



National Institute of Personnel Management



January-June, 2016

NEWSLETTER



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Message from National President, NIPM

Dear Members,

I wish you and your family Members the best in the days ahead.

You are well aware that 35th Annual National Conference & Exhibition – 2016 of NIPM will be hosted by NIPM-Raigad Chapter on the theme **“Powering Ahead–Strengthening Bonds of Business by Focusing HR”**. The Conference will be held during September 23-24, 2016 at CIDCO Exhibition Centre Auditorium, Navi Mumbai. The details of the Conference are available in our website www.nipm.in. On this occasion, I request to all of you to please keep yourself free from any other commitments during the period, so that you can attend the Conference and make the Conference a grand success. I also request the office bearers of all the Chapters to ensure sponsorship and advertisement support to Raigad Chapter for this Conference.

It is a great opportunity for all of our HR Professionals to participate in the forthcoming 16th World Congress on Human Resource Management of WFPMA on the theme **"Connecting People - Connecting the World"** scheduled to be held on Istanbul, Turkey during October 20-21, 2016. This world-class event is being designed to address key organization and people management issues through the sharing of new insights and solutions by international renowned speakers, business leaders, and practitioners from around the world. The World Congress will provide the delegates with a platform for global exchange, learning and sharing among business leaders and HR professionals. You will be happy to know that the undersigned will be attending the APFHRM Board Meeting to represent NIPM on 17th October, 2016 at Istanbul during the World Congress. For more information of the World Congress, you may visit www.wfpma2016istanbul.org or email: peryon@peryon.org.tr

I am also pleased to inform you that nominations for NIPM National Award for HR Best Practices 2016 are being sought from Corporates all over the country. The Brochure of the award is also available in our website www.nipm.in. To identify, appreciate and encourage the HR best practicing organizations throughout the country, all members are requested to facilitate greater participation from the Corporates for this National award.

You will be glad to know that as a part of Exchange Programme between NIPM and the other APFHRM Member countries, a 3-Member Delegation of NIPM had attended the 5th International HR Conference of BSHRM, Bangladesh on 11th March, 2016 at Dhaka and a 6-Member Delegation of NIPM had attended the National HR Conference of IPM Sri Lanka during June 21-22, 2016 at Colombo. The undersigned had also attended the IPMSL Conference as a Guest Speaker.

The process of Biennial election of the National Council for the term 2016-2018 has been started. The Chief Returning Officer and two Returning Officers have been nominated for conducting the said election as per the NIPM Constitution. I am sure that the Election to the National Council will be conducted successfully.

Now, I express my gratitude to all of you for your wholehearted support during my tenure as National President and other Office Bearers and Members of the existing National Council during the term 2014-2016. I am also grateful to you for giving me the opportunity to serve the NIPM, the oldest HR Forum of the country. After taking charge as National President of NIPM, I have taken various major initiatives for the development of professional and financial growth of the Institute with the active support of existing National Council. Among them, some of the following significant achievements have been made during my tenure for which the Institute is continuously strengthening in all respects :

01. To bring speed and effectiveness at work in NIPM-National Office, initiatives have been taken to implement the appropriate Information Technology (IT) in the daily office work along with IT System integration, Creation of Softwares for the Membership & the PGDPM Course, started bulk e-mail & SMS Services for the benefits of the NIPM Members & PGDPM Students;
02. The basic Hardware setup was upgraded to make all the computers compatible to the latest Window 7 OS;
03. Official E-mail services have been started with Official domain nipm.in. E-mail IDs have been provided to all NC Members, Chapter Chairmen & Secretaries and Office employees. With a view to reducing expenditure on postage and courier charges of National Office, it was decided that henceforth all communications will be sent by e-mail only. Hard copies will be sent only when e-mail is not available;
04. Launched our new Website with all the latest information for the benefit of our Members. I request all of you to kindly visit our new website www.nipm.in and send your valuable suggestions, if any, for further modification;
05. Introduced NIPM e-Newsletter with all the latest information of the Institute in all respects;



06. Introduced revised rate of Entrance Fee & Membership subscription by amendment of Constitution effective from 1st April, 2015;
07. Efforts made to minimize the defaulters' list by encouraging the defaulting members for upgradation to Life Members;
08. It is a matter of pleasure that after a massive renovation, a new Convention Centre has been inaugurated on 27th February, 2016 at National Office of NIPM with well-equipped and all modern conference facilities. Subsequently, renovation job for Board Room and Pantry Section have also been completed and ready to use for commercial purpose along with our Convention Centre. I am confident that this initiative will help us to get more revenue as well as increase the brand image & visibility of NIPM.
09. I am delighted to inform all of you that our Institute has taken some initiatives and started new Exchange Programmes between several APFHRM Member countries like, SHRI, Singapore, HKIHRM, Hong Kong and JSHRM, Japan for the mutual benefit of the members of the APFHRM Member Countries;
10. It gives me pleasure to inform you that after a gap of 13 years, three new Chapters of NIPM have been formed namely 'Singrauli', 'Hosur' and 'Thane' Chapters, the 50th, 51st and 52nd Chapter of NIPM respectively; Hazira Chapter of NIPM has been revived as NIPM-Surat Chapter with a hope to provide value added services to the Members. The Chapters who were inactive / defunct have been constantly encouraging to organize Seminars, Workshops, Training Programmes etc. The recent trend of sending activities to National Office and inducting new members have rapidly been increased.
11. With a view to strengthening our Institute, in the last year we have successfully completed the year-long "Membership Campaign Drive" towards the membership growth of NIPM and generate the revenue for the development of the Institute. A record no. of new members have admitted during the term 2014-2016 and a record amount of Rs.90,000,00/- (Ninety Lakhs) has been collected in the year 2014-2016, compared to Rs.52,000,00/- (Fifty two Lakhs) for the year 2012-2014 as membership subscription. I am happy to inform you that NIPM-Ranchi Chapter has made a history by admitting 113 new Life Members on the occasion of a Seminar held on 16th January, 2016 which is remarkable in all respects.
12. The admission to the Post Graduate Diploma in Personnel Management (PGDPM) Course have been successfully going on. More Students have been attracted throughout the country to pursue the PGDPM Course of NIPM.

