



***e-Newsletter***  
***January-June 2020 issue***

***National Institute of  
Personnel Management***

***1. Message from the National President, NIPM***

***2. Welcome to New Members***

***3. The National Council***

***4. Chapter Round Up***

## *Message from the National President*

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Dear Members,

Hope you are keeping well with your family members during the situation of pandemic COVID-19. I am sure that you have been taken all safety measures to prevent corona virus as per the guidelines of World Health Organisation (WHO) and the Government of India.

Due to Covid 19 Pandemic and with economic slowdown across Globe, HR professionals have to face some new challenges daily such as fear factor amongst employees about retaining their jobs, maintaining their present salary and what will happen in future. Due to lockdown employees sitting at home have developed such kind of insecure feeling in them and also in their families. HR professional in such situation have really difficult role to get out employees from the fear, motivate them and communicate factual position, future of an organization.

Management while passing through drastic economic slowdown situation expects HR professionals contribution by way of either reducing manpower or by reducing cost. This is real tough time for HR professionals to satisfy expectations of management and at the same time to motivate employees. Understanding the challenges and other related issues, NIPM have successfully organized various webinars and web meetings by inviting experts in this area to guide HR Professionals to overcome such challenges. Am happy to mentioned there was a good response from HR fraternity. in yet another initiative we have launched 2 short video films, one for the students ‘how to face online / virtual interview during changed scenario due to Covid 19’ and another for employees explaining basics about work from home which is comparatively new to all employees excluding IT sector. Initiative was highly appreciated by all HR professionals

NIPM have invited suggestions on draft wage code published by Govt from its members as NIPM will be submitting suggestions to the labour Ministry, Govt. of India about draft wage code. In one of the initiative NIPM have decided to publish Research Journal on the topic “ **Covid 19 - IMPACT ON HR / IR & ITS ALLIANCE WITH BUSINESS SUSTANIBILITY.**” under leadership of Dr. S. V Bhave, NC Member & Director –HR & IR, Bharat Forge Ltd. which have

received tremendous response. I am confident that this research Journal will be useful to all HR Professionals for today and in future also.

Before the Covid 19 pandemic, NIPM Punjab Chapter have successfully organized Northern Regional Conference 2020 on Theme **HR Vision 2025--Nurturing Human Capital –Engage, Empower, Evolve** on 28<sup>th</sup> and 29<sup>th</sup> February 2020 at Chandigarh. I congratulate Regional Vice President, Northern Region, Punjab Chapter Chairman, EC members and NC member for the great success of conference. NIPM Raigad chapter also organized Western Regional Conference 2020 on the Theme **Fostering Towards Excellence** on 6<sup>th</sup> and 7<sup>th</sup> March 2020 at Navi Mumbai.

We all are eagerly waiting the day by when Covid 19 pandemic issue ends and once again we all come together and have normal activities and life.

With best wishes and warm regards,

**Vishwesh Kulkarni**  
**National President, NIPM**

## *Welcome to New Members*

### **WELCOME TO NEW MEMBERS (during the period January 2020 to June 2020)**

We are very pleased to welcome all the new Members of NIPM. 131 applicants were admitted as NIPM Members under different categories in different Chapters during the aforesaid period. The statistics of the new members are given below :

<b><u>CHAPTER</u></b>	<b><u>NO. OF MEMBERS</u></b>
AURANGABAD	02
BHILAI	01
COIMBATORE	10
DELHI-NCR	05
GOA	01
KARNATAKA	11
KERALA	12
KOLKATA	02
MADRAS	09
MADURAI	01
MANGALORE	01
MUMBAI	02
NORTH KARNATAKA	11
PALAKKAD	54
PUNE	05
PUNJAB	01
RANCHI	01
TRIVANDRUM	01
U. P.	01
<b>TOTAL</b>	<b>131</b>

NIPM extends a cheerful welcome to all new members. *There are no strangers here, only friends you are yet to meet.* We appreciate your decision to join the valued all India body of professional managers engaged in Human Resource Management, Industrial Relations, Labour Welfare, and Training & Development in the country. As we are devoted to the advancement of knowledge, skill and expertise of the HR/IR professionals and Personnel in the country, you as a member can avail the opportunity to be better equipped with awareness and knowledge through our regular Lectures, Meetings, Seminars, Conferences and Trainings, conducted by various NIPM Chapters

### **SPECIAL ATTENTION**

Members/new applicants are requested to kindly remit the annual membership subscription/new membership fees inclusive GST @18% by one Cheque/Demand Draft or through NEFT/RTGS/Online.

## *The National Council*



The 348th Meeting of the National Council held on 9<sup>th</sup> February, 2020 at Hotel Heritage, Civil Lines, Nagpur.

During the 348<sup>th</sup> National Council Meeting, the National President expressed his concern before the NC members how to generate money and requested them to search out the ways and means for generation of money.

National President also expressed his concern before the NC Members for generating revenue out of the conferences for sustenance and as such, he requested NC members to plan the future developments of NIPM. National President also suggested that analysis for the next Conference better fund raise should be made.

