



e-Newsletter
January-June 2021 issue

***National Institute of
Personnel Management***

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Message from the National President



Dear Members,

Hope you and your family members have already been vaccinated to safeguard against the ensuing 3rd wave of pandemic COVID-19. While everyone is hoping for a quick return to normalcy, but the same is going to depend on as many people getting vaccinated as possible. Though vaccination is the best step to getting us back to our normal life, but at the same time we need to keep wearing our mask properly, washing our hands frequently and social distancing until we stop the spread of the virus.

I am delighted to inform you that first time in the history of our Institute, we have introduced e-voting system for the Biennial Election to the National Council – 2021-2023 of NIPM. Earlier, our National Council has decided to implement e-voting in our National Office instead of offline method. The National Office of NIPM has made all out efforts for organizing the same in a befitting manner with the support of National Securities Depositories Ltd (NSDL). On this occasion, I express my sincere thanks to HR Tech Committee of NIPM under the leadership of Mr. Ashoka Thammayya, Regional Vice-President (Southern Region), NIPM for anchoring and mentoring the entire project.

You will be glad to know that we are trying to get approval from the AICTE for our PGDPM Course. Several meetings were held with the concerned officials for getting recognition of our PGDPM course from AICTE. Moreover, we are also trying to get approval from the UGC for our PGDPM course to attract more students for the same.

You are well aware that NIPM has successfully published four Research Compendiums with selected research papers on different themes for our prestigious journal '**Personnel Today**'. My sincere gratitude to our Members who were contributed their valued unpublished & original research papers for publishing in the said Research Compendiums. I express my heartiest congratulation to Dr. Santosh Bhave, Special Editor for his great initiatives, dedications and hard work for publishing these exclusive research compendiums.

It gives me immense pleasure to inform you that during the pandemic period, various Chapters of NIPM have successfully observed '**NIPM Foundation Day**' on 15th March, 2021 by virtual/physical mode and I congratulate all of them for strengthening the HR fraternity on this auspicious day.

I would like to share with deep sorrow the sad demise of our following veteran Members / dignitaries in the recent past :-

- (1) Mr. P. K. Ghoshal, who was a Fellow Member and deeply associated with erstwhile Indian Institute of Personnel Management (IIPM) as well as NIPM for many years. He was the Hon. General Secretary of NIPM for the term 1987-88 and National President of our Institute during 2001-2002. He rendered his dedicated services for the development of the Institute;
- (2) Capt. Naresh K. Kakkar, who was the National Council Member (Northern Region) of NIPM for the term-2018-2021;
- (3) Dr. Balasubramanian, who was the Chancellor of Shri Balaji University, Pune;
- (4) Shri Abhay Eknath Panchakshari, who was a Life Member of Nashik Chapter.
- (5) Mr. G. S. Lakshmi Prasad, who was the Chairman of NIPM-Karnataka Chapter for the term 1997-98;
- (6) Adv. S. S. Nair, who was the Chairman of NIPM-Kerala Chapter for 1997-98;
- (7) Mr. Paul P. Paliath, who was the Chairman of NIPM-Kerala Chapter for 1998-99;
- (8) Mr. Neelkanth Bandal, who was the Past Chairman of NIPM-Nashik Chapter;
- (9) Mr. Mahesh G. Biliangadi, who was the Past Hon. Secretary of erstwhile Hubli Chapter (now North Karnataka Chapter);
- (10) Mr. C. Mahalingam, who was a Life Member of NIPM-Karnataka Chapter;
- (11) Mr. P. Kandaswamy, who was a Life Member of NIPM-Karnataka Chapter;
- (12) Mr. K. A. Sebastian, who was a Corporate Member of NIPM-Kerala Chapter;
- (13) Mr. Mohandoss, who was a Life Member of NIPM-Karnataka Chapter;
- (14) Mr. Samarjit Pawar of NIPM-Nashik Chapter.
- (15) Mr. N. K. Garg, who was a Life Member of U.P. Chapter.