For the first time in the history of NIPM and also a great honour for NIPM, a Parliamentary Standing Committee on Personnel, Public Grievances, Law and Justice consisting of 25 Honourable Members of Indian Parliament have identified National Institute of Personnel Management (NIPM) to interact on the subject "**Appointment of Advisors / Experts in Government Establishments and its Implication on Accountability of the Executive**". The interaction meeting between Parliamentary Standing Committee and NIPM on the above subject was held at Kolkata on 14th June, 2016. The officials of West Bengal State Government, State Public Service Commission; Indian Institute of Management; Administrative Training Institute; and The Centre for Studies in Social Sciences (CSSS) also interacted with Parliamentary Standing Committee on the above subject separately. In the said Interaction meeting, the Parliamentary Standing Committee asked the views / suggestions of NIPM on the subject matter. Office bearers of the Institute including the undersigned have elaborately explained the matter satisfactorily and gave the views / suggestions of NIPM before the Members of Parliamentary Standing Committee on the aforesaid HR related subject appropriately. Mr. S. N. Singh, Executive Director and Mr. Sanat Dey, Superintendent, NIPM also attended the meeting.

I am glad to inform you that NIPM National Office have been successfully organizing National Seminars on different theme throughout the country for generating revenue in the National Office. Recently National Office and NIPM-Raigad Chapter have jointly organized the 2-day National Seminar on the theme '**Managing for Excellence – Be Different, Do Different**' at Navi Mumbai, Maharashtra.

I am happy to inform you that various Chapters of NIPM have observed 'NIPM Foundation Day' on 15th March, 2016 and I congratulate all of them for strengthening the HR fraternity on this auspicious day.

With best wishes and warm regards,

Somesh Dasgupta,
National President, NIPM

**WELCOME TO NEW MEMBERS (During the period January to June 2016)**

| CHAPTER | NO. OF MEMBERS |
|----------------|-----------------------|
| A.P. | 1 |
| ASANSOL | 2 |
| AHMEDABAD | 1 |
| AURANGABAD | 10 |
| BARODA | 1 |
| THANE | 15 |
| MUMBAI | 9 |
| BHILAI | 1 |
| BILASPUR | 7 |
| KOLKATA | 32 |
| COIMBATORE | 9 |
| DELHI-NCR | 6 |
| GOA | 5 |
| HOSUR | 82 |
| KARNATAKA | 17 |
| KERALA | 10 |
| MADRAS | 8 |
| MADURAI | 5 |
| MYSORE | 3 |
| NAGPUR | 9 |
| NASHIK | 1 |
| PUNE | 6 |
| RANCHI | 99 |
| SINGRAULI | 15 |
| TRIVANDRUM | 10 |
| UPPERASSAM | 3 |
| U.P. | 5 |
| UTKAL | 1 |
| VISAKHA | 1 |
| TOTAL : | 374 |

INTERACTION MEETING OF PARLIAMENTARY STANDING COMMITTEE WITH NIPM

For the first time in the history of NIPM and also a great honour for NIPM, a Parliamentary Standing Committee on Personnel, Public Grievances, Law and Justice consisting of 25 Honourable Members of Indian Parliament have identified National Institute of Personnel Management (NIPM) to interact on the subject **“Appointment of Advisors / Experts in Government Establishments and its Implication on Accountability of the Executive”**. The interaction meeting between Parliamentary Standing Committee and NIPM on the above subject was held at Kolkata on 14th June, 2016. Mr. Somesh Dasgupta, National President, NIPM, Mr. S. N. Singh, Executive Director and Mr. Sanat Dey, Superintendent were attended the meeting on behalf of NIPM. The Office bearers of NIPM have elaborately explained the matter before the Parliamentary Standing Committee satisfactorily. The officials of West Bengal State Government, State Public Service Commission; Indian Institute of Management; Administrative Training Institute; and The Centre for Studies in Social Sciences also interacted with Parliamentary Standing Committee on the above subject separately.

During the Interaction Meeting, the Parliamentary Standing Committee asked the views / opinion from NIPM on the following points related to the aforesaid subject :-

- (i) Ad-hoc appointments in Government Departments and its impact on institutional memory;
- (ii) Influence of Consultants on Government Policies and Programmes;
- (iii) Permanent bureaucracy vis-a-vis ad-hoc appointment of Consultants and their accountability.
- (iv) Issue of confidentiality and transparency in decision making by the ad-hoc appointees;
- (v) Conflict of interest in the appointment of Consultants/advisers;
- (vi) Project/programme specific appointment vis-a-vis appointment to technical and regular posts;
- (vii) Role/accountability of foreign funded Consultants vis-à-vis domestic funded Consultants;
- (viii) Perks and perquisites of ad-hoc appointees and their financial implication on public exchequer; and
- (ix) Permanent bureaucracy vis-a-vis ad-hoc appointments in other countries, especially, United States of America, Commonwealth and European Countries.

Subsequently, the valued views / opinion of NIPM on the points mentioned above have been sent to the Parliamentary Standing Committee.