Since Palakkad group have fulfilled the eligibility criteria as per NIPM Constitution, the National Council decided to form 54<sup>th</sup> Chapter of NIPM as Palakkad Chapter within geographical limits of Palakkad district. It was also decided that from next time in connection with formation of a Chapter, new group would be created for one year and after that they would be given Chapter status.

Dr. P K Sahu, Hon. General Secretary apprised the members about the final status of online membership updation through NIPM Website. All the members appreciated that maximum efforts have been deployed by the National Office to get the updated data from the members as well as from the Chapters. It was requested to Chapters and all NC Members to further make intense efforts to convince members of their areas in grass root level to login and update so as to cover all members

Due to the situation of pandemic COVID 19, the 349<sup>th</sup> Meeting of the National Council held on 24<sup>th</sup> May, 2020 by virtual mode through zoom.

Due to Pandemic Covid 19 situation, National President requested all the members to give their opinion on two matters which are very important :

1. Election schedule for National Council as well as chapter elections and
2. How to get income for the Institute in view of the pandemic situation due to which it is expected that no income will be there for the Institute for a very long time.

Each members expressed their views to the National Council. Most of the members opined that the National Council election and Chapter Executive Committee elections should be deferred by one year as neither election can be conducted due to COVID19 situation nor any physical events like Regional conference or National conference can be organised. After thorough deliberation, it was decided to postpone National and Chapter level elections process by 1 year and accordingly voters list publication date now will be 31st March, 2021. After which election will set forth as per schedule following cycle as has been done in earlier elections. Extended tenure of 1 year for both NC & EC shall be same. It was also agreed that NC and ECs of all Chapters shall be on the administrative role during this one year period without taking any major policy decisions and constitutional amendments. However it was also decided that before extending the tenure of present NC and ECs of the chapters by one year, legal advice should be obtained by the National President in order to further proceed in the matter.

NC members opined that during Pandemic situation of Covid 19, NIPM should conduct more webinars which may be free one as well as some paid & sponsored webinars. Through this way income could be generated for the Institute. Also it was opined by the members that certified programs should also be floated by NIPM so that many professionals/students shall enroll in such courses for enhancing their skill through our certified programs and through which NIPM shall be able to earn money for its survival and growth.

NC members opined that NIPM should take up expenditure control measures including rationalizations of various activities of institute. Dr. S. B. Mitra suggested constitution of a three member committee for this purpose. Mr Manoj Gupta suggested to have a committee consisting of National Secretariat and five Regional Vice Presidents in order to suggest the measures of cost control. However finally it was decided that all NC members shall send their ideas/views by emails on how to control expenditure on all kinds of activities of the institute to national office at [info@nipm.in](mailto:info@nipm.in) which shall be examined and appropriate measures shall be taken to control the expenditure.

## Chapter Round Up

### Aurangabad Chapter



NIPM-Aurangabad Chapter organized a Evening Lecture Meeting on the topic “**Role of HR in Industry 4.0**” on 29<sup>th</sup> February, 2020 at Hotel Grand Kailash. Mr. Mukund Kulkarni, Director – Expert Global Solutions Pvt. Ltd. was the Speaker of the programme. 35 participants attended this programme.







Aurangabad Chapter successfully organized a Two Day Conference on the theme “**Getting Ready for the Corporate World**” during 28<sup>th</sup> and 29<sup>th</sup> February, 2020 at DIEMS, Aurangabad. 90 participants attended the Conference.

Details of the Executive Committee Meetings of NIPM-Aurangabad Chapter :-

<b>Date</b>	<b>Venue</b>	<b>No. of Members participated</b>
07.01.2020	Hotel The Orange Flag, Aurangabad	7 EC Members
03.03.2020	Hotel Siddhi, Aurangabad	10 EC Members

9 Members from Aurangabad Chapter have participated in the Western Regional Conference of NIPM on the theme **Fostering Towards Excellence** during 6<sup>th</sup> and 7<sup>th</sup> March, 2020 at Navi Mumbai.

## **Dehradun Chapter**

NIPM-Dehradun Chapter organized an online Workshop on **Principles of Appreciative Inquiry and Generative Conversations** on 27th June, 2020 through ZOOM app. Dr. Neena Verma, Speaker of the programme shared the 7 principles of Appreciative Inquiry as under:

1. Constructionist principle: words create worlds;
2. Simultaneity principle: Inquiry is intervention;
3. Poetic principle: we can choose what we study;
4. Anticipatory principle: images inspire actions;
5. Positive principle: positive affect leads to positive action;
6. Narrative principle: stories are transformative;
7. Authenticity principle: genuine is generative

The Workshop also discussed Positive Core of every individual which is based on six pillars: Strengths, Special learnings, Peak Experience, Values, Success stories and Best Practices.

The Workshop conducted exercise on 5 methods of generativity: see/ think new ways, Construct/ metaphor/ image help shift the view, Discover/ imagine/ create things with a new image, Generative questions- surprise, touch, reframe, trust, transform and choice.

