

October - December, 2016



Newsletter



**National Institute of
Personnel Management**



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Message from National President, NIPM



Dear Members,

At the outset, I convey my sincere best wishes to you and your family members for a happy and prosperous New Year 2017.

You may be aware that the General Body Members of the Institute at its meeting held on 23rd September, 2016 at Navi Mumbai decided to change the name of the Institute as "NATIONAL INSTITUTE OF PEOPLE MANAGEMENT". Necessary steps have already been taken by the Institute to get the amendments registered with the appropriate authority. Subsequently, the National Council of NIPM has decided to re-brand NIPM with its new name and tagline so as to enhance its visibility vitality to attract new members in the organization. The National Council has taken the following initiatives for immediate implementation of the same to boost up the brand and image of NIPM throughout the country.

- 1) **Common Minimum Programme for NIPM Chapters :** The Institute has adopted a Common Minimum Programme (CMP) for all Chapters with a aim to give a unified direction and characteristics to all programmes of NIPM for advancement of professional excellence. The programmes of the Chapters should not only be contemporary but also have a future orientation. Through the programme NIPM should be able to reach out to young HR Professionals as well as the students of HR Managements so that they get a proper orientation about NIPM; the Values it stands for and the Vision it pursues. The programmes should also reflect the Value Proposition, NIPM offers to the HR Profession.
- 2) **NIPM Quality Certification Launching :** The Institute has launched a People Process Quality Certification, namely NIPM 4000:2016. By this, NIPM emerged as the Quality Certification Agency for HR Processes in the country and abroad. NIPM can develop Quality Standards for different HR Process and develop certification process. NIPM will enroll Independent auditors based on predetermined criteria and will tie up with XLRI for their Orientation programme of auditors.
- 3) **Social Media Initiative of NIPM :** NIPM Social Media Cell has been established to promote NIPM as the body of HR professionals of the country and also to create awareness about the Value Proposition of NIPM. An operational guideline for the functioning of NIPM Social Media Cell has been introduced. I request to all the Chapters / Regions to forward the details of the programme along with photographs, descriptions, Key learnings, Video of deliberation (selectively) for uploading in the NIPM Social Media. An Workshop was successfully organized by NIPM-National Office during 26th November, 2016 on "Leveraging Social Media for NIPM Brand Image" and I thanked all Chapters for sponsoring participants for the programme.
- 4) **'Imaging HR' - Competency Study of HR Leaders in India :** NIPM has produced a large number of HR Leaders for Industries in particular and for the country in general. It is the time to re-position NIPM as the professional organization engaged in shaping HR Leadership for the country. In this context, it was decided to bring out a book profiling at least 25 HR leaders shaped by NIPM and to study their leadership qualities and competency. It will also result in developing generic competency model for HR. The Book will be titled as "Imaging HR" and the same will be released at NATCON 2017 in Chennai.
- 5) **NIPM Corporate Training & Consulting Wing :** In the course of its journey towards HR and business excellence, NIPM has built a strong network of trainers and consultants across the country, from almost every sector, who have the unique combination of in-depth professional knowledge and vast experience of managing diverse organisations as their area of strength. NIPM has decided to leverage this uniqueness for the benefit of organisations in creating values through learning and development initiatives. For that purpose, a new wing for Corporate Training and Consulting has been established by the Institute exclusively to take care of the in-house training and consulting requirements of organisations at affordable cost with measurable organisational impact. A Programme Director has also been appointed who will be lead the Wing as Trainer in Training Programmes with other Trainers. We invite organisation to have a tie up with NIPM for in-house training programmes and for undertaking specific HR consulting for critical business impact.



Message from National President, NIPM

- 6) NIPM HR Excellence Awards : NIPM, being the national body of HR Professionals in the country, has decided to identify value driven HR professionals and to recognize them through the prestigious NIPM HR Excellence Awards which is the stamp of Excellence. The administration of the Award will be undertaken by an Award Secretariat and Jury of eminent HR professionals and Academicians to be constituted for implementing the initiative.
- 7) NIPM Student Chapter : To render the professional assistance to the future HR Professionals / Leaders, NIPM needs to reach out Management students for their grooming and to make them 'Industry Ready'. In this context, NIPM decided to form the Student Chapters in Management Institutions throughout the country for the benefit of Management / B-School Students. It was also decided to chalk-out a uniform guideline which can be followed on the functioning of the Students Chapters under the regular Chapters of NIPM.

I am also glad to inform you that "World Academy for Research & Development" (WARD), a Bangladesh based training institute has approached NIPM for launching the course of NIPM in Bangladesh on revenue sharing basis. Subsequently, MoU has been signed for collaboration on professional engagement between NIPM, India and WARD, Bangladesh. I am confident that this engagement will give us an international opportunity and exposure related to our BOS activity.

I am pleased to inform you that the next Annual Conference of NIPM will be hosted by NIPM, Madras Chapter on the theme "HR Positioning in Disruptive Business Environment" during mid September, 2017 at Chennai. The preparatory work of the conference is going on full swing by the Host Chapter. I have a confidence that this programme will also be organized in an international level where representatives /speakers from six-seven countries from Asia Pacific region will participate. On this occasion, I request all of you to provide full support to facilitate greater participation, ensure sponsorship and advertisement support to NIPM, Madras Chapter for the success of the conference.