Photographs on the Interaction Meeting of Parliamentary Standing Committee with NIPM are given below for ready reference :-



Hon'ble Members of Parliamentary Standing Committee during the Interaction Meeting with the Office bearers of National Institute of Personnel Management (NIPM); Indian Institute of Management; West Bengal State Public Service Commission; Administrative Training Institute; and the Centre for Studies in Social Sciences on 14th June, 2016 at Hotel Taj Bengal, Kolkata.



Mr. Somesh Dasgupta, National President, NIPM along with Mr. S. N. Singh, Executive Director and Mr. Sanat Dey, Superintendent welcoming Hon'ble Dr. E. M. Sudarsana Natchiappan, M.P. (RS) & Chairman, Parliamentary Standing Committee with Bouquet and Angabastram on 14th June, 2016 at Hotel Taj Bengal, Kolkata.

EVENTS OF NATIONAL OFFICE – PAST & FORTHCOMING

PAST EVENT OF NATIONAL OFFICE

Management Development Programme at Navi Mumbai

NIPM-National Office and NIPM-Raigad Chapter jointly organised a 2-Day Management Development Programme (MDP) on the theme **“Managing for Excellence – Be Different, Do Different”** during April 22 & 23, 2016 at Hotel Yogi Executive, Navi Mumbai, Maharashtra. The MDP was inaugurated by Dr. K. K. Chaudhuri, Former Director, Army Institute of Management, Editor-in-Chief, Editorial Board, NIPM and the Key Resource Person of the Programme. The other Resource Persons of the Programme were Dr. R. T. Goswami, Director, Birla Institute of Technology, Kolkata Campus; Mr. Naresh Kumar Piniseti, Group President – HR, Deepak Fertilizer’s & Petrochemical Corporation, Pune; Dr. Santosh Bhawe, Sr. VP – HR, IR & Admn., Bharat Forge Ltd., Pune; Prof. R. S. S. Mani, Vice-President-Institutional Development, ITM group of Institutions, Vashi and Mr. D. M. Katre, President (PMD), Reliance Industries Ltd., Patalganga. The Speakers focussed on Analysis of Business Environment; The Excellent Companies – Parameters; The Excellent Companies – Success Stories; The Excellent Companies – Leadership Issues; The Excellent Companies – Strategies & Action Plan. Many Senior Executives of all functions representing a cross section of industries from Public and Private Sectors throughout the country were attended the Programme. The deliberation of the Speakers on the theme were highly appreciated by the delegates.



Dr. K. K. Chaudhuri, the Key Resource Person, MDP, Former Director, Army Institute of Management & Editor-in-Chief, Editorial Board, NIPM delivering speech during the inauguration of Management Development Programme at Navi Mumbai on 22.04.2016. (from L To R) Mr. Avinash Somvanshi, Hon. Secretary, Raigad Chapter; Dr. R. T. Goswami, the Resource Person; Mr. S. G. Chavan, Chairman, Raigad Chapter & NC Member; Mr. S. N. Singh, Executive Director, NIPM and Mr. Asok Khanna, Hon. Treasurer, NIPM were also seen.

INAUGURATION OF NIPM CONVENTION CENTRE AT NATIONAL OFFICE



Mr. Somesh Dasgupta, National President, NIPM along with National Council Members and Staff Members during the inauguration of NIPM Convention Centre on 27th February, 2016 at NIPM National Office, Kolkata

National Council (NC) Meetings of NIPM

322nd NC Meeting at Kolkata



322nd Meeting of the National Council held on 27th February, 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 representatives were attended the meeting.

323rd NC Meeting at Navi Mumbai



323rd Meeting of the National Council held on 23rd April, 2016 at Hotel Yogi Executive, Navi Mumbai hosted by NIPM-Raigad Chapter. Mr. Somesh Dasgupta, National President chaired the meeting. 15 National Council Members / Chapter representatives were attended the meeting.

324th NC Meeting at Bangalore



324th Meeting of the National Council held on 18th June, 2016 at Nisarga Guest House, Bharat Electronics Ltd., Jalahalli, Bangalore hosted by NIPM-Karnataka Chapter. Mr. Somesh Dasgupta, National President chaired the meeting. 17 National Council Members / Chapter representatives were attended the meeting.

FORTHCOMING EVENTS OF NATIONAL OFFICE

35TH NIPM ANNUAL NATIONAL CONFERENCE & EXHIBITION-2016 AT NAVI MUMBAI

NIPM is going to host the 35th Annual National Conference & Exhibition - 2016 (NATCON 2016) at Navi Mumbai, Maharashtra on the theme “**Powering Ahead–Strengthening Bonds of Business by Focusing HR**”. NIPM Annual National Conference is one of the India’s largest Human Resources Conferences, attracting numerous HR and business professionals throughout the Globe. The Mega event will take place on 23rd & 24th September, 2016 at CIDCO Exhibition Centre Auditorium, Navi Mumbai, hosted by NIPM Raigad Chapter. For the details of the Conference, kindly visit our Websites : www.nipm.in or www.natcon2016.com

The renowned National and International Speakers will share their views and ideas in the Mega Conference. This conference will address and debate on the various dimensions of the main theme through other sub-themes. In our popular two-day event features with its informative sessions on the aforesaid theme and sub-themes, more than 900 HR & IR Professionals and world class Keynote speakers throughout the country and abroad will attend the above international mega event to update their knowledge on latest trend in the field of Human Resource Management and share their experiences and views for the mutual benefits. HR Professionals and others from public / private sectors are cordially invited to attend this Mega Conference by registering their names as early as possible.