Total 24 participants including Chapter Chairman Mr. Alok Misra, Past Chapter Chairman and Past Regional VP North Mr. Pradeep Sahariya, Past Regional VP North Shri Sushant Vats, Chapter Vice Chairman Shri V.K. Verma and Shri Vikram Malhotra, special invitees Shri Manoj Barthwal ED- Head ONGC Academy, NC Member Shri Sanjay Wadhvani attended the workshop and highly appreciated the content, concept and delivery of the program.

## Delhi-NCR Chapter



NIPM-Delhi-NCR Chapter in association with Gurgaon Management Association (GMA) and SDG Choupal had organized evening programme on **Changing Workforce & Transforming Industrial Relations Scenario** on 29.02.2020 at Hotel Bristol, Gurugram. About 50 professionals from Industries, Institutions, GMA and SDG Choupal have attended this programme. Most eminent speakers from Companies like Cushman & Wakefield, Honda Motorcycle, Power Grid Corporation, Sandhar Technologies Limited, Maruti Suzuki deliberated/ discussed and topic. The audience was highly benefited and there was lot of Questions answers and knowledge sharing.

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अब तक 83 ट्रेनें चलाई गईं, 80,000 प्रवासियों को लेकर गईं

नई दिल्ली। रेलवे ने बताया कि उसने एक मई से अबतक 83 अंशिक स्पेशल ट्रेनें चलाई हैं, जिनमें 80,000 से ज्यादा फंसे हुए लोगों को ले जाया गया है। रेलवे ने मंगलवार को बताया कि उसने कोरोना वायरस महामारी के मद्देनजर लागू किए गए लॉकडाउन के कारण कार्यस्थलों पर फंसे गए प्रवासी कामगारों के लिए मंगलवार शाम तक 76 ट्रेनें चलाई। प्रत्येक विशेष ट्रेनें में 24 डिब्बे हैं और हर डिब्बे में 72 बर्थ हैं। सामाजिक दूरी के नियम का पालन हो, इसके लिए लेकिन रेलवे एक डिब्बे में 54 यात्रियों को ही जगह दे रहा है। कर्नाटक सरकार ने मंगलवार को अगले पांच दिनों में राज्य से चलने वाली 10 ट्रेनों को रद्द कर दिया। बहरहाल, राज्य सरकार ने कहा कि वेगवृत्त से विचार के लिए तीन ट्रेनें रवाना होगी। मीजुद आंकड़ों के मुताबिक, 13 ट्रेनें बिहार गई हैं और 11 ट्रेनें रास्ते में हैं। आंकड़ों के मुताबिक, 10 ट्रेनें उत्तर प्रदेश गई हैं और पांच ट्रेनें रास्ते हैं।

## एनआईपीएम ने किया वेबिनार का आयोजन

नई दिल्ली। इस वेबिनार में पूरे भारत से एनआईपीएम के सदस्य और एचआर प्रोफेशनल्स ने भाग लिया। प्रसिद्ध प्रबंधन और कानूनी सलाहकार और सुप्रीम कोर्ट के अधिवक्ता डॉ. अशोक कुमार आर्य ने वेबिनार के सभी प्रतिभागियों के साथ अपने विचार साझा किए। उन्होंने उल्लेख किया कि कर्मचारियों के साथ दिल से दिल का संवाद करने के लिए, यह बहुत महत्वपूर्ण है कि आप उनसे उनकी मातृभाषा और देश की आधिकारिक भाषा में बात करें जो कि हिंदी है। केन्द्रीय एक्ट, 1948 के तहत यह एक वैधानिक आवश्यकता भी है जिसने मानव संसाधन पेशे के विकास में अत्यधिक योगदान दिया है। यह देश में सबसे अधिक बोली जाने वाली भाषा है और यह दुनिया में तीसरी सबसे बड़ी भाषा है। देश की आजादी के 73 वर्षों के बाद भी, इसे व्यावसायिक प्रबंधकों और उद्योग, व्यापार और चाणित्य द्वारा इसका सही महत्व और स्थान नहीं दिया गया है। हालांकि हम हिंदी में सोचते हैं, हम हिंदी में सपने देखते हैं लेकिन

अपने कर्मचारियों, सहयोगियों और बरिष्ठ प्रबंधकों के साथ बातचीत करते हुए, हम अंग्रेजी में बात करते हैं। हिंदी सबसे वैज्ञानिक और समृद्ध भाषा होने के बावजूद केवल अनुवाद की भाषा हो गई है।



कोविड -19 स्थिति के साथ प्रभावी ढंग से और कुशलता से निपटने और अपने पेशे में सकल होने के लिए, मानव संसाधन पेशेवर को अपने मूल्यों, दुष्टिकोण, प्रेरणा और कार्यशैली में एक बड़ा बदलाव लाना होगा।