May their departed soul rest in peace in Heavenly abode. I convey my deepest condolence to the Members of the bereaved families and pray to the Almighty to give them strength to bear their irreparable loss.

With best wishes and warm regards,

Vishwesh Kulkarni
National President

Welcome to New Members

WELCOME TO NEW MEMBERS (during the period January 2021 to June 2021)

We are very pleased to welcome all the new Members of NIPM. 96 applicants were admitted as NIPM Members under different categories in various Chapters during the aforesaid period. The statistics of the new members are given below:

<u>CHAPTER</u>	<u>NO. OF MEMBERS</u>
AURANGABAD	02
COIMBATORE	08
DELHI-NCR	02
DURGAPUR	01
HYDERABAD	01
KARNATAKA	04
KERALA	44
KOLKATA	01
MADRAS	05
MUMBAI	03
NASHIK	04
ORISSA	01
PUNE	10
PUNJAB	02
SALEM	01
TRIVANDRUM	05
VISAKHA	02
TOTAL	96

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 352nd Meeting of the National Council held on 21st February, 2021 at BEL Officers Club, Jalahalli, Bengaluru through Hybrid mode (Physically & Virtually):

National President informed the members that earlier it was decided by the National council that NIPM Biennial Election – 2021-2023 will be held through e-mode. He had a discussion with the Hon. General Secretary regarding appointment of 3rd party who will be conducting the e-Election. Since NSDL is a National reputed organization he told we should go with the NSDL agency to conduct the e-voting for NC elections. He requested all the NC members to agree on this decision. NC approved that NC election shall be conducted through National Securities Depository Limited (NSDL).

Hon. General Secretary requested the Chairman of Assessment & Awards Committee to declare the results of Best Chapter Award – 2019-2020.

Mr. Johnson Mathew, Chairman of Assessment & Awards Committee declared the results as under :

Madras Chapter & Kerala Chapter-
Joint Best Chapters

Karnataka Chapter-2nd Best
Chapter

Punjab Chapter - 3rd Best Chapter

Coimbatore Chapter-Certificate of
Merit

Pune Chapter, Trivandrum Chapter
& North Karnataka Chapter -
Certificate of Participation.

NC agreed to this.

Hon. General Secretary announced the Fellowship Award-2020 before the NC meeting for approval.

Recommendations for NIPM
Fellowship to the following
members :

Dr. G. L. Muraleedharan
Trivandrum Chapter
(Southern Region)

Prof. Dr. Col. Y. S. Siddegowda
Mysore Chapter
(Southern Region)

NC agreed to this.

Due to the situation of pandemic COVID 19, the 353rd Meeting of the National Council held on 16th May, 2021 by virtual mode through zoom :

National President welcomed all the NC Members for attending in the 353rd NC Meeting through zoom. He thanked all the NC members for their support, guidance, blessings and motivation to carry out the good activities during this tenure such as, successful NATCON hosted by Karnataka Chapter. He thanked Mr P R Basavaraju and his team and National council for their great efforts. He thanked Dr C M Chitale, Chairman of Pune Chapter for successfully hosting the STUNA Conference. Under the leadership of Mr M H Raja, Chairman of Madras Chapter hosted the STUNA Conference which was a great success. He thanked Dr P K Sahu, Hon. General Secretary for his tremendous efforts for arranging good speakers for hosting National Webinars during Pandemic situation as well as organizing NIPM National Best HR Practices Award which was really appreciable and notable.

Hon. General Secretary informed that date and time of the virtual AGM for 2019-2020, one month notice is to be given. He also informed that 20th June, 2021 will be suitable for AGM for which notice can be sent by 20/5/2021. Mr Basavaraju raised the point that after the committee constituted give report on accounts then AGM should be held. Mr Sanjay Wadhvani informed that AGM can be held as NC has passed the account and the observation of committee at best be addendum which can be presented by Hony Treasurer. We cannot go back for review again.

HGS suggested that for 2020-2021 AGM will be held in any of the day in September, 2021, preferably 5th September 2021. Mr Wadhvani raised a point that CRO will decide the dates and after the election result date is out, AGM date can be fixed. HGS clarified that the date of result 28/08/2021 is in the schedule of election which is already as per constitution and hence 5th September is most suitable.