Details of Registration Fee for Delegates

| | Category Fee | Service Tax 15 % | Total |
|------------------------|-----------------|------------------|---------|
| NIPM Members | 7000 | 1050 | 8050 |
| NON Members | 8000 | 1200 | 9200 |
| NIPM Members (Retired) | 5000 | 750 | 5750 |
| Accompanying Spouse | 4000 | 600 | 4600 |
| Academicians | 6000 | 900 | 6900 |
| Students | 5000 | 750 | 5750 |
| Foreign Delegates | US\$300 | | US\$300 |

DD / Cheque drawn in favour of – “NIPM NATCON 2016” payable at Mumbai & mail / post/ courier to:

National Institute of Personnel Management, Raigad Chapter
C/o Redwing Management Facilitators
F-9, B-02, Navratna CHS, Sector 8
Khanda Colony, New Panvel- 410 206W

Bank details for making payment through RTGS/NEFT:

Bank Name: HDFC Bank
Branch : Multi Residency, Plot no. 44, Shivaji Chowk, Panvel – 410 206, Maharashtra.
Account No.: 50200018323776, IFSC Code: HDFC0002715

For Sponsorship & Advertisement in the Souvenir or any further information, kindly contact :

Mr. S. N. Singh, Executive Director, NIPM
National Institute of Personnel Management
Southend Conclave, Tower Block, 3rd Floor
1582, Rajdanga Main Road, Kolkata-700 107

Phone : (033) 2441 7254 (D), 2441 7255
Mobile No. 094741 19805

E-mail : info@nipm.in; sn.singh@nipm.in
Website : www.nipm.in

Mr. S.G. Chavan, Chairman, Raigad Chapter
NC Member, NIPM & Chairman Org.Comm.
C/o. Redwing Management Facilitators
F-9, B-02, Navratna CHS, Sector-8
Khanda Colony, New Panvel - 410 206

Mobile No. 09372413342
E-mail : sg_chavan@rediffmail.com;
sgchavan56@gmail.com
sgchavan@elderindia.com
nipmraigadchapter50@gmail.com
Website : www.nipmraigadchapter.in

NIPM NATIONAL AWARD FOR HR BEST PRACTICES - 2016

To Identify ‘The HR Best Practising Organizations’ and to publicly appreciate their significant HR endeavours, NIPM has instituted this prestigious National Award for HR Best Practices since 2008 to acknowledge and encourage the organizations in our country for their HR best practices. The winning organizations not only get professional appreciation for their efforts but also earn their significant goodwill in the corporate world and society. They become the leaders in HR field whose examples are emulated by others; for attaining the kind of care and nurturing this most precious resource demands. In the process, people, organizations and the society are not only benefited but also create a niche in the history of Human Resource Development & Evolution.



WHO CAN PARTICIPATE

This prestigious all-India HR competition is open for the following categories of organizations:-

1. All Corporates (both Public & Private Sectors) from all the Sectors and Units of Industries & Businesses.
2. Government & Semi-Government bodies & Cooperative Organizations.

The participating organizations in the above categories must be active in business in India at least for the past two years. Indian companies having units operating overseas are also eligible to participate.

·Last year's Gold winners (2015) are excluded from participating in this year's competition (2016).

CATEGORIES OF AWARD

The application process for this competition is classified into three categories as follows :-

- Category 'A' : Organizations having **more than 5000 employees.**
Category 'B' : Organizations having employee strength **from 1501 upto 5000.**
Category 'C' : Organizations having employee strength **upto 1500.**

PARTICIPATION FEES

The entry fee of (i) **Rs.50,000/-** (Rupees Fifty Thousand only) for Category-'A' organizations (ii) **Rs.35,000/-** (Rupees Thirty Five Thousand only) for Category-'B' organizations and (iii) **Rs.25,000/-** (Rupees Twenty Five thousand only) for Category-'C' organizations, is payable **at the time of submission of application** by the participating organizations through a demand draft drawn in favour of **'National Institute of Personnel Management'** payable **at Kolkata, by 16th July, 2016.**

For the PROCEDURE FOR PARTICIPATION & ALLIED COST, kindly see the Brochure of the Award in our website: www.nipm.in :

PRIVILEGES / FACILITIES FOR WINNERS / RUNNERS-UP

The NIPM Gold and NIPM Silver awardees will be entitled to the following :-

1. Winning & Runners-up Participants of this prestigious Award will receive in person, their respective trophies & certificates at the Inaugural Session of the 35th Annual National Conference & Exhibition – 2016 of NIPM to be held on 23rd September, 2016 at CIDCO Exhibition Centre Auditorium, Vashi, Navi Mumbai in the presence of most eminent personalities of the HR fraternity and other dignitaries / delegates from India & abroad.
2. Free Participation (as delegate) of **two officials from Gold winning companies, and one official from Silver winning companies**, at the 35th Annual National Conference & Exhibition - 2016 at Navi Mumbai.
3. Certificate of Merit will be issued to other participating Companies in categories 'A', 'B' and 'C' (i.e. other than Gold/Silver winning organizations).