कर्मचारी के मुद्दों और उनकी समस्याओं को सफलतापूर्वक हल करने के लिए, एचआर पेशेवरों को अपने व्यवहार में सहानुभूति, कुशलता, करुणा, लचीलापन और ईमानदारी लानी होगी। लिखित या मौखिक रूप से उनके सभी संसार निश्चयसनीय, स्पष्ट और सीधे होने चाहिए ताकि कर्मचारी आसानी से समझ सकें और भरोसा कर सकें। अन्यथा, वे अपनी नीकरी के साथ-साथ अपनी निश्चयसनीयता खोने की संभावना रखते हैं।

## एप निजता के अधिकार का उल्लंघन : कांग्रेस

नई दिल्ली। पार्टी के मुख्य



के अधिकार का उल्लंघन नहीं होने की गारंटी कौन देगा? उन्होंने कहा, वह सर्वर कहा है जहां पूरा डेटा एक्ज

NIPM-Delhi NCR Chapter conducted an online Session on “**Human Relations in Post COVID-19**” on 3rd May, 2020 on Zoom app for the members of Delhi-NCR Chapters. In this session, valuable thoughts were shared by our respected speakers Dr. Ashok Kumar Arya and Shri S.N Panigrahi. Session was very interesting and it was attended by many NIPM members and at the same time it is also published in Dainik Bhaskar newspaper also. Press clipping is shown in the above.

### Karnataka Chapter

NIPM-Karnataka Chapter organized two full day Workshops on the theme “**HR for Non-HR Professionals**”, details of the same are given below :-

Date	Venue	Key-Note Speaker	No. of Participants
17.01.2020	Hotel Sai Leela, Bengaluru	Mr. H. N. Shrinivas	42 Professionals
24.01.2020	Radha Regent, Bengaluru	Mr. H. N. Shrinivas	30 Professionals

NIPM-Karnataka Chapter conducted Sports Day on 12<sup>th</sup> January, 2020 at HAL Sports ground for members of NIPM along with ISTD, KAPSW, NHRD and attended by 120 members.

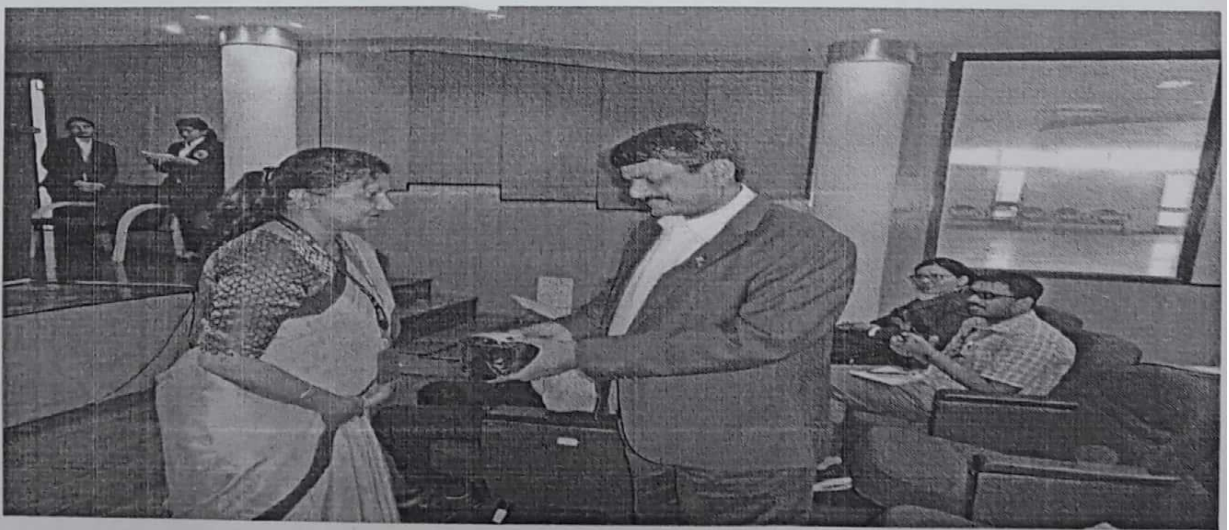
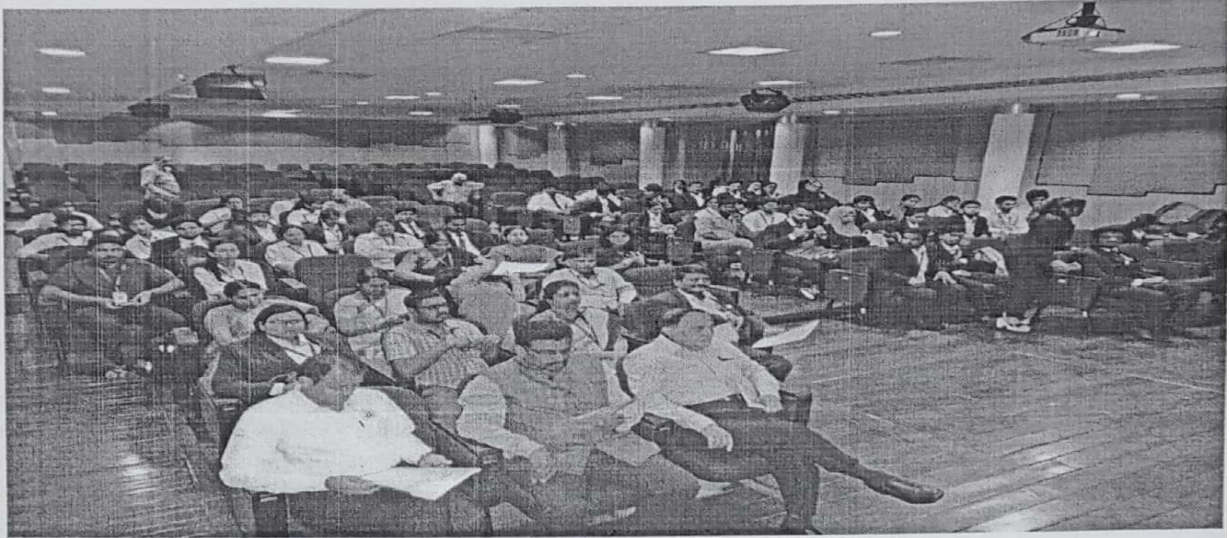
NIPM-Karnataka Chapter organized HR Professionals’ Day 2020 on the theme “**Business Volatility – Steer to Success with HR Leadership**” on 25<sup>th</sup> January, 2020 at Hotel Capitol, Bengaluru. Mr. T. V. Mohandad Pai, Chairman, Manipal Global Academy was the Chief Guest and Mr. Kamal Bali, President & Managing Director, Volvo Group, India and and Mr. H. N. Shrinivas, Strategic Advisor, Tata Trust were the Gest of Honour of the programme.f the meeting.