NC agreed to this.

Chapter Round Up

Aurangabad Chapter

Due to the situation of pandemic Covid 19, NIPM-Aurangabad Chapter conducted the Annual General Meeting by virtual mode through Zoom on Sunday, the 28th February, 2021. Mr. Puneet Dhingra, Hon. Secretary, Aurangabad Chapter welcomed all the Members. He shared various activities conducted by the chapter over the period of April 2019 to March 2020, which included Training Sessions, Workshops, Seminars, Quiz etc. Mr. Hrishikesh Aponarayan, Treasurer, Aurangabad Chapter presented the books of accounts – made mention of the surplus generated in the year. It was proposed by –Mr. Rajesh Jawlekar and Seconded by Mr. Anurag Kalyani. It was also resolved to continue with the same accountant and auditor. It was proposed by Mr. Saquib Siddiqui and Seconded by Mr. Nagesh Deshpande. Mr. Sunil Sutavane, Chairman, Aurangabad Chapter shared the plans of the chapter regarding election & various initiatives that will be undertaken which includes special programs, both online and offline. Mr. Puneet Dhingra proposed vote of thanks in the AGM.

Delhi-NCR Chapter

NIPM-Delhi-NCR Chapter successfully celebrated the 41st Foundation Day of NIPM on 15th March, 2021 by virtual mode through zoom. On this auspicious occasion, dignitaries from NIPM addressed on the theme "**NIPM : Past, Present and Future**".

Goa Chapter

NIPM-Goa Chapter organized a Session on the topic "**Mental and Emotional Wellness during the pandemic**" on 15th May 2021 by virtual mode through zoom. Dr. Kalpa Govekar, Consultant Psychiatrist – Mental & Emotional Health Coach was the speaker of the programme.

Kerala Chapter

NIPM-Kerala Chapter successfully celebrated its Diamond Jubilee & NIPM Foundation Day on 15th March, 2021 by virtual mode through zoom. The programme was inaugurated by Mr. V. P. Joy IAS, Chief Secretary, Government of Kerala and Mr. Abhijit Bhaduri, Founder, Abhijit Bhaduri & Associates was the Keynote Speaker of the occasion.

Madras Chapter

Activities during January-2021 :-

ONLINE NIPM COLLABORATION WITH COLLEGE

Sl. No.	Date	Speaker	Topic
01.	22 nd & 23 rd January 2021	DG Vaishnava College Students	Tarang - HR Congress 2021

Activities during February-2021 :-

NIPM AND AIMO JOINT MEETING (ONLINE)

Sl. No.	Date	Speaker	Topic
01.	03.02.2021	Mr. Soma Vallipan CA & Mr. K. Venkataraman	Union Budget 2021-2022 : An Analysis

MEMBER MONTHLY MEETING (ONLINE)

Sl. No.	Date	Speaker	Topic
02.	23.02.2021	Mr. Durai Kandasamy	New Age Entrepreneurship
03.	26.02.2021		Joint Workshop NIPM & XIME Online

Activities during March-2021 :-



Glimpses of **NIPM Foundation Day** organized by NIPM-Madras Chapter.

NIPM-Madras Chapter celebrated **NIPM FOUNDATION DAY** on Monday, 15th March, 2021 at Hotel Savera, Chennai. **Mr. S. Sambhu Prasad**, Chairman & Managing Director, Amrutanjan Health Care Ltd was the Chief Guest of the programme and addressed to the Members on the Topic : **ORGANISATIONAL CULTURE** – “How the right culture can drive growth & stalk holder’s wealth”.