With best wishes and warm regards,

Somesh Dasgupta

National President

30th December, 2016.



WELCOME TO NEW MEMBERS

(During the period October 2016 to December 2016)

ASANSOL	07
AURANGABAD	05
BARODA	01
COIMBATORE	04
DELHI-NCR	03
GOA	03
HOSUR	03
KARNATAKA	06
KERALA	14
KOLKATA	03
MADRAS	10
MADURAI	01
MYSORE	03
NASHIK	09
NEYVELI	24
PIMPRI-CHINCHWAD-CHAKAN (PCC)	09
PUNE	07
PUNJAB	05
RAIGAD	01
TOTAL	118



EVENTS OF NATIONAL OFFICE PAST & FORTHCOMING

PAST EVENTS OF NATIONAL OFFICE

Glimpses - 35th Annual National Conference & Exhibition-2016 of NIPM held during September 23-24, 2016 at CIDCO Exhibition Centre Auditorium, Navi Mumbai hosted by NIPM-Raigad Chapter.



Inauguration of the NIPM 35th Annual National Conference & Exhibition - 2016 by the Chief Guest Shri Subhash Rajaram Desai, Hon'ble Minister of Industries, Government of Maharashtra on 23rd September, 2016 at CIDCO Exhibition Centre - Auditorium, Navi Mumbai, Maharashtra. Dignitaries on the dais - Guest of Honour Dr. T. K. Chand, CMD, NALCO Ltd. and Shri S. K. Acharya. CMD, NLC India Ltd., Dr. A. K. Balyan, Chairman, National Organising Committee and Shri Manoj Gupta, Regional Vice-President (Western Region), NIPM.



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Shri Somesh Dasgupta, National President, NIPM welcoming Shri Subhash Rajaram Desai, Hon'ble Minister of Industries, Government of Maharashtra & Chief Guest on the occasion of 35th Annual National Conference & Exhibition - 2016 of NIPM on 23rd September, 2016 at Navi Mumbai.



A part of the delegates from all over India and abroad during the 35th Annual National Conference & Exhibition - 2016 of NIPM at CIDCO Exhibition Centre - Auditorium, Navi Mumbai, Maharashtra.



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Shri Somesh Dasgupta, National President, NIPM addressing in the 35th Annual National Conference & Exhibition - 2016 of NIPM on 23rd September, 2016 at Navi Mumbai.



Dignitaries are releasing the Brochure of 35th Annual National Conference & Exhibition - 2016 of NIPM on 23rd September, 2016 at Navi Mumbai (from L to R) Dr. T. K. Chand, CMD, NALCO Ltd; Shri Somesh Dasgupta, National President, NIPM; Shri S. K. Acharya, CMD, NLC India Ltd; Shri S. G. Chavan, Chairman, Conference Organising Committee; Dr. A. K. Balyan, Chairman, National Organising Committee; Shri Manoj Gupta, Regional Vice-President (Western Region), NIPM and others.



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Dr. A. K. Balyan, Past National President, NIPM receiving NIPM Ratna Award from Shri Somesh Dasgupta, National President, NIPM during the 35th Annual National Conference & Exhibition - 2016 on 23rd September, 2016 at Navi Mumbai.

Passed out PGDPM Students receiving certificates from Dr. P. V. Ramana, Chancellor, ITM University, Raipur and Mr. Somesh Dasgupta, National President in the NIPM Convocation Ceremony on 23rd September, 2016 at Navi Mumbai.





APFHRM Leaders participated in a Panel discussion on the theme 'HR/IR Issues in Asia-Pacific Region' during the 35th Annual National Conference & Exhibition - 2016 on 23rd September, 2016 at Navi Mumbai, (from L to R) Mr. Rohitha Amarapala, Past President, IPM Sri Lanka; Mr. Somesh Dasgupta, National President, NIPM; Dr. A. K. Balyan, Session Chairman; Md. Musharraf Hossain, President, APFHRM and President, BSHRM, Bangladesh; Mr. David Li, President, HKIHRM, Hong Kong and Mr. Erman Tan, President, SHRI, Singapore.



Workshop on "Leveraging Social Media for NIPM Brand Image" organized by NIPM-National Office

NIPM Social Media Cell was established to promote NIPM as the body of HR professionals of the country and also to create awareness about the Value Proposition of NIPM. An operational guideline for the functioning of NIPM Social Media Cell has also been introduced. Chapters / Regions were requested to forward the details of their programme along with photographs, descriptions, Key learnings, Video of deliberation (selectively) for uploading in the NIPM Social Media. An Workshop was successfully organized by NIPM-National Office on the theme "Leveraging Social Media for NIPM Brand Image" in the NIPM Convention Centre, Kolkata during 26th November, 2016.

Participants of the Workshop along with Mr. Somesh Dasgupta, National President; NIPM; Mr. Charles Juster, Hon. General Secretary; Mr. S. N. Singh, Executive Director & Ms. Minakshi Pal, the Speaker and HR Trainer.