Details of the Executive Committee Meetings of NIPM-Karnataka Chapter :-

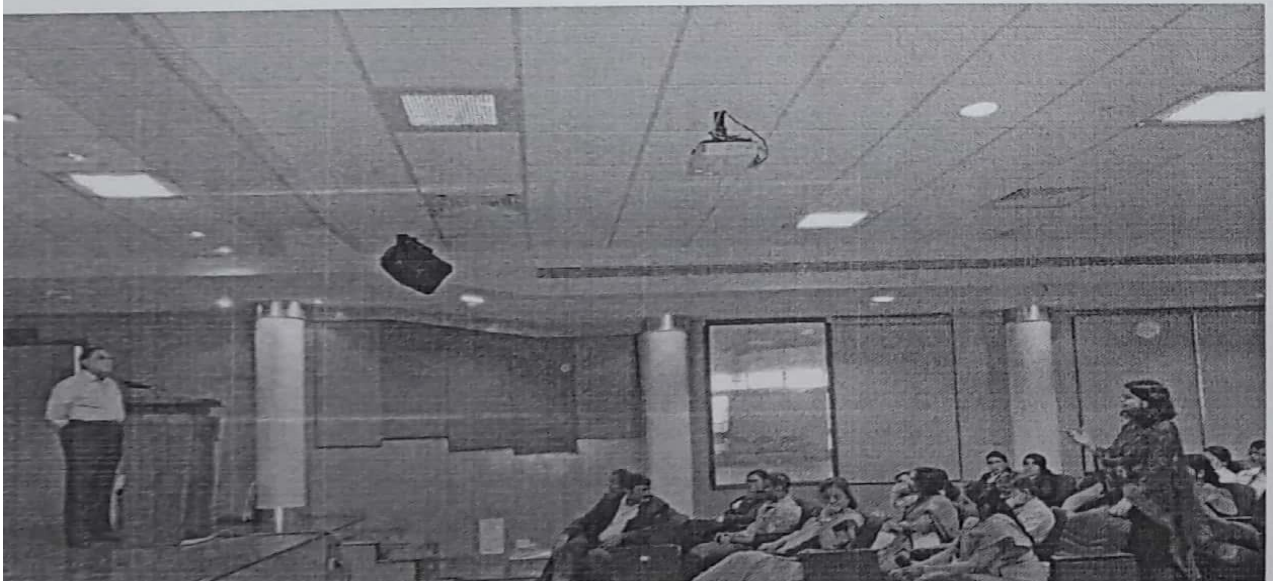
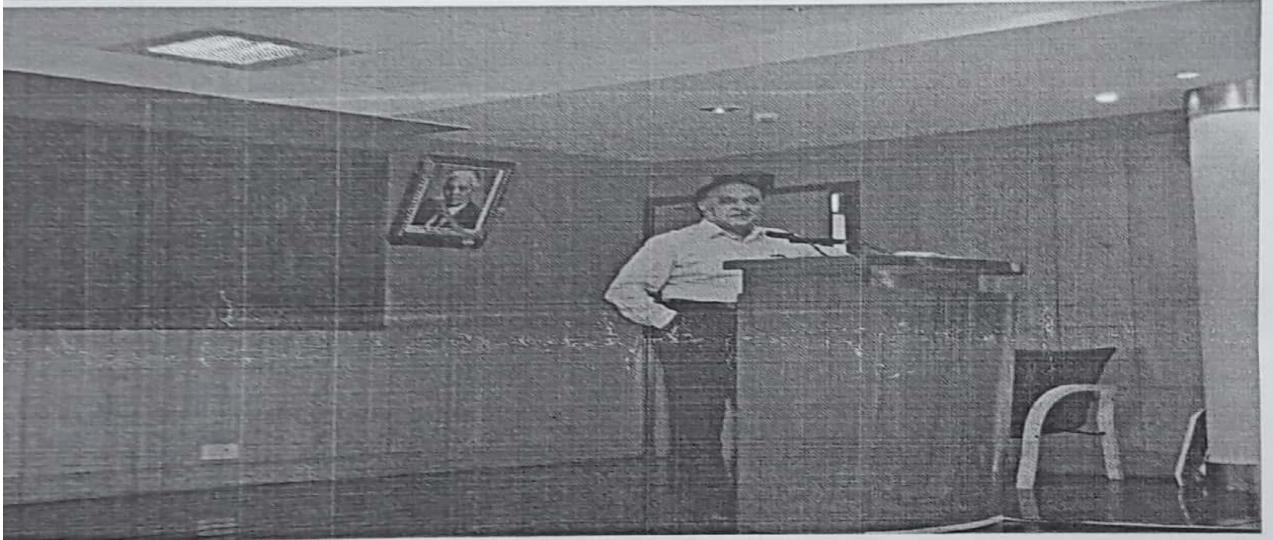
Date	Venue
23rd January, 2020	NIPM Conference Hall
6 <sup>th</sup> February, 2020	Century Club, Bangalore