Activities during April -2021 :-

Sl. No.	Date	Programme	Attendance
01.	23.04.2021	Joint Meeting NIPM & MSSW HRC event Thireve'21	200 Participants attended MSSW Zoom

Activities during May-2021 :-

Sl. No.	Date	Speaker	Topic & other details
01.	13.05.2021	Dr. Ravi Samuel	"Mental Well Being during the Pandemic 2021" 75 participants NIPM CC Zoom
02.	25.05.2021	Gokul Raghunathan	Talk on "Unlocking the Mind" 80 participants Wtc Zoom

Due to the situation of pandemic Covid 19, NIPM-Madras Chapter conducted its Executive Committee Meetings on 19.01.2021, 10.02.2021, 10.03.2021, 25.04.2021 & 12.05.2021 respectively by virtual/physical mode.

North Karnataka Chapter



NIPM-North Karnataka Chapter celebrated **NIPM Foundation Day** on Sunday, the 14th March, 2021 at School of Management Studies & Research, KLE Technological University, Hubballi.



Briefing to the invitees on Foundation Day-NIPM by Mr. Velu V, Chairman, NIPM-North Karnataka Chapter during flag hoisting



Flag hoisting of NIPM-NKC with Chief Guest, OB & EC Members, HR Professional & Management Students.



'Lighting the Lamp' by Chief Guest, Mr. Jagdish Bapat, Director-SMSR-KLE, Chairman & Office Bearers of NIPM-NKC. Addressing the gathering and Context setting by Mr. Velu Venkatesh, Chairman, NIPM-North Karnataka Chapter.



'Cake Cutting' Programme of NIPM by Chief Guest and Office Bearers of NIPM-North Karnataka Chapter.



Briefing the journey of the Chapter by Mr. Rajashekar, Hon. Secretary, NIPM-North Karnataka Chapter.



Welcome Chief Guest with Sapling



Presentation of token of Remembrance to Chief Guest, Mr. Jagdish Bapat by Mr. Velu V, Chairman of the Chapter



Presentation of token of Remembrance to Mr. Prakash Katti, Ex-Chairman NIPM-North Karnataka Chapter by Mr. Jagdish Bapat.



Presentation of token of Remembrance to Mr. S G Patil, Vice Chairman of the Chapter by Mr. Prakash Katti, Ex-Chairman NIPM-North Karnataka Chapter.



Presentation of token of Remembrance to M/s. Connect, Dharwad for their contribution to the chapter by Mr. S G Patil, Vice Chairman of the Chapter.



Group Photograph

Minutes of the Executive Committee Meeting of North Karnataka Chapter

No.	Issue (s)	Action plan (s)	Responsible (who)	When (target)	Remarks
1	To plan for organizing One Day Seminar / Workshop	To identify suitable topics and faculty for conducting online programmes for the benefit of HR fraternity. The same can be discussed in the meeting for finalization.	Dr. N A Goudar Shivayyaswamy B Vishwanath T Girish Angadi Sharangouda Desai	To plan for the programme during April / May 2021	
2	Induction of Young Professionals to the chapter	To involve young professionals and women HR Professionals to the chapter	All OB & EC Members	C.E.	

Pune Chapter

Due to pandemic situation this year, Pune Chapter celebrated NIPM Foundation Day on Virtual Platform. Pune Chapter felicitated the Achievers as below—