Workshop on "Campus to Company" by NIPM-Student Chapter of Techno-India College of Technology, Kolkata

With a view to grooming the 'just passed out' and the 'final year Students' of HR Management, NIPM has come out with grooming sessions for them as part of our professional development programmes. NIPM believed that freshers need to be properly guided for shaping a career vision based on ground realities at the very inception of their professional life itself so that they are able to visualize their future in the profession and strives, accordingly, by continuously honing their skills and developing competencies. To render the professional assistance to the future HR Professionals / Leaders, NIPM needs to reach out Management students for their grooming and to make them 'Industry Ready'. In this context, NIPM decided to form the Student Chapters in the Management Institutions throughout the country for the benefit of Management / B-School Students. Recently a Student Chapter has been formed at Techno India College of Technology, Kolkata and a Workshop on the theme "Campus to Company" was held at the campus of the said college.



Student Participants of Techno India along with Mr. Charles Juster, Hon. General Secretary, NIPM; Dr. R. T. Goswami, Director, Techno India College of Technology & Ms. Minakshi Pal, HR Trainer on the occasion of Workshop on the theme "Campus to Company".



Workshop on 'Women Empowerment' organized by NIPM-National Office

NIPM-National Office has organized a One-Day Workshop on the theme 'Women Empowerment' on 14th January, 2017 at NIPM Convention Centre, NIPM-National Office, Kolkata. This Workshop focussed on Social, Economic, Political, legal strengthen of women as well as Grooming, Work Life Balance, Stress reduction, Prevention Framework & Way Ahead.



Mr. Charles Juster, Hon. General Secretary, NIPM; Ms. Minakshi Pal, Trainer along with the participants at the Training programme on the topic Women Empowerment on 14.01.2017

1st Meeting of the newly constituted NC (327th NC Meeting) held at Chennai

The 1st Meeting of the newly constituted National Council (327th Meeting of the NC) held on 22nd October, 2016 at Andhra Club, Chennai hosted by NIPM-Madras Chapter. Mr. Somesh Dasgupta, National President chaired the meeting. 21 National Council Members and Chapter Chairmen were attended the meeting.

(National Council Members in the 327th NC Meeting on 22nd October, 2016 at Chennai)



328th NC Meeting held at NIPM Convention Centre, National Office, Kolkata

The 328th Meeting of the National Council held on 17th December, 2016 at NIPM Convention Centre, National Office, Kolkata hosted by NIPM-Kolkata Chapter. Mr. Somesh Dasgupta, National President chaired the meeting. 16 National Council Members / Chapter Chairmen were attended the meeting.



(National Council Members in the 328th NC Meeting on 17th December, 2016 at Kolkata)



FORTHCOMING EVENTS OF NIPM-NATIONAL OFFICE

Management Development Programme (MDP) at Puri, Odisha to be organized by NIPM-National Office

NIPM has been conducting the MDPs since 2012 for the Members as well as Executives / Sr. Managers of different organisations for updating their knowledge in the field of business and management. The next MDP will be organised by NIPM-National Office at Puri, Odisha.

Theme of the Programme : 'Management - The Third Discipline'

Programme: Two-Day Workshop for Executives of all Functions

Context:

In the context of changing and competitive business world, doing business has become very challenging. The Management is searching new disciplines for application. This Programme aims at achieving that end.

Objectives :

- To visualize Tomorrow, Today (Opportunity)
- To raise questions on Business and Management in the competitive market. (Business Position)
- To analyse and search answers in India Inc. (Business cases)
- To apply what and how of Management Process - The Third Discipline (Tools)

The Coverage :

- Opportunity in the Competitive Market (Environment)
- 1st Discipline - The Goal - Orientation (Results / Bottomline)
- 2nd Discipline - 80/20 Rule (Differentiation)
- 3rd Discipline - Performance Management System (Goal - Performance Link)
- Paradigm Shift - Megatrends

Pedagogy:

Lecture, Discussion and Case Presentation and Analysis

Date : February 24-25, 2017

Venue : Workshop on 'Office Etiquette' to be organized by NIPM-National Office
Hotel Holiday Inn, C.T. Road, Puri, Odisha

Resource Persons : To be drawn from Academics and Industry.

NIPM-National Office is organizing a One-Day Workshop on the theme 'Office Etiquette' on 18th February, 2017 at NIPM Convention Centre, NIPM-National Office, Kolkata. This Workshop will focus on Attitude, Time Management, Everyday courtesy & Greeting, Tone of voice, Professional Attire, Importance of privacy, The blame game, Telephone etiquette, Email etiquette & Formal letter writing.

36th Annual National Conference - 2017 of NIPM

The 36th Annual National Conference - 2017 (NATCON - 2017) of NIPM will be hosted by NIPM-Madras Chapter on the theme "HR Positioning in Disruptive Business Environment" during mid September 2017 at Chennai. The date and venue of the Conference will be intimated to the Members in due course.

INTERNATIONAL EVENTS PAST & FORTHCOMING

PAST INTERNATIONAL EVENTS

16th World Congress on Human Resource Management of WFPMA

The 16th World Congress on Human Resource Management - 2016 of WFPMA was successfully organised by People Management Association of Turkey on the theme "Connecting People - Connecting the World" during October 20 & 21, 2016 at Istanbul, Turkey. International renowned Speakers, Business leaders and Practitioners delivered speeches on People Management issues during the Conference. The delegates enlightened by the experiences of eminent HR leaders on contemporary HR issues and updated their knowledge as per the global HR trend.