A Student Chapter of NIPM was inaugurated at BMS College of Management, Bengaluru on 28<sup>th</sup> February, 2020. Mr. H. N. Shrinivas was the Speaker of the event.

**Event Photos enclosed below**







## Madras Chapter

NIPM - Madras Chapter organized a Lecture Meeting on the topic “Personal Goal Setting” on 17.01.2020 at NIPM Office. Mr. S. Magesh, Social Entrepreneur Professional and Trainer was the Speaker of the programme.

Madras Chapter organized a Members Meeting on the topic “**Analysis of Current Economic Climate - India**” on 22.01.2020, Professor Dr. A. Anantha Raman was the speaker of the meeting.

NIPM-Madras Chapter and MMA organized a joint Video Meeting at NIPM Office on 07.02.2020 on the topic “**Joy at Work – Part I**”, Mr. Vignesh Raja, Consulting Professional was the speaker of the programme.

Members Meeting of Madras Chapter was held on 28.02.2020 on the topic “**Story Telling – A Tech Take**” at Hotel Savera, Mr. Sidhartha Satpathy, AVP-HR, FSS TECH was the Speaker of the event.

Madras Chapter and MMA also organized a joint Video Meeting at NIPM Office on 05.03.2020 on the topic “**Joy at Work – Part II**”, Mr. Vignesh Raja, Consulting Professional was the speaker of the programme.

**Learning Sessions 2020 through Online organized by NIPM-Madras Chapter during April, 2020, the details of the themes and Speakers are given below :-**

Sl. No.	Date	Speaker	Theme
01.	16.04.2020	<b>Ravishankar K K</b>	- Engagement and Retention Solution - Awareness Seminar
<b>Student Learning Series</b>			
02.	20.04.2020	<b>Isreal Inbaraj</b>	- Covid 19 – An Opportunity to unleash hidden potential
03.	21.04.2020	<b>Chokkiah A</b>	- Basic of Awareness of ISO 9001 & ISO 14001
04.	23.04.2020	<b>Ravishankar K K</b>	- Scientific Career Planning
05.	24.04.2020	<b>Bhanukumar S</b>	- Quality Management System – ISO
06.	28.04.2020	<b>Col. S. Ranganathan</b>	- Role of armed forces in disaster relief & crisis situations
07	29.04.2020	<b>Dr. Balasandliyan</b>	- Art of Public Speaking

**Student Learning Sessions 2020 through Online organized by NIPM-Madras Chapter during May, 2020, the details of the themes and Speakers are given below :-**

Sl. No.	Date	Speaker	Theme
01.	07.05.2020	<b>Dr. R. Viji</b>	- Covid 19 – Lockdown – impact on learning & young minds
02.	13.05.2020	<b>Ganesh B</b>	- Campus to Corporate



<b>Business Series</b>			
03.	01.05.2020	<b>K. E. Ragnathan</b>	- Covid – 19 – Business Today, Tomorrow – MSME Perspective
04.	04.05.2020	S Ravindran	- Labour Law Scenario during Lockdown -
<b>Exclusive Session for College</b>			
05.	02.05.2020	<b>Dr. C. Venkataraman</b>	- Exploring Job Opportunities at the time of COVID

NIPM-Madras Chapter held its Executive Committee Meetings on 08.01.2020, 12.02.2020, 11.03.2020, 11.04.2020 (Online) and 13.04.2020 (Online).