SN	Name	Achievement
1	Yash – Son of Rajesh Shinde	B tech in Metallurgy & Material Science form IIT Indore with CGPA 8.41 and got selected in Indian Oil Company during campus recruitment
2	Hemangi Dhokte	Yashaswini Puraskar at the hands of Police Commissioner – Pimpri Chinchwad Municipal Corporation , Mr. Krishna Prakash.
3	Prof. Shubhasheesh Bhattacharya	<u>'The Winner of The Excellence Award'</u> under EDUCATION EXCELLENCE CATEGORY 2020, by "HR Success Talk", on 12 th Dec 2020 <u>Completed 5 Certifications in 2020 = Advanced Business Strategy", scoring 96.5% Darden School of Business, University of Virginia, USA Positive Psychiatry and Mental Health, Qualitative Comparative Analysis (OCA-Erasmus University Rotterdam, Netherlands, Leadership and Emotional Intelligence-ISB Hyderabad, Understanding Memory: Explaining the Psychology of Memory through Movies-Wesleyan University, USA</u>
4	Anjali & Ankita – Wife / Daughter of Avinash Arvikar	participated in the CORPORATE PAGEANT hosted by UGAAM group on 1/3/2020. Having more than 3000 women entrepreneurs. They have won a Title, Sash and the crown of BUSINESS PERFECTIONIST. They both are into the business of glycerin based handcrafted bathing/Gifting soap with the Brand name "The Natural" since 4 years. Ankita also passed her B.A.
5	Arun Khisty	Secured "A" grade in Certification Course on "Tools & Techniques of Mediation and Negotiation" conducted by Shankar Rao Chavan Law College, Pune and also appreciation certificate for Extraordinary Service and dedication to profession.
6	Mrunmayee – Grand daughter of Capt. Chitale	1st Prize with Rs. 50000/- Cash & Certificate of Merit by Think India in association with NITIE for submission of Draft Policy on "Preserving & Propagating Tribal Knowledge Systems" out of 800 participants at National level amongst 15 finalist won 1st Prize.
7	Dr. Ashish Vyas	Conferred Ph. D. by SPPU on 23/1/21- Topic "Human Resource Mgmt." Also he has been awarded Researcher Certificate by the Rotary Club of Midtown Pune
8	Mohanish – Son of Ashish Vyas	8 years old boy - 1. stood 3rd in Essay competition 2. Distinguished Award in Salad Decoration Competition
9	Smt.Vaishali Sakore – Wife of Lt. Mr. Sakore	Dr Vaishali Sakore' s name for "Best Class 1 Officer Award of Savitribai Phule Pune University " given on 10th Feb 2021 on Foundation Day.
10	Dr. Santosh Bhawe	With hard efforts as a Editor, Successfully published 3 Research Compendium which was appraised by many senior members of NIPM including National Council



Pune Chapter proactively helped its members to get Hassel Free Vaccination with the support of Jahangir Hospital.

L to R : Mr. Vasant Soman, Mr. Narendra Patil, Mr. Shashikant Kurbetti (firstBeneficiary) and Mrs. Madhura Date of Jahangir Hospital who initiated the vaccination drive for our Members.

Punjab Chapter

Annual General Meeting of NIPM-Punjab Chapter held on Sunday, the 25th July 2021 at 12.00 Noon in Hotel KC Residency, Sector -35 B, Chandigarh.

Members Present :-

- 1) Mr. S P Bansal Chairman
- 2) Mr. Ravinder Chadha Vice Chairman
- 3) Mr. Ajay K Bakshi Hon. Secretary
- 4) Dr. Madan M Singh Vice Chairman
- 5) Mr. Jasbir Singh Hon Treasurer
- 6) Mr. SPS Bhalla, CRO and EC Member
- 7) Ms. Renu RP Singh Incoming Chairperson
- 8) Mr. Laxmi Kant Sharma EC Member
- 9) Mr. Charan Kamal Singh, incoming Hon Addl. Secretary
- 10) Ms. Gunjan Nagpal Corporate Member
- 11) Mr. P K Verma EC Member
- 12) Dr. Renu Lamba Life Member
- 13) Mr. Sanjeev Sharma Life Member
- 14) Mr. Sanjay K Sood ,Corp Member
- 15) Ms Richa Jayaswal, EC member
- 16) Mr. Manjit Singh Corporate Member
- 17) Mr. Harinder Aggarwal, Life Member
- 18) Mr. P C Sharma, Life member- Past Chairman
- 19) Mr Darshan Kumar -Past Chairman
- 20) Mr Manpreet Sodhi Life Member
- 21) Mr. Salabh Kumar Corporate Member
- 22) Mr Gurbachan Singh, Life Member
- 23) Mr Vikas Kumar Dean, KC Institutes—Special Invitee

Mandatory notice of the AGM including Agenda was circulated by the Honorary Secretary on 25th June 2021 by E-mail / Whatsapp to all the eligible members of the Chapter with voting rights.