A short Video Speech of Mr. Somesh Dasgupta, National President, NIPM was displayed in the opening ceremony of the World Congress on 20th October, 2016 before the 3,000 international HR Professionals at Halic Congress Center, Istanbul, Turkey.

Singapore HR Congress & Business Connect Exposition -2016 hosted by SHRI

The Singapore HR Congress & Business Connect Exposition -2016 on the theme "Hyper-Clocking HR : Gaining the People Advantage in a Cyber-Speed World" was hosted by Singapore Human Resources Institute (SHRI) during November 8-9, 2016 at Singapore. Under the Exchange Programme between NIPM-India and SHRI-Singapore, Dr. P. R. K. Raju, Chairman, NIPM-Godavari Chapter attended the Conference as a Delegate of NIPM-India. Mr. Teo Ser Luck, Hon'ble Minister for Man Power Development, Singapore was the Chief Guest of the Conference. Mr. Erman Tan, President, SHRI was present on both the days. HR Researcher and Thought Leaders like Dr. Amber Brooks, Mr. Scott Thomson of Links International, Miss Rebecca Slow of Human Capital Leadership Institute, Dr. Jacqueline Leen, Senior Director of Singapore University, Mr. Sunil Puri, Centre of Creative Leadership etc., were present and delivered talks. The incredible rise of Intelligent Economy, New Business Models, effect of new Techno-Economic Revolution, Big data approach, HR Automation, HR Team Construction, HR Analytics-Digital Strategies etc., issues were discussed in detail through various panel discussions. On the whole, the two days Conference was very enlightening and thought provoking with lot of value addition. The President and other staff of SHRI were very responsive and extended warm hospitality to all International delegates.



Dr. P. R. K. Raju, Chairman, NIPM-Godavari Chapter and Delegate-NIPM-India honouring Mr. Erman Tan, President, SHRI with a Shawl and a Memento on behalf of NIPM-India in Singapore HR Congress & Business Connect Exposition -2016 at Singapore.

FORTHCOMING INTERNATIONAL EVENT

BSHRM International HR Conference - 2017, Bangladesh

The International HR Conference - 2017 of Bangladesh Society for Human Resources Management (BSHRM) will be held on the theme "Exchange to Change" on 3rd March, 2017 at Dhaka, Bangladesh. As per the Exchange Programme between NIPM-India and BSHRM-Bangladesh, three NIPM delegates will be attended the aforesaid Conference.



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CHAPTER EVENTS / ACTIVITIES

A. P. CHAPTER

- i) Chairman - Mr. D.V.S. Raju
- ii) Vice-Chairman 1 - Mr. Sugata Datta
- iii) Hon. Secretary - Mr. K. R. Babu
- iv) Hon. Addl. Secy. - Mr. Satya Babu
- v) Hon. Treasurer - Maya Brahma

After deliberations, it was decided that the following members will be co-opted in the new Committee of the Chapter :-

- i) Vice-Chairman 2 - Mr. M. Ramchander
- ii) EC Member - Mr. S. Ananda Reddy

Annual General Meeting of NIPM-A. P. Chapter was held on 05.08.2016 at 17:30 hours in the Conference Room, Heritage Foundation, Hyderabad. 9 Members were present in the meeting. The Officiating Chairman announced the following newly elected Office Bearers of NIPM-A.P. Chapter for the term 2016-2018 :-

The meeting was concluded with a thanks to Dr. K. R. Gangadharan for organizing and hosting the meeting at his office.

DEHRADUN CHAPTER



Maj. General (Retd.) Dr. O. P. Soni, (in the extreme right) Director, School of Management, College of Engineering Roorkee was delivering speech on "**Leadership and National Security Concerns**" during the Lecture Meeting organised by NIPM-Dehradun Chapter on 5th October, 2016 at Tel Bhavan, ONGC Ltd., Dehradun. The Lecture Meeting was attended by more than 30 NIPM Members and HR Professionals.

DELHI-NCR CHAPTER

Northern Regional Conference of NIPM was organized by NIPM-Delhi-NCR Chapter on the theme "Next Generation HR - Connecting Strategy, People and Work" during December 12-13, 2016 at the Hotel "The Park", New Delhi. The Conference was inaugurated by Dr. Harsh Vardhan, Hon'ble Minister of Science and Technology, Earth Sciences, Govt. of India. Eminent Speakers throughout the country delivered speech in the Conference.



HOSUR CHAPTER

During the Inauguration Ceremony of New Office of NIPM-Hosur Chapter on 09.12.2016, Mr. P. Muthuvelappan, Regional Vice-President (Southern Region), NIPM along with Mr. R. Rajagopalan, President, Hosur Industries Association and Executive Committee Members of Hosur Chapter.

KARNATAKA CHAPTER



Mr. Ashoka. T, Chairman, Karnataka Chapter (in the middle) along with Resource Persons Mr. S. N. Gopinath and Ms. S. G. Karuna in the Workshop on "Prevention of Sexual Harassment (POSH) of Women at Workplace - Provisions of Law and Complaint Redressal & Principles of Domestic Enquiry" on 20.10.2016.