The Application documents filled in all respects along with the Entry Fee, may please be sent within 16th July, 2016 to :

Mr. S. N. Singh
Executive Director
National Institute of Personnel Management (NIPM)
Southend Conclave
Tower Block (3rd Floor)
1582, Rajdanga Main Road
Kolkata-700 107

Mobile : 94741 19805
Ph : 033-24417254 / 24417255
Fax: 033-2441 7256
Email id : info@nipm.in; sn.singh@nipm.in

For details of the NIPM National Award for HR Best Practices – 2016 or for download the Brochure of this prestigious Award, kindly visit our website : www.nipm.in

INTERNATIONAL EVENTS – PAST & FORTHCOMING

PAST INTERNATIONAL EVENTS

5th International HR Conference – 2016 of BSHRM at Dhaka, Bangladesh

The 5th International HR Conference – 2016 on the theme **“HR Transformation for National Development”** hosted by Bangladesh Society for Human Resource Management (BSHRM) on 11th March, 2016 at BICC, Shere-e-Bangla Nagar, Dhaka, Bangladesh. Her Excellency Marcia Stephens Bloom Bernicat, the U.S. Ambassador to Bangladesh was the Chief Guest of the Conference. The Speakers of the Conference were Md. Musharrof Hossain, President, APFHRM and President, BSHRM, Bangladesh; Mr. Ernesto G. Espinosa, Immediate Past President, WFPMA; Ms. Lyn Goodear, Secretary General & Treasurer, APFHRM; Mr. David Lee, President, HKIHRM, Hong Kong; Mr. Yuji Mishiuro, Vice-President, East Asia, APFHRM; Mr. Rohitha Amarapala, President, IPM Sri Lanka; Mr. Aresandiran J., President, MIHRM, Malaysia; Mr. Erman Tan, President, SHRI, Singapore and others. Under the Exchange Programme between NIPM-India and BSHRM, Bangladesh, a Three-Member Delegation of NIPM-India attended the Conference. During the Conference, APFHRM Board Meeting was also held on 12th March, 2016 at the same venue. Mr. R. Mohan Das, Chairman, International Affairs & Relations Committee, NIPM and Immediate Past National President, NIPM represented NIPM-India in the said Board Meeting.



Her Excellency Marcia Stephens Bloom Bernicat, the U.S. Ambassador to Bangladesh & Chief Guest of the 5th International HR Conference of BSHRM receiving Memento from Md. Musharrof Hossain, President, APFHRM and President, BSHRM, Bangladesh on 11th March 2016 at BICC, Shere-e-Bangla Nagar, Dhaka, Bangladesh.



Mr. R. Mohan Das, Chairman, International Affairs & Relations Committee, NIPM and Immediate Past National President, NIPM; Mr. Nataraj Ray, National Council Member, NIPM; Ms. Lyn Goodear, Secretary General & Treasurer, APFHRM and other APFHRM Leaders at the 5th International HR Conference of BSHRM on 11th March 2016 at BICC, Shere-e-Bangla Nagar, Dhaka, Bangladesh.

National HR Conference – 2016 of IPM Sri Lanka at Colombo

The National HR Conference – 2016 on the theme **“HR Ecosystem for Competitiveness”** hosted by Institute of Personnel Management Sri Lanka during June 21-22, 2016 at BMICH, Colombo. The eminent Speakers of the Conference focussed on the issue on contemporary HR and Business Management including Competitiveness; Governance and Ethical Leadership; Innovation and Creativity; Technology and People; & Public Sector HR. Under the Exchange Programme between NIPM-India and IPM Sri Lanka, a Six- Member Delegation of NIPM-India attended the Conference.

As per the invitation of IPM Sri Lanka, Mr. Somesh Dasgupta, National President, NIPM attended the Conference. Mr. Dasgupta also attended the Meeting with International HR Professionals on 23rd June, 2016 on the theme **“Human Resource Management (HRM) Challenges of Regional Nations”** and presented a two–slide Power Point presentation on the subject **(1) Macro Human Resources challenges faced by the country & (2) Action taken by the Government and others.**



Mr. Somesh Dasgupta, National President, NIPM-India delivering speech during the National HR Conference 2016 of IPM Sri Lanka held from 21-22 June, 2016 at BMICH, Colombo. Prof. T. V. Rao, Chairman, TVRLS and Founder, NHRD Network-India & other dignitaries are also seen.



During the Exchange Programme between NIPM-India and IPM Sri Lanka, Mr. Somesh Dasgupta, National President, Mr. L. N. Mishra, Hon. General Secretary and the Delegates of NIPM-India receiving memento from Mr. Rohitha Amarapala, President, IPM Sri Lanka on the occasion of National HR Conference – 2016 of IPM Sri Lanka held at Colombo.



FORTHCOMING INTERNATIONAL EVENTS

16th World Congress on Human Resource Management of WFPMA at Istanbul, Turkey

The World HR Congress is the biggest HR event of the World. This year, World Federation of People Management Associations (WFPMA) is going to organise the 16th World Congress on Human Resource Management at Istanbul, Turkey. This is the most comprehensive, innovative and most visionary Congress of HR with its number of sessions, variety of speakers will enlighten and enrich the professionals, academicians and students. The theme, date & venue of the World HR Congress are as under :

Theme : **Connecting People - Connecting the World**
Date : October 20 & 21, 2016
Venue : Halic Congress Center, Istanbul, Turkey

This world-class event is being designed to address key organization and people management issues through the sharing of new insights and solutions by international renowned speakers, business leaders, and practitioners from around the world. The World Congress will provide the delegates with platform for global exchange, learning and sharing among business leaders and HR professionals. All participants are required to show a valid passport on entrance to Turkey. Citizens of some countries are required to obtain a visa before arrival from the Turkish Embassy or Consulate and some may obtain e-Visas via the website www.evisa.gov.tr before arrival. The most updated visa information can be received from the website of the Republic of Turkey Ministry of Foreign Affairs. For more information of the World Congress, visit www.wfpma2016istanbul.org or email: peryon@peryon.org.tr

AHRI National Convention & Exhibition - 2016

Australian Human Resources Institute (AHRI) is going to organize AHRI National Convention & Exhibition – 2016 **during August 3-5, 2016 at Brisbane Convention and Exhibition Centre, Brisbane, Australia.**