1. Quorum being present, the Meeting was called to order by the Hon. Secretary with permission of the Chair. At the outset, Members condoled untimely demise of NC Member Late Capt. Naresh Kakkar and paid tributes to the late Capt. Kakkar by observing 2 minute's silence. Mr Ajay Bakshi, Hon. Secretary welcomed the members and invited the Chairman to deliver Chairman's Address and share the achievement of the Chapter for 2020-21. Mr. S P Bansal while welcoming the members to the AGM, shared the highlights of the Chapter performance as listed in the Annual Report for last year. He thanked members for attending Physical meeting by observing mandatory health protocols and also shared Chapter's achievements highlighting the major achievement of Chapter being adjudged 3rd Best Chapter at National Level for Outstanding Performance during 2019-20. He mentioned highlights of team like organising Northern Regional Conference 2020, establishing student chapters, Punjab Thapar Student chapter Team winning National Business Quiz, collaboration with various Chambers and support to National programs. Members

complimented team and were quite happy to note about chapter being adjudged 3rd Best Chapter from once in dormant state.

2. After the Chairman's address, Hon. Secretary was invited to take up the agenda items. First agenda item i.e. confirmation and adoption of Minutes of last AGM dated 27th Sept 2020 were placed before the members, which was carried unanimously.
3. Thereafter, the Hon. Secretary placed the second item on the agenda i.e. consideration and adoption of Annual report of the Chapter for the year 2020-21 which was adopted by the members unanimously expressing satisfaction and appreciation for efforts of Team in winning National Award.
4. The third item of the agenda related to Annual Accounts was taken up by the Hon. Treasurer Mr. Jasbir Singh by placing the audited Annual Accounts and the Balance Sheet for FY 2020-21 before the members for their consideration and approval. The members after few queries related to accounts, which were duly answered by the Hon. Treasurer, approved Audited Accounts and the resolution was adopted unanimously.
5. The next agenda item was to appoint auditors for the year 2020-21. Vice Chairman Mr. Ravinder Chadha and Hon Treasurer Mr Jasbir Singh proposed appointment of new Auditors in place of Current Auditors M/s Mehan Associates since they have been auditing Accounts for many years and as a good governance, we should appoint new auditors. They proposed name of M/s V K Jindal & Associates, Chartered Accountants, Chandigarh as Auditors for the year 2021-22 at current annual fee of Rs. 5000/- plus applicable GST. The resolution was approved and adopted unanimously.
6. New members were welcomed and inducted by the Chairman.
7. Members were happy to note and appreciated publication and release of 4 Research Compendiums by NIPM National Office while congratulating Dr Satbir Yadav, our Life Member for publication of his Research article. Members were requested to contribute Articles for chapter as well as National News Letter Personnel To-day. Members suggested that Chapter presence on Social - Media like Linked-in and Insta-gram and website may be improved and what's app Group strengthened.
8. Members appreciated National Office Initiatives of publishing high quality 4 Research compendiums and organization of National Webinars .
9. The members complimented Chief returning Officer Mr. SP Singh Bhalla, Senior Executive Member for smooth conduct of Biennial Elections held unanimously. The following members were declared as elected to the NIPM Punjab Chapter Executive Team for 2021-23 as per NIPM constitution without any contest:

Chairperson

Vice Chairman-1

Vice Chairman-2

Ms. Renu R P Singh

Mr. Ravinder Chadha

Mr. Ajay Kumar Bakshi

Hon Secretary	Mr. Jasbir Singh
Hon Additional Secretary	Mr. Charan Kamal Singh
Executive Comm.Members	Mr L K Sharma
	Mr P K Verma
	Ms Gunjan Nagpal

The new Executive Committee will fill the vacant positions in due course.

Ms. Renu RP Singh, the incoming Chairperson was welcomed by outgoing Chairman by presenting a bouquet and wishing her success. Newly declared Team took over with applause from Members.

Ms. Renu RP Singh in her address thanked members for the confidence reposed in her by electing her and her team unanimously. She highlighted her long association with Punjab Chapter since inception. She underlined her priorities like strengthening chapter with new membership especially young members, adding more student Chapters and improve liasoning with Government and other Chapters.