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KERALA CHAPTER

Prof. H.A.C. Poppen, the Resource Person addressing on the theme "**Effective People Management and Leadership Skills**" in the Workshop organised by NIPM-Kerala Chapter on 21.10.2016. Total 65 Delegates from various Industrial Sectors all over Kerala attended the above Workshop



KOLKATA CHAPTER



The Chairman, HRD-Sub-Committee speaking on the occasion of a One Day Workshop on the subject "**Role of Line Managers in Human Resource Management**" on 18.11.2016, (sitting from L to R) Mr. Anupam Anand, Chairman; Mr. Charles Juster, Hon. Secretary, NIPM-Kolkata Chapters and two Speakers.

MADRAS CHAPTER

- 1) A Members Meeting was organized by NIPM-Madras Chapter on 22.12.2016 on the topic "**Employee Engagement**" at Hotel Savera, Professor S. Ramadoss, Chief HR Officer, Lucas TVS Ltd. was the Speaker of the programme.
- 2) The Executive Committee Meeting of NIPM-Madras Chapter was held on 28.12.2016.

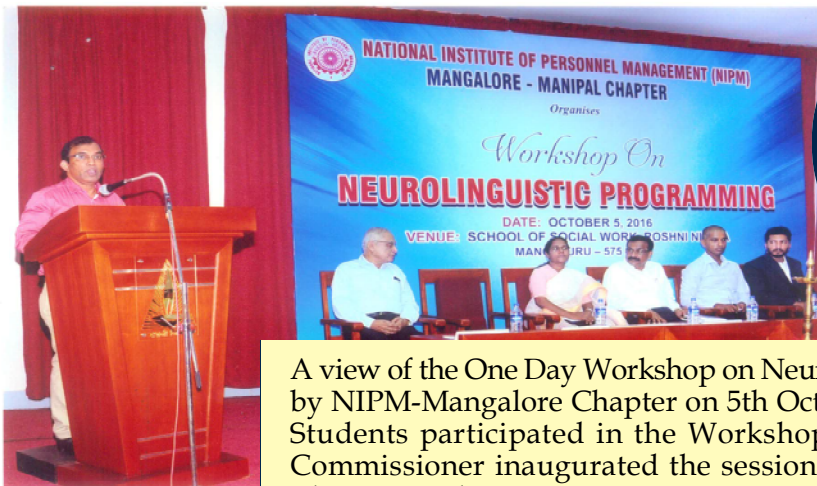


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MADURAI CHAPTER



NIPM-Madurai Chapter conducted NIPM Business Quiz on 06.08.2016 at Conference Hall of Madurai Meenakshi Hospital & Research Centre, Madurai. 39 teams have been participated in the Quiz Competition. Mr. K. Hari Thiagarajan, Executive Director, Thiagarajar Mills Madurai, was the Chief Guest and distributed the prizes.



MANGALORE CHAPTER

A view of the One Day Workshop on Neuro Linguistic Programming organised by NIPM-Mangalore Chapter on 5th October, 2016 at Mangalore. About 140 Students participated in the Workshop. Mr. K. B. Nagaraj, Asst. Labour Commissioner inaugurated the session. Mr. P. Suresh, Chairman and Mr. Chetan Mendonca, Hon. Secretary, Mangalore Chapter attend the programme along with other resource persons.

MYSORE CHAPTER

The 4th Executive Committee Meeting for the term 2016-2018 of NIPM-Mysore Chapter was held on 1st October, 2016. Nine Executive Committee Members were participated in the Meeting



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NAGPUR CHAPTER



Mr. Anand S. Toal, Regional Vice-President (Central Region), NIPM (in the extreme left) along with other distinguished guests in One Day Seminar of NIPM-Nagpur Chapter on the theme 'Liberalising Labour Laws : Pros & Cons' on 10th November, 2016.



NIPM-Nashik Chapter organized a Monthly Programme on 'Amendment of Bonus Act & Gratuity Act' on 21.10.2016. Dignitaries on the dais - Mr. Chetan Bramhankar, Advocate; Mr. Mahindra Janorkar, Advocate; Mr. Uday Kharote, Secretary NIMA and others.

NASHIK CHAPTER



Mr. Vishwesh Kulkarni, Chairman, NIPM-Pune Chapter was delivering Welcome Address during the Seminar on the theme 'Innovative HR Practices for Budding HR Professionals' on 15th October, 2016.

PUNE CHAPTER



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PUNJAB CHAPTER



Dr. S. R. Saini, Past Chairman of NIPM-Punjab Chapter (in the middle) addressing the participants in the Workshop on **Labour Laws** organised by NIPM-Punjab Chapter on 20.11.2016 at National Fertilizers Limited - Nangal Unit, Punjab.

P.C.C. CHAPTER



NIPM- P.C.C. Chapter arranged one Social Awareness Rally with joint Association of Manacha Dusara Ganapati Tambadi Jogeshwari on the Occasion of Ganesh Emersion on 15th September, 2016.

NIPM-Rajasthan Chapter organised a Lecture Meeting on 26.12.2016 in memory of Late Shri Moti Lalji, Past Chairman of the Chapter and also Membership Drive taken by the Rajasthan Chapter.