The AHRI National Convention and Exhibition is Australia's flagship event for HR professionals and business leaders who are responsible for the people planning decisions in their organisation. The event attracts over 3000 attendees around the country each year, inspired by local and global thought leaders on the big issues facing HR and business. This is also the largest HR exhibition of Australia. For details of the Conference, see the website of AHRI : www.ahri.com.au

HKIHRM Annual Conference & Exhibition - 2016

Hong Kong Institute of Human Resource Management (HKIHRM) is going to organize its Annual Conference & Exhibition – 2016 at Hong Kong. The theme, date & venue of the Conference are as under :

Theme : **"Transformation : People, Strategy, Organisation"**
Date : November 24 & 25, 2016
Venue : Hong Kong Convention and Exhibition Centre, Hong Kong

For more information of the HKIHRM Annual Conference & Exhibition – 2016, visit / www.hkihrm.org /www.hkihrm-conference.org

NEW / REVIVAL OF CHAPTERS

New Chapters of NIPM

Inauguration of NIPM – Singrauli Chapter, the 50th Chapter of NIPM

NIPM-Singrauli Chapter, the 50th Chapter of NIPM has been formally inaugurated on 16th April, 2016 at Singrauli under the Chairpersonship of Ms. Shantilala Sahu, Director (Personnel), Northern Coalfields Ltd. The Inaugural Ceremony of Singrauli Chapter was graced by the kind presence of Mr. Somesh Dasgupta, National President, NIPM; Mr. R. Mohan Das, Immediate Past President, NIPM & Director (Personnel & IR), Coal India Ltd; Mr. Anupam Anand, Chairman, Membership Committee, NIPM and Director (Personnel), Hindustan Copper Ltd.; Ms. Shantilala Sahu, Chairperson, NIPM-Singrauli Chapter & Director (Personnel), Northern Coalfields Ltd. & other dignitaries. Here is the glimpse of Inaugural Ceremony of NIPM-Singrauli Chapter :



In the Inaugural Ceremony of NIPM-Singrauli Chapter on 16.04.2016, Mr. Somesh Dasgupta, National President, NIPM; Mr. R. Mohan Das, Immediate Past President, NIPM & Director (Personnel & IR), Coal India Ltd.; Mr. Anupam Anand, Chairman, Membership Committee, NIPM and Director (Personnel), Hindustan Copper Ltd.; Ms. Shantilala Sahu, Chairperson, NIPM-Singrauli Chapter & Director (Personnel), Northern Coalfields Ltd. were releasing the Souvenir along with other dignitaries.

Inauguration of NIPM – Hosur Chapter, the 51st Chapter of NIPM

NIPM-Hosur Chapter, the 51st Chapter of NIPM has been formally inaugurated on 30th April, 2016 at Hosur. Mr. A. S. Girish, National Vice-President, NIPM, Mr. P. Muthuvelappan, Chairman, NIPM-Coimbatore Chapter, Mr. S. Nagaraja, Chairman, NIPM-Karnataka Chapter, Mr. Gomathisankar I. K., Chairman, NIPM-Hosur Chapter were present in the Inaugural Ceremony along with other dignitaries & Members of the Chapter. The new Office Bearers and Executive Committee members took charge in the Inaugural Ceremony of the Chapter. Here is a snap taken during the occasion :



Mr. A. S. Girish, National Vice-President, NIPM lighting the lamp to inaugurate NIPM-Hosur Chapter on 30. 04. 2016. Mr. P. Muthuvelappan, Chairman, NIPM-Coimbatore Chapter; Mr. S. Nagaraja, Chairman, NIPM-Karnataka Chapter and other dignitaries were also seen.

Opening of NIPM-Thane Chapter, the 52nd Chapter of NIPM

NIPM happily announced that, a new Chapter of NIPM has been formed in the Western Region, namely 'Thane Chapter', the 52nd Chapter of NIPM. The National Council in its meeting held on 23rd April 2016 at Navi Mumbai has approved the opening of NIPM-Thane Chapter to facilitate better services to the NIPM Members situated at Thane and adjoining areas. Our heartiest congratulations to NIPM-Thane Chapter with a hope that they will work towards the development of HR in the coming days and will keep the Flag of NIPM high.

Revival of Chapters

Revival Process of NIPM-Ahmedabad Chapter & NIPM-Baroda Chapter are going in full swing under the initiative of Mr. Manoj Gupta, Regional Vice-President (Western Region), NIPM. Steps have been taken to revive the above Chapters for providing better services to the NIPM Members.

CHAPTER EVENTS / ACTIVITIES

A. P. CHAPTER



Dr. Jibitesh Rath, Chairman, NIPM-A.P. Chapter and Joint General Manager (HRD), NMDC Ltd delivering speech on the theme **“HR Expectations from the Gen Next”** during the Seminar jointly organised by NIPM-A.P. Chapter & Institute of Public Enterprise, Hyderabad on 5th February, 2016.

AURANGABAD CHAPTER

Mr. Ram Marlapalle, Chairman, NIPM-Aurangabad Chapter speaking on **“NIPM – Today and Tomorrow”** on the occasion of NIPM Foundation Day on 15th March, 2016



COIMBATORE CHAPTER



Mr. P. Muthuvelappan, Chairman, NIPM-Coimbatore Chapter welcoming Mr. Advait Kurlekar, CEO, UMC, Pune & the Speaker of the NIPM Foundation Day on the theme **“Performance Partnership using Balanced Scorecard”** on 15th March, 2016.