10. Thereafter, Past Presidents Sh. Darshan Kumar and Sh. P C Sharma, congratulated the team on winning 3rd Best Chapter Award at National Level and assured full support to the incoming team . They expressed happiness to see chapter standing on strong footing after revival efforts and appreciated chapter's performance during last 4-5 years winning Awards at National Level for the last 3 years and urged the new Executive team to keep the tempo on. They assured that they are always with the Chapter's team to guide and provide requisite support from time to time.
11. The members expressed need for continuous efforts to enhance membership base especially in Baddi, Derabassi and Ludhiana area which has lot of potential. Mr. L K Sharma, Mr Ravinder Chadha and Mr. Jasbir Singh will lead efforts to add new members.

The Hon. Secretary extended a vote of thanks on behalf of the Chapter to all members. The fellowship Lunch followed the meeting.

Trivandrum Chapter

Brief Report on the activities of the Chapter for the month of January 2021

The Executive Committee meeting of NIPM-Trivandrum Chapter was held on 10th January 2021 online. The Committee discussed about the training programs to be organized and in this context the meeting observed that in many of the training programs on Code on Wages and Code on Social Security etc. only the broad features are discussed and in the process the most important aspects of the rules often remain untouched, probably for want of time. Consequently, while implementing the rules pertaining to these codes, the employer and employees will be faced with lot of difficulties, hence, it was decided that while organizing training programs every

aspect of the rules and regulations needs to be discussed with clarity. To facilitate this, the matter may be discussed with the Resource Persons concerned well in advance.

The Value added training program consisting of Industrial Relations. The Factories Act 1948, Concept of Minimum Wages, Employees Provident Fund & Miscellaneous Provisions Act 1952, History and analysis of Trade Union Movement in India etc. have been handled by the subject experts as requested by the TKM Institute of Management for their students. Based on the topics covered, question papers have been prepared and an examination is being conducted for those who attended the classes. The examination results will be published and the score cards will be issued in a valedictory function to be organized soon.

Brief Report on the activities of the Chapter for the month of February 2021

The meeting of the Executive Committee was held on 27.02.2021 at 5.30 pm online. It was decided to an online training program on Wages Restructuring, fixed term employment, contract labour and ISM workers and employment of women based on newly enacted labour codes on 12th March 2021 from 2 p m to 5.00 pm. Shri Varkiachan Pettah will be the Resource Person and the fee per participants will be Rs.500/- each

It was also decided to have a Program on Women's Day on 8th March, 2021 in which the members will share their experience as to how they have reached the level at which they are now. Smt. Annie Moses, Smt. Shabana N D, Smt. Bindu Ashok, Dr. Anitha S Nair will share their experience. It was also decided that few more women who are not members of the Chapter will also be included in the sharing of experience program and Smt. Annie Moses will take necessary action in the matter in consultation with the Hon. Secretary. The Committee decided to invite Dr. Chithra IAS, Labour Commissioner, Government of Kerala as the Chief Guest on the occasion.

Shri P. Sudeep informed the meeting that Smt. Devi Mohan, Life member of NIPM who was student of Diploma Program of NIPM has been awarded with PhD by the University of Kerala and this could be possible because of the efforts taken by Dr. G. C. Gopala Pillai by recognizing the Diploma in Personnel Management of NIPM recognized by the University of Kerala to pursue research studies leading to the award of PhD Degree under the Faculty of Management Studies and both of them may be congratulated by the meeting. Accordingly the meeting Congratulated Smt. Devi Mohan for her achievement as the Doctor of Philosophy in Management Studies under the University of Kerala.

The meeting also congratulated Dr. G C Gopala Pillai for the efforts taken in getting recognition to the Diploma Program of NIPM to pursue research studies leading to the award of PhD Degree under the Faculty of Management Studies under the University of Kerala.

A Student Chapter was inaugurated in the Loyola College of Social Sciences, Sreekariam, Trivandrum on 23rd February 2021. During the said programme, the Hon. Secretary delivered a talk on **Role of HR in a pandemic situation like Covid 19**. Twenty students were given membership on the occasion.