### **Mumbai Chapter**

An online Executive Committing Meeting of NIPM-Mumbai Chapter was held on 30<sup>th</sup> May, 2020 through zoom.

### **North Karnataka Chapter**

NIPM-North Karnataka Chapter organized ‘NIPM Foundation Day’ on 15<sup>th</sup> March, 2020 at IBMR, Hubballi.

#### **Glimpses of the said NIPM Foundation Day**



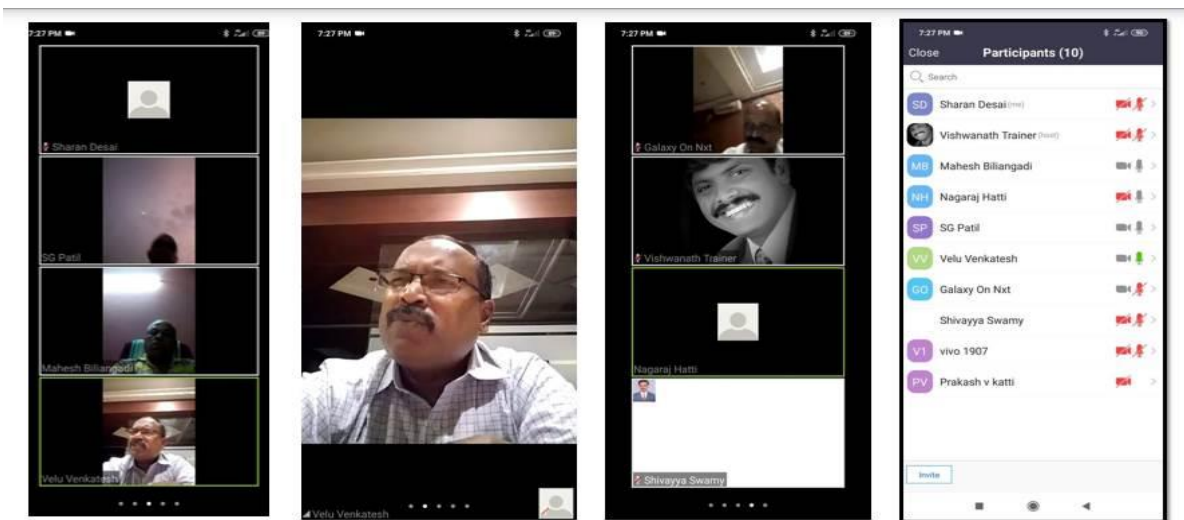




**Executive Committee Meeting of North Karnataka Chapter held on 15.03.2020**



Due to the situation of pandemic Covid 19, North Karnataka Chapter conducted online Executive Committee Meetings on 30.04.2020, 30.05.2020 and 30.06.2020 respectively through zoom



North Karnataka Chapter organised an Awareness Session on the theme **The Factories Act 1948 and Karnataka Factories Rules 1969, Payment of Wages Act 1936 and Maternity Benefit Act 1961** on 25<sup>th</sup> June 2020 through ZOOM (Online). Shri. D. C Jagadeesh, Retired, Director of Factories & Boilers was the Resource Faculty. HR Professionals and MSW Students from Vijapur and Bagalkot Districts participated. Around 83 participants benefitted by this training programme.

## Palakkad Chapter



Opening Ceremony of NIPM-Palakkad Chapter, the 54<sup>th</sup> Chapter of the Institute on 11<sup>th</sup> March, 2020 at Palakkad.

## Punjab Chapter

**NIPM-Punjab Chapter hosts Northern Regional Conference 2020 of NIPM** - Photographs and Brief of the said Conference are given below :-





Punjab Chapter proudly organized Northern Regional Conference - 2020 on February 28th and 29th, 2020 at CII Convention Hall, Chandigarh with the gracious presence of Top NIPM Team, galaxy of eminent speakers and HR professionals across various verticals, Management Students and Academicians. The conference focusing on ‘HR VISION 2025 – Engage, Empower , Evolve - Nurturing Human Capital for Sustainable Business Excellence’ was inaugurated by Mr. Satya Pal Jain, Additional Solicitor General of India. Govt. of India in benign presence of our National President Mr Vishwesh Kulkarni, HR Guru, Dr T V Rao, IIM Amritsar Director, Dr R. Nagarajan, RVP North, Dr S B Mitra, Mr Sanjay Wadhvani and Capt Naresh Kakkar, Hon.NC Members.

The presence of Dr. T.V. Rao, Chairman TVRLS, former Professor IIM Ahmedabad - the key Note speaker who Shared his wisdom and added intellectual “fire” to the passionate and inspired audience, focussing Conference theme HR Vision 2025 - Nurturing Human Capital for sustainable Business excellence and Agile HR. Guest of Honour Prof Nagarajan Ramamurthy, Director, IIM, Amritsar spoke on Agile HR and Leadership Perspectives, Change Management and Smart HR. Chapter chairman Mr SP Bansal presented a welcome note while Dr Mitra ,RVP North Conf Chairman addressed the gathering and thanked the Hon Guests and participants.