RAJASTHAN CHAPTER



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UTKAL CHAPTER



Inaugural Function of OHPC sponsored MDP on the topic "Ethics & Values in Management" on 14th & 15th December, 2016 at OHPC Training Centre organised by NIPM-Utkal Chapter.

VISAKHA CHAPTER

NIPM-Visakha Chapter organised a Symposium on "**Imperatives of Employee Relations**" on 25th November, 2016 at KRC Auditorium, GITAM Campus. Prof. P. Sheela, Principal, GITAM Institute of Management; Prof. K. Siva Rama Krishna, Pro-Vice Chancellor, GITAM University; Mr. Debasish Ray, Executive Director (HR), Visakhapatnam Steel Plant; Mr. Sabyasachi Mukherjee, Sr. Vice-President & Head of Plant, Hinduja National Power Corpn. Ltd.; Prof. N. Samba Siva Rao, Deptt. Of Commerce & Management Studies, Andhra University; Dr. K. V. Sandhya Vani, Asst. Professor, Gitam University and Dr. S.V.S. Sudhakar, Dy. Chief Vigilance Officer, Visakhapatnam Port Trust were the Speakers of the programme.

NEW INITIATIVES OF NIPM-NATIONAL OFFICE

1) NIPM QUALITY CERTIFICATION LAUNCHING

NIPM is going to launch a People Process Quality Certification project namely, NIPM 4000 : 2016. NIPM People Process Quality Certification will have 20 specific areas. The process of Certification will entail audit by Independent Auditors and assessment of the audit by a Board of Certification consisting of eminent personalities. NIPM will enroll Independent auditors based on predetermined criteria and will tie up with XLRI for their Orientation programme of auditors. Business organisations can reap the advantages of getting NIPM 4000:2016 Certifications, i.e. they can become the most valued organisation; bring up People processes to Global Standards; increase in Employee Engagement Score; Higher attraction and retention; Competitive edge over others in talent hiring & retention and can sustain organisational success. The dimensions of Evaluation of People Process can be classified as Business Alignment; Ethical; Robust; People; Value Creation; Sustainability; Culture Fit; Process Leadership; Measurability and System Approach.

2) NIPM HR EXCELLENCE AWARD

NIPM HR Excellence Award is an acknowledgement of Professional excellence in various HR roles. Some people have taken the extension of their talent, expertise and service to others, as a mission and created value to HR profession as well as to the organization they work for and some other have built institution. They continuously explore and discover their inner talent and use them for value creation for organizations, profession and the society. NIPM, being the national body of HR Professionals in the country, has decided to identify value driven HR professionals and to recognize them through the prestigious NIPM HR Excellence Awards. The administration of the Award will be undertaken by an Award Secretariat and Jury of eminent HR professionals and Academicians to be constituted for implementing the initiative.

3) NIPM CORPORATE TRAINING & CONSULTING WING

In the course of its journey towards HR and business excellence, NIPM has built a strong network of trainers and consultants across the country, from almost every sector, who have the unique combination of in-depth professional knowledge and vast experience of managing diverse organisations as their area of strength. NIPM has decided to leverage this uniqueness for the benefit of organisations in creating values through learning and development initiatives. For that purpose, NIPM Corporate Training and Consulting Wing has been established by the Institute exclusively to take care of the in-house training and consulting requirements of organisations at affordable cost with measurable organisational impact. The Training Programme will have 3 phases namely - Pre-Training Engagement; Training Programme and Post-Training Support. NIPM invites organisation to have a tie up with the Institute for in-house training programmes and for undertaking specific HR consulting for critical business impact.

4) 'IMAGING HR" - Competency Study of HR Leaders in India

NIPM has produced a large number of HR Leaders for Industries in particular and for the country in general. It is the time to re-position NIPM as the professional organization engaged in shaping HR Leadership for the country. In this context, it was decided to bring out a book profiling at least 25 HR leaders shaped by NIPM and to study their leadership qualities and competency. It will also result in developing generic competency model for HR. The HR professionals, management students and organizations can benefit out of the insights from the study and also from the Competency Framework emerging out of the study. The Book will be titled as "Imaging HR" and the same will be released during the 36th Annual National Conference - 2017 (NATCON 2017) of NIPM to be held in Chennai.



NEW INITIATIVES OF NIPM-NATIONAL OFFICE

5) SOCIAL MEDIA CELL OF NIPM

NIPM Social Media Cell has been established to promote NIPM as the body of HR professionals of the country and also to create awareness about the Value Proposition of NIPM. An operational guideline for the functioning of NIPM Social Media Cell has been introduced. The Chapters were advised to forward details of events happening at the Chapter along with Pics, Key learnings, names of speakers, video of deliberations (selectively) for uploading in the Social Media. The Workshop on the theme "Leveraging Social Media for NIPM Brand Image" was successfully organized by NIPM-National Office on 26th November, 2016 at NIPM Convention Centre, Kolkata.

6) NIPM STUDENT CHAPTERS

To render the professional assistance to the future HR Professionals / Leaders, NIPM needs to reach out Management students for their grooming and to make them 'Industry Ready'. In this context, NIPM has decided to form the Student Chapters in Management Institutions throughout the country for the benefit of Management / B-School Students. NIPM Students Chapters will serve as a forum for exchange of ideas and key learning and collection and dissemination of information on management in general and Human Resource Management, Industrial Relations, Labour Laws and Labour Welfare in particular.