DELHI - NCR CHAPTER

Ms. Annie Moraes, Member (Finance), Deptt. Of Telecommunication, Ministry of Communication, New Delhi inaugurating the NIPM Foundation Day & Seminar on the theme **“Women Empowerment”** on 15th March, 2016 organised by NIPM-Delhi-NCR Chapter. (From L to R) Mr. Mukesh Jain, Vice-Chairman, Delhi-NCR Chapter; Mr. R. P. Singh, Director (HR & Legal), IFFCO Ltd. and Immediate Past Chairman of Delhi-NCR Chapter & other dignitaries are also seen.



GOA CHAPTER



Mr. Somesh Dasgupta, National President, NIPM & the Key Note Speaker lighting the lamp to inaugurate the Two-Day Western Region HR Conclave on the theme **“HR Leadership & Organizational Transformation”** on 19th February, 2016 jointly organised by NIPM-Goa Chapter & the Goa Institute of Management. Mr. Manoj Gupta, Regional Vice-President (WR), NIPM and other dignitaries are also seen.

Mr. S. Nagaraja, Chairman, NIPM-Karnataka Chapter & other dignitaries during the **HR Professionals’ Day** on the theme **“New age HR Professionals – Impacting Business & Society”** on 25th January, 2016 jointly organised by NIPM-Karnataka Chapter; NHRD; ISTD and KAPSW.

KARNATAKA CHAPTER



KERALA CHAPTER



Mr. Madhu S. Nair, Chairman & Managing Director, Cochin Shipyard Ltd. & the Chief Guest delivering Speech on the topic **“A CEO’s Expectations from an HR Manager”** on the occasion of NIPM Foundation Day on 15th March, 2016. Mr. M. Thomas Kadavan, Chairman, NIPM-Kerala Chapter and other dignitaries are also seen.

KOLKATA CHAPTER

NIPM Foundation Day celebrated by NIPM-Kolkata Chapter at Hindustan Copper Ltd., Kolkata Office on 15.03.2016. Mr. Anupam Anand, Chairman, NIPM-Kolkata Chapter & Director (Personnel), Hindustan Copper Ltd; Mr. Asok Khanna, Hon. Secretary, Kolkata Chapter; Mr. S. N. Singh, Executive Director, NIPM and Members of NIPM-Kolkata Chapter are also seen.



MADRAS CHAPTER

- 1) A Members Meeting was organized by NIPM-Madras Chapter on 27.01.2016 on the topic **“Emergence of Human Capital”** and Mr. Hussain Sehla was the Speaker of the Meeting.
- 2) Inauguration of NIPM Campus on 15.02.2016 by Madras Chapter. Lecture Meetings held during the inauguration :-
Topic : **“HR Challenges Now & Future”**; Speaker : Mr. S Kumaralingam
Topic : **“Employee Relations”**; Speaker : Mr. G. Sridhar
Topic : **“Learning Development”**; Speaker : Mr. M. Ramakrishnan
- 3) NIPM Foundation Day observed on 15.03.2016 & NIPM Campus Connect Special address by Mr. J. Sujith Kumar; Seventeenth Endowment Lecture Meeting on 31.03.2016 on the topic **“Risk or not taking Risk”** by Mr. R. G. Chandramogan.
- 4) A Members Meeting was organized on 28.04.2016 on the topic **“HOLOCRACY, Strategic Opportunity & Challenges for Human Resources”** and Mr. B. J. Jayachandran was the Speaker of the Meeting.
- 5) A Members Meeting was organized on 26.05.2016 on the topic **“Responsible Business Practices in the Indian Corporate Sectors”** and Mr. K. Nagaraja Kumar was the Speaker of the Meeting.

MADURAI CHAPTER

- 1) A Lecture Meeting was organized by NIPM-Madurai Chapter on 09.01.2016 on the topic **“New Dimension in HR Practice”**, Mr. Alfred R. Thiagarajan, Vice-President-Resource, Open Wave Computing New York was the Speaker of the Meeting.
- 2) The HR Professional Day was celebrated by Madurai Chapter on 30.01.2016, 110 HR Professionals were attended the meeting.
- 3) NIPM-Madurai Chapter was co-sponsor for the Productivity Week Celebrations organized by Madurai Productivity Week Celebrations from 12.02.2016 to 18.02.2016.
- 4) Career Guidance – Corporate Social Responsibility Initiative on 05.03.2016 & 06.03.2016 by Madurai Chapter
Dr. S. Murugesan, Hon. Secretary; Mr. R. Rajaram, Hon. Treasurer; Mr. Jaya Muthu Mahesh, Hon. Addl. Secretary; Mrs. Vijila Jasmin, HDFC Life and Mr. R. Rajkumar of GHCL Ltd were acted as Resource Person for the above programme. 100 male and female students were attended the programme.
- 5) Annual General Meeting of NIPM-Madurai Chapter was held on 22.05.2016 at Madurai.

MUMBAI CHAPTER

NIPM-Mumbai Chapter organized One-Day Seminar on the theme **“New Mandate for Industrial Relations”** on 8th January, 2016 at Hotel Four Point Sheraton Vashi, Navi Mumbai. Mr. Vivek Paranjpe, Strategic Advisor, Reliance Industries Ltd was the Key Note Speaker of the Seminar. The Speakers of the Seminar were Mr. D. M. Katre; Mr. K. N. Vaidyanathan; Dr. D.K. Srivastava; Mr. Uday Gupta; Mr. Uday Mahale and Prof. RSS Mani.

NAGPUR CHAPTER



Mr. Pradeep Zoting, Chairman, NIPM-Nagpur Chapter along with other dignitaries on the occasion of HR Summit 2016 held on 27.02.2016 on the theme **“Synergizing Human Capital Potential”** jointly organised by NIPM-Nagpur Chapter and DMIMS, Nagpur.

