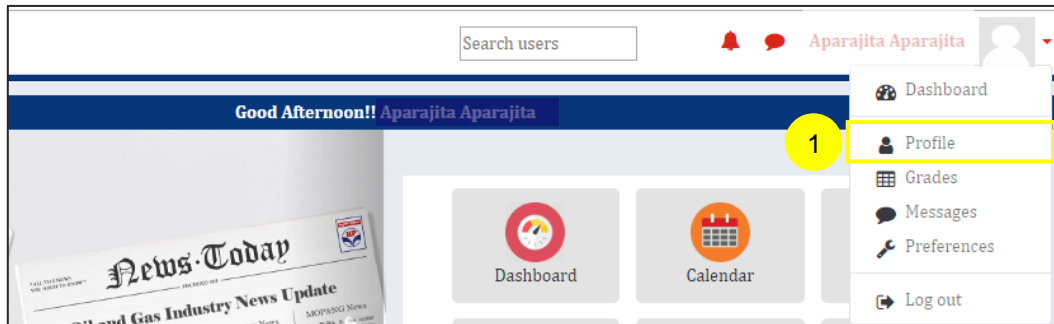
Home / Certificate

Certificate

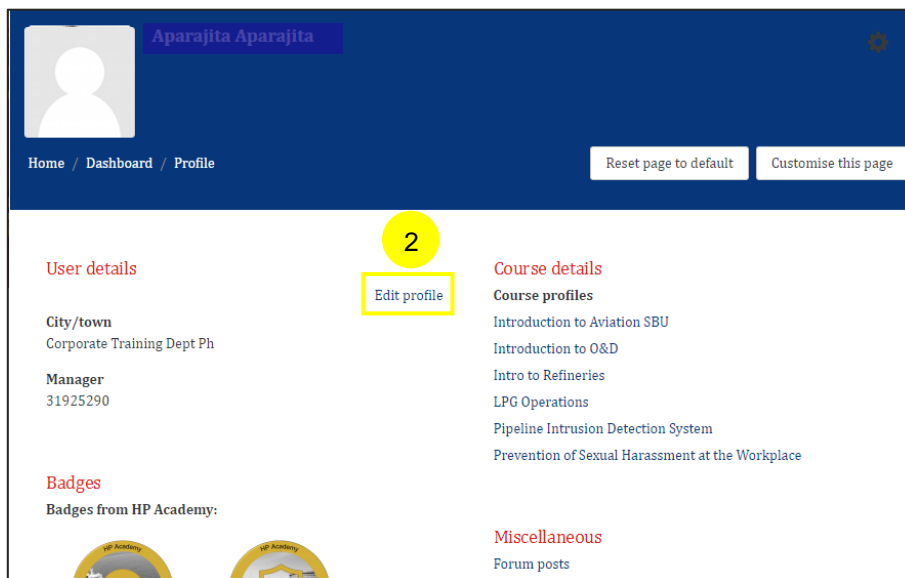
Course Name	Grade	Status	Certificate
Intro to Refineries	91.67	Completed	Download
LPG Operations	92.31	Completed	Download

1.12 Editing Your Profile

- 1 Click the drop-down next to your name on **Home Page** and select the **Profile** option.



- 2 Click the **Edit Profile** link.



- 3 Update the appropriate fields and click the **Update Profile** button.

This screenshot shows the 'Update Profile' form. At the top, there is a 'Files' section with a dashed box and a blue arrow pointing down, indicating where to drag and drop files. Below this is a 'Picture description' text input field. The form is divided into several sections: 'Additional fields', 'Interests', 'Optional', and 'Other fields'. At the bottom, there is a blue 'Update profile' button highlighted with a yellow box and a yellow circle labeled '3'. A note at the bottom states: 'There are required fields in this form marked with a red dot icon.'

1.13 Leaving Feedback for HP Academy

Your feedback is valuable to us. HP Academy can only grow into an ideal learning management platform with continuous user input. Leave your feedback / comments / insights by following the steps below:

- 1 Scroll down on the **Home Page** and click the **Contact Us** link.



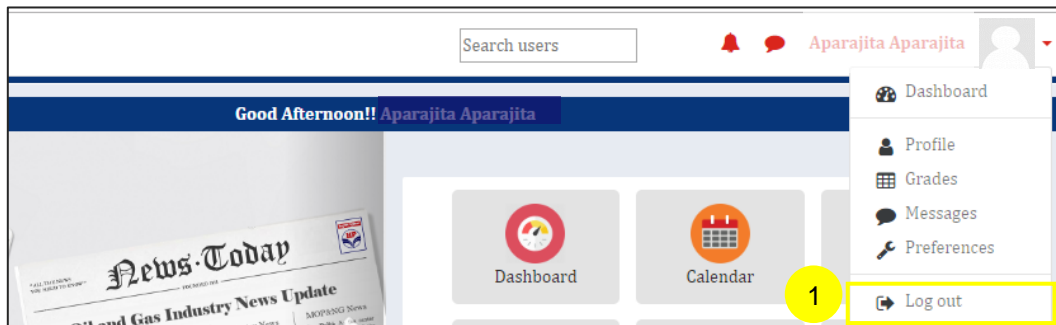
- 2 Enter your comments and click the **Submit** button.