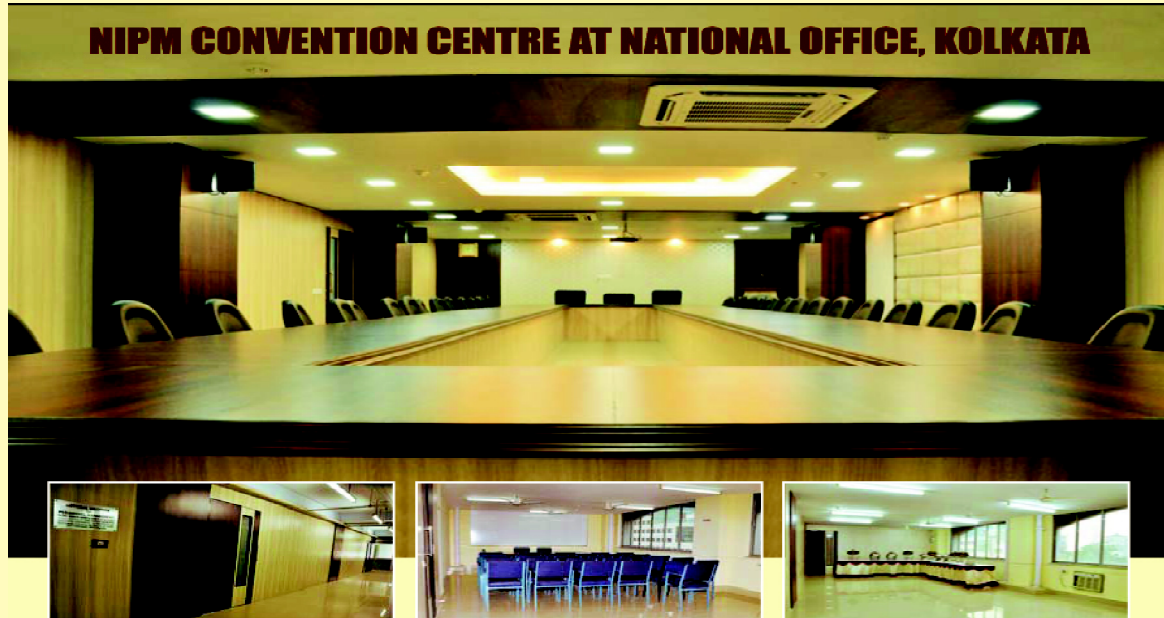
7) COLLABORATIONS WITH WARD FOR HR PROGRAMMES IN BANGLADESH

NIPM was approached by World Academy for Research & Development (WARD), a Bangladesh based training institute for launching the course of NIPM in Bangladesh on revenue sharing basis. Subsequently, an MoU was signed between both the institutions for collaboration on professional engagement between NIPM, India and WARD, Bangladesh as well as to organise some joint programmes in Bangladesh like Diploma in HR & Certification programmes in HR. WARD Management would work together related to Offering Diploma of NIPM, Joint programme both in Bangladesh & India, Certification Programme accredited by NIPM and to organize Seminar, Conferences jointly in different parts of Bangladesh.



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CONVENTION CENTRE



We are delighted to announce the booking of our modern new Convention Centre in the Office premises of National Institute of Personnel Management, National Office, Kolkata already is in progress. The Centre is well equipped with all modern audio visual facilities for conducting Conferences, Seminars, Training Programmes, Workshops and Lecture Meetings etc.

The National Office of NIPM, Kolkata is located in the heart of city at Southend Conclave, Tower Block, 3rd Floor, 1582, Rajdanga Main Road, Kolkata - 700 107 with ample car parking facilities. The Office is just opposite to GITANJALI STADIUM and ACROPOLIS, one of the biggest Malls in Kolkata.

The Convention Centre can accommodate 45 persons approx. in Board room sitting style with proper facilities of Tea, Coffee, Lunch and Dinner serve during the Conferences/Meetings/Seminar etc. at extra cost, subject to requirement from the Organization/Institute.

The following infrastructures will be available at the Convention Centre:

- Modern facilities Training Room/Conference Room for 45 persons approx;
- Syndicate/Board Room for small interaction;
- Dining hall attached to the Training hall;
- IT infrastructure facilities; and
- Full time support service.

Hiring Charges of Air Conditioned Convention Centre:

• For Conferences, Meetings & Seminars

AC Hall for full day (7 hours)

10.00 a.m. to 5.00 p.m. : Rs. 15,000/-

Half day (4 hours)

10.00 a.m. to 2.00 p.m. or
3.00 p.m. to 7.00 p.m. : Rs. 8,000/-

• For Educational Institution purposes

AC Hall for full day (7 hours)

10.00 a.m. to 5.00 p.m. : Rs. 12,000/-

Half day (4 hours)

10.00 a.m. to 2.00 p.m. or
3.00 p.m. to 7.00 p.m. : Rs. 6,000/-

• Attractive package will be available for long period / continuous Training / Seminar programme.