Mr. Abhay Kapoor, Sr. Regional Leader – HR, Amazon, Dr. G P Rao, Founder & Managing Partner, GPR HR Consultancy and Dr. Pramod Sadarjoshi, CEO, Talent Smith , former Director – HR, Oracle India, addressed the audience on the futuristic Digital imperatives, HR to be agile@speed, demanding Cognitive/ créative and Cosmic Intelligence; The design thinking processes involved and Smart people.

A session on “Fostering Culture of Collaboration and “Happiness at work - a Business imperative”” was delivered by Mr. Hari Das Nair, Ms. Shruti Tandon, Associate Director –HR, Nagarro and Mr.Sumeet Khosla, Founder ‘Talent Shoots’.

Dr. Santosh Bhave, Director HR/IR, Bharat Forge Pune and NC Member Mr. Raj Gupta General Manager – HR, T C S and Mr. Vivek Nanda, National Manager – sales, Sharp (India) enlightened on “Leadership Perspective: business and HR facing the future together””.

Dr. Santosh Bhave, Director HR & IR cited the example of Bharat Forge Plant who gets seats for employees’ wards reserved in Bombay IIT, BITS Pilani and other Engineering/Management Institutes, Maharashtra University for subsequent inductions forming ‘Business Development activities and not tagged to ‘traditional HR activities’, bonding emotional attachment.

Strong advocacy on “Transformation through’ Change Management’” was taken up by Dr. Jitendra Pratap Singh , Supply HRBP, McCormick India, Mr. Amit Sharma, CHRO, VOLVO Group and Mr. Krishna Mohan, IAS (Retd.), former Addl Chief Secretary, Haryana.

Change Management involves aligning the trinity of people, processes, mindsets and technology to a strategy. “Collaborative, consultative, directive and coercive” is the ‘fulcrum’ for the ‘change’. Smart HR: Developing Digital First Workplace was reinforced by: Mr. Rajiv Naithani, Sr. V P & Global CHRO, Infogain, Mr. Joseph Jude, CTO, Net Solutions. Mr. Amit Doda, Net Smartz and Mr. Ashish Nanchahal, Head–HR, Infosys, Chandigarh.

The Conference attended by 100 HR professionals, academicians and Management students Conf ended with a vote of thanks by Capt. Naresh Kakkar to all Participants, Sponsors Gail and ONGC, Amity and Punjab Team. Mr Singla, MD, Nichiketa Paper mills and President Derabassi Industry Association along with Mr Rakesh Gupta, Gen. Secretary, Ind. Association presided over Valedictory function .

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NIPM-Punjab Chapter held its Executive Committee Meetings on 11<sup>th</sup> January, 2020; 25<sup>th</sup> January, 2020; 09<sup>th</sup> February, 2020 respectively.  
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## **Raigad Chapter**

An Evening Session conducted by NIPM-Raigad Chapter on 23.01.2020 at Mahad, MIDC :-

# NIPM - RAIGAD

On 23<sup>rd</sup> Jan 2020 NIPM, Raigad chapter in association with Mahad manufacturing asso. Conducted program on Impact of wage code in industries, Industrial Relations and Domestic enquiry. Address by Dr.Abhijeet Shah, Mr.Ravi Choudhari and Mr.Kishor Shelke Hon.secretary NIPM Raigad address for WRC 2020..



## Western Regional Conference–2020 of NIPM organized by NIPM-Raigad Chapter

NIPM-Raigad Chapter successfully organized the Western Regional Conference – 2020 of NIPM on the theme ‘Fostering Towards Excellence’ on 6<sup>th</sup> and 7<sup>th</sup> March, 2020 at Navi Mumbai.

## **Salem Chapter**

NIPM-Salem Chapter successfully organized a Meeting on the theme “People, Process & Profit” on 20<sup>th</sup> February, 2020 at Conference Hall, Sri Gokulam Specialty Hospital, Salem.

## **Trivandrum Chapter**

The Executive Committee Meeting of NIPM-Trivandrum Chapter was held on 18.01.2020. The Committee decided that as an encouragement, the Student Chapter members may be provided with necessary help and support in their course work as well as internship. They may also be equipped with necessary skills to successfully face interviews on completion of the course. As an initial step in this direction mock interviews may be conducted in batches so that students from different B Schools can attend the same on first come first serve basis.

The Committee discussed the HR Certification Program for middle level HR functionaries in different organizations. The program will be conducted at NIPM House on Sundays. The

Committee discussed about the budget of the program and the faculties to be included in the program. The syllabus of the Certification program was discussed and finalized. The quantum of fee to be collected was also discussed. The Chairman suggested while fixing the faculty fee, those from NIPM will render their services free of cost and this may be taken into account while finalizing the budgetary provision.

The Executive Committee Meeting of NIPM-Trivandrum Chapter was held on 25.02.2020

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