The screenshot shows the 'Contact us' page. The page has a dark blue header with the text 'Contact us' and a breadcrumb trail 'Home / Contact us / Contact Us'. Below the header is a white section titled 'Contact form' with the text 'How can we help you?' and a large text input field. Below the input field is a line of text: 'By submitting this form, you accept our site policy.' A yellow circle with the number 2 is placed over the 'Submit' button, which is highlighted with a yellow box.

- 3 Alternatively, you can write to us at hpacademy@mail.hpcl.co.in .

1.14 Logging Out of HP Academy

- 1 Click the drop-down next to your name on **Home Page** and select the **Log out** option.



2 Answering Your FAQs

2.1 What is HP Academy?

HP Academy is our maiden **Learning Management System**, meaning, it is a platform that will be used to administer, monitor, and track online training. In other words, it is a “portal” wherein you can go and “attend trainings”, and the “portal” maintains a record of your progress on these trainings, the list of the trainings you have taken on the portal, etc.

2.2 Who is it meant for?

HP Academy has been developed for all officers, across grades.

2.3 How will HP Academy benefit me? What is in it for me?

HP Academy provides a chance to you to upskill yourself, polish your skills, and be the best in what you do. It, to a certain extent, removes your dependency on others to train you on skills you would like to possess. It also removes constraints on which training you can be nominated for, since you can choose to enrol yourself in trainings which do not pertain to your function / SBU. HP Academy gives the reins of your professional development in your hands.

2.4 Is it mandatory for me to complete trainings on HP Academy?

Yes, and no. There are two parts to this question. Some trainings will be mandatory – which will be assigned to you either by Capability Building department (admin) or your supervisor. You will be notified about these trainings and their end date. The rest of the trainings which are available on the platform, however, are purely interest based. You can choose to complete some or all based on your interest.

2.5 Will my trainings on HP Academy be monitored? Who will keep a track of it?

The Capability Building department is the administrator on HP Academy and will keep a track of all the mandatory and voluntary trainings. Your supervisor can assign your trainings on HP Academy which will be “mandatory” in nature, and can keep a track of whether you have completed them or not.

2.6 Will there be assessments for trainings on HP Academy?

Most of the trainings on HP Academy are followed by assessments. It is mandatory to clear the assessments with a score of 70% or more in order to obtain the course completion certificate. There is a “badge” system as well, which is as follows:

1. More than 90% in assessment – Gold Badge
2. Between 80-90% in assessment – Silver Badge
3. Between 70-80% in assessment – Bronze Badge

The badges are displayed on your profile and are also printed on your course completion certificates.

2.7 Will my trainings or assessment scores on HP Academy have any bearing on my performance?

No. HP Academy aims to provide you a safe learning zone wherein you can comfortably learn and make mistakes. You can retake the courses and assessments as many times as you like, with no bearing on your performance whatsoever. Having said that, as an added advantage, you can mention your learning activities in your annual balanced scorecard as your investment into your professional development.

2.8 Will HP Academy replace other forms of trainings, such as those in HP MDI, Nigdi?

No. HP Academy is not a substitute to HP MDI, Nigdi, but only a supplement. HP Academy aims to provide increased learning opportunities to you, irrespective of your location / designation. Nominations to all the external / internal training programs will continue as usual.

2.9 I cannot find the trainings I want on HP Academy. What do I do?

HP Academy is a new initiative with a handful of trainings available right now. We plan to scale it further with more trainings every month. Do keep checking HP Academy for new trainings of your interest. Additionally, we would be happy to hear about any particular training you want on HP Academy and will try our best to make it available as soon as possible.

2.10 I cannot enrol in a course / cannot log in / have issues accessing a technical / behavioural course. What do I do?

Write to us at hpacademy@mail.hpcl.co.in with your queries / issues. We will try our best to resolve it ASAP.

2.11 I cannot enrol in Technical Foundation course. I can see the error “Maximum number of users allowed to self-enrol was already reached”. What do I do?

Each course allows a maximum of 20 enrolments at a time, which are valid for 15 days. Therefore, you can try checking again after a few days for any open enrolments if the seats are full in the course of your interest. However, this also implies that once you are enrolled into a course, you have to complete it within 15 days to make sure that your seat is available to the next interested participant.

2.12 I cannot access the lectures in the Technical Foundation course. The lesson page displays “No compatible source was found for this media”. What do I do?

The courses can be played on any flash enabled browser such as chrome or IE. Our IS team keeps flash updated on IE for all employees. If the issue persists, please try adding HP Academy in your list of compatible sites on your browser. Your local IS team will be able to help you do this. For any further clarifications, please write to hpacademy@mail.hpcl.co.in

2.13 I have suggestions to improve HP Academy. Who do I tell them to?

We are happy to receive your valuable inputs / suggestions at hpacademy@mail.hpcl.co.in.

© Hindustan Petroleum Corporation Limited. The information presented in this document is meant solely for the intended audience and should not be distributed, reproduced, or transferred through any electronic or printed medium without prior expressed consent of Capability Building Department. HP Academy can be accessed through [Link](#)