For Reservation & other enquiries please contact:

Mr. Biswajit Nandy, Executive

Phone: (033) 2441 7254 / 2441 7255

Mobile: 98360 59729, Fax: (033) 2441 7256

E-mail: info@nipm.in / biswajit.nandy@nipm.in



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ACHIEVEMENT

Profile of Dr. Subir Bikas Mitra, Chairman, Delhi-NCR Chapter & General Manager (Law & HR), GAIL (India) Ltd., New Delhi selected for Legal 500 GC (General Counsel i.e., Legal Heads) Powerlist Asia (can be accessed through legal 500 website) & ICCA Trailblazers - India's Finest In-House Counsels are furnished below respectively :



Subir Bikas Mitra
General Manager, Law & Human Resources
GAIL

GC POWERLIST

As one of only seven state-owned enterprises belonging to the highest 'Maharatna' category of companies, GAIL - the largest state-owned natural gas processing and distribution company in India with diversified operations in petrochemicals, telecoms and gas infrastructure - operates in a heavily scrutinised environment that places great demands on its advisers. Subir Bikas Mitra joined GAIL in 1991 and has risen through its ranks to become general manager for legal and human resources. Helping to improve employee relations has been a particularly important aspect of Mitra's contribution to GAIL, and his efforts have been recognised with awards from The Federation of Indian Chambers of Commerce and Industry (FICCI) and the National Petroleum Management Programme (NPMP). Mitra has also taken the lead on some of GAIL's most important commercial negotiations, including its involvement in the Asian Development Bank-backed TAPI pipeline, which will transport natural gas through Turkmenistan, Afghanistan, Pakistan and India. Aside from his extensive duties at GAIL, Mitra holds a number of senior positions in the fields of law and labour relations. He is the present chair of the Delhi Chapter of the National Institute of Personnel Management and a member of the governing council at the both the Indian Council of Arbitration and FICCI.

ICCA'S TRAILBLAZERS : INDIA'S FINEST IN-HOUSE COUNSELS

S. B. Mitra, General Manager (Law & HR), GAIL

Based in New Delhi; Industry sector: Natural Gas

Subir Bikas Mitra was born on 2nd August. He graduated with a degree in Law in 1988 from Calcutta University, prior to which he had already received a Bachelor of Science and MBA degree. To add to that, he also holds a PhD in Human Resource Management. He joined GAIL, a Maharatna PSU in 1991 and has been with them ever since. As the company's General Counsel, Subir is responsible for policy matters, employee relations, labour laws compliance, disciplinary matters, and social security benefits as well as all the litigation and arbitration that the entire company is involved in. He is also in charge of GAIL's RTI and Compliance Cell and a member of SCOPE's Steering Committee for RTI and legal matters. Subir is also a Governing Council Member of the Indian Council of Arbitration and FICCI. Over the years, he has been instrumental in achieving numerous awards for GAIL, both in Legal and HR matters including the Industrial Relations Award from FICCI and the HR Excellence Award from NPMP. He has also been widely recognized for creating an innovative conciliation and arbitration process so as to ensure resolution of disputes in a time bound and cost effective manner.



Post Graduate Diploma In Personnel Management (PGDPM)

The National Institute of Personnel Management (NIPM) conducts the most coveted Programme of Post Graduate Course on Personnel Management which is recognized by Govt. of India for recruitment to superior posts and services under the Central Govt. and by the State Govts. of Andhra Pradesh, Kerala, Karnataka, Rajasthan, Bihar, West Bengal, Tamil Nadu, Goa, Punjab and Orissa for recruitment of Welfare Officers.

Candidates should at least be Graduates from recognized University or its equivalent, with a minimum of 50% marks in the Degree examination. But in case of Honours Degree or Master's Degree as also in case of candidates having 3 years working experience in HR profession or 5 years working experience in industry or those who are professionally qualified as chartered /Costs/ CS/ Management Accounts etc. the recruitment of 50% of marks may be waived.

A large number of passed out PGDPM students from NIPM are occupying senior managerial positions in Public / Private/ Multi-National Companies all over India. This course is considered as equivalent to Master Degree by Universities of Andhra Pradesh, Bihar and Kerala. The Summer Session will commence on June, 2017. For details of the Course, Please see the website of NIPM: www.nipm.in.

Revision of PGDPM Syllabus & Study Materials

NIPM PGDPM Course has been running successfully for more than 30 years. In connection with present need of HRM students, revision/modification/addition are required. For this, Prof. (Dr.) Alope Sen who was attached to different reputed Management Institutes, has been given the responsibility of performing the works relating to revision of syllabus and study materials of PGDPM course as below.

- i) To study and analyse the existing syllabus with reference to the requirement of present Human Resource Management Course.
- ii) To benchmark and compare the syllabus with existing leading MBA HR/PGDPM Course and upgrade the present syllabus.
- iii) To identify the Resource Persons and with consultation with them to modify/revise the present study materials in line with the revised syllabus to make the course contemporary.

MoU between NIPM, India & World Academy for Research & Development (WARD), Dhaka, Bangladesh

NIPM has signed an MoU with World Academy for Research & Development (WARD), Bangladesh for some joint programmes in Bangladesh like Diploma in HR & Certification programmes in HR. WARD Management would work together related to Offering Diploma of NIPM, Joint programme both in Bangladesh & India, Certification Programme accredited by NIPM and to organize Seminar, Conferences jointly in different places.