NASHIK CHAPTER

Mr. Somesh Dasgupta, National President, NIPM & Chief Guest along with Mr. Ravindra Chaubal, Chairman, Nashik Chapter; Mr. J. K. Shinde and Mr. Prakash Bari, Both the Vice-Chairmen; Mr. Sudhir Patil, Hon. Secretary and Mr. Shridhar Vyawahare, Immediate Past Regional Vice-President (WR), NIPM during the Seminar on the theme **“Corporate Social Responsibility Initiatives & Implementation”** on 22nd April, 2016 organised by NIPM-Nashik Chapter.



NEYVELI CHAPTER



Mr. S. K. Acharya, Chairman, NIPM-Neyveli Chapter and Chairman & Managing Director, Neyveli Lignite Corporation Ltd delivering Inaugural address during the 2 Day Seminar on the theme **“Best HR Practices”** on 29.04.2016. Mr. P. C. Panigrahi, Regional Vice-President (CR), NIPM; Mr. S. C. Padhy, Director (HR), NALCO Ltd, Former Regional Vice-President (CR), NIPM were seen along with other dignitaries.

ORISSA CHAPTER

NIPM-Orissa Chapter organised a Workshop on the topic **“Leadership in Large Public Sector Undertakings”** on 18.01.2016, (from L to R) Dr. P. K. Sahu, Hon. Secretary, Orissa Chapter; Prof S. K. Sharma, the Key Note Speaker of IIM, Indore; Mr. P. K. Pradhan, ED (P&A), RSP and Dr. R. K. Dash, Vice-Chairman, Orissa Chapter are seen.



PUNE CHAPTER



Mr. Abhijeet Shah, Chairman, NIPM-Pune Chapter addressing on the occasion of Swami Vivekananda Jayanti & Youth Conference on the theme **“Change Challenge – Opportunity in 2020 (Bhavishyache Vedh)”** on 12th January, 2016.

Historic Moment for NIPM-Ranchi Chapter



On the Occasion of Seminar of NIPM-Ranchi Chapter on 16th January, 2016, 113 new Life Members have been added in Ranchi Chapter. The group photograph shows a part of new Life Members along with Mr. Somesh Dasgupta, National President, NIPM; Prof. U. K. Chaubey, Past National President, NIPM; Mr. T. K. Chand, Chairman-cum-Managing Director, NALCO; Mr. R. S. Mahapatro, Regional Vice-President (ER), NIPM, Chairman, NIPM-Ranchi Chapter & Director (Personnel), CCL and Mr. S. N. Singh, Executive Director, NIPM.

TRIVANDRUM CHAPTER



Mr. A. Alexander, Addl. Labour Commissioner (E), Govt. of Kerala, Trivandrum addressing on the topic **“Labour Laws”** in the Workshop organized by NIPM-Trivandrum Chapter on 15.01.2016. Dr. G. L. Muraleedharan, Regional Vice-President (SR), NIPM is also seen along with other dignitaries.

U. P. CHAPTER

Mr. Sanjay Medhavi, HOD of Business Administration, Lucknow University delivering speech on the theme **“Make in India – HR Perspective”** on the occasion of NIPM Foundation Day organized by NIPM-U.P. Chapter on 15th March, 2016.



UTKAL CHAPTER

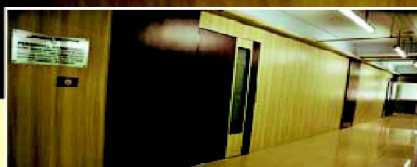
NIPM-Utkal Chapter celebrated the 37th NIPM Foundation Day on 15th March, 2016 in NALCO Auditorium, Bhubaneswar. Dr. Ashok Kumar Mahapatra, Director, AIIMS, Bhubaneswar and Mr. S. C. Padhy, Director (HR), NALCO Ltd and former Regional Vice-President (CR), NIPM graced the function. The programme was attended by many senior HR Professionals as well as the Student-Members of PMIR Deptt. of Utkal University, Bhubaneswar. Dr. A. K. Sahu, Chairman, NIPM-Utkal Chapter welcomed the participants. Mr. S. C. Padhy highlighted the challenges the HR professionals have to face in the coming days. Mr. Padhy also spoke about the activities being taken up by NIPM in general and Utkal Chapter in specific. Dr. Mahapatra spoke on management, combining it with spirituality and medicines. His main thrust was to create a positive work culture to have a better society. A souvenir was released on the occasion and prizes were given to the winners and runners-up students, who participated in NIPM Quiz competition held in 2016.

VISAKHA CHAPTER

NIPM-Visakha Chapter organised One-Day Workshop on **“Latest Changes in Labour Legislations”** on 19th March, 2016 at Nagarjuna Hall, HRD Centre, Ukku House, Vizag Steel Plant Township. The Speakers highlighted the latest developments in Labour Laws before the participants of the Workshop.

The Annual General Meeting of NIPM-Visakha Chapter was held on 17.06.2016 at Hotel Royal Fort, Visakhapatnam.

NIPM CONVENTION CENTRE AT NATIONAL OFFICE, KOLKATA



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



POST GRADUATE DIPLOMA IN PERSONNEL MANAGEMENT (PGDPM)

The National Institute of Personnel Management 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 Government and by the State Governments of Andhra Pradesh, Kerala, Karnataka, Rajasthan, Bihar, West Bengal, Tamil Nadu, Goa, Punjab and Orissa for recruitment of Welfare Officers. 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 Winter Session will commence on December, 2016. For details of the Course, please see the Website : www.nipm.in