The Executive Committee also decided to celebrate NIPM Foundation Day on 15th March 2021 as an experience sharing event of Past Chairmen and Hon. Secretaries of the Chapter and the National President and the Hon. General Secretary may be invited to join the program.

Brief Report on the activities of the Chapter for the month of March 2021

The International Women's day was observed by the Trivandrum Chapter on 8th March, 2021 in which Dr. Chitra IAS, Labour Commissioner, Government of Kerala delivered the key note address. The program was attended by women members of the Chapter as well as women working in other organizations and well wishers. In this meeting women members Dr. Pushpa Kurup Smt. Aditi Radhakrishnan and Smt. Shabana N D shared their experience.

The NIPM Foundation Day was observed on 15th March, 2021. Mr. Vishwesh Kulkarni, National President, NIPM inaugurated the program and Dr. P.K. Sahu, Hon. General Secretary, NIPM delivered the keynote address. Over 70 members participated in the program.

The Executive Committee meeting of the Trivandrum Chapter was held on 22nd March, 2021 and considered the application received for Life Membership from Shri Ganesh Gopal, son of Dr. G C. Gopala Pillai, Managing Trustee of NIPM Trivandrum Chapter Trust and Shri Banarji Bhaskaran for Corporate Membership and decided to recommend both the applications to the National office for approval. The Executive Committee decided to conduct the Induction Program of new members on 11th April 2021 and to invite Dr. Jayaram Nair, Director, TKM Institute of Management as the Chief Guest on the occasion.

It was also decided to organize a Certificate Program on HR Analytics which will be officially announced on 11th April, 2021 as part of the induction Program.

Brief Report on the activities of the Chapter for the month of April 2021

The Executive Committee meetings of the Trivandrum Chapter was held on the 21st and 25th April 2021. An Induction Program of new members was held on 11th April 2021 in which 30 members have participated following the Covid 19 protocol announced by the State Government. The Program was held in the SFS Home bridge, Vellayambalam, Trivandrum. Dr. Jayaram Nayar, Director, T K M Institute of Management was the Chief Guest. Dr. Nayar delivered a talk on recent trends in management and the problems being faced by the community in general and the professionals in particular on account of the Pandemic Covid 19.

The Executive Committee in its meeting held on 21st April 2021 appointed Shri P. Sudeep as the Chief Returning Officer to conduct the biennial election 2021-2023 on e voting mode. Shri Ajish M.J., Member, Executive Committee has agreed to extend necessary help and support to Shri Sudeep in the conduct of e voting.

The Executive Committee also decided to appoint Shri P. Mohanachandran Nair, as authorised by the Annual General meeting held on 8.8.2020 to carry out the audit of Accounts for the year 2020-2021.

The Executive Committee also discussed about organizing a Certificate Program on HR Analytics and decided to finalize it in the next meeting.

As in the rest of the country, on account of the spread of Covid 19, a Lock down has been declared by the Government of Kerala and accordingly, the office work of Trivandrum Chapter is being carried out on work at home.

U. P. Chapter

Executive Committee Meeting of NIPM-U.P. Chapter held on 08-03-2021 at Hotel Gomti, Lucknow

Members Present:

- 1.Mr. Pramod Chaturvedi
 - 2.Mr. Danveer Singh
 - 3.Mr. S.K.Singh
 - 4.Mr. V.P.Singh
- Guest : Prof. A. P. Singh

Mr. Pramod Chaturvedi, Chairman, NIPM-U.P. Chapter welcomed the committee members. The meeting started as per agenda.

- 1.The committee adopted minutes of the last executive committee meeting.
- 2.The matters arising out of the last meeting were discussed and accepted.
- 3.The matter of election schedule was discussed. Hon. Chairman informed that he has already discussed the matter with Mr. Sandeep of NHQ that the schedule will be finalized within 10-15 days and all chapters will be informed accordingly.
- 4.The matter related trust formation was discussed among members and the matter is pending since long. Mr. S.N.Dhawan and Mr. I.D.Jaiman were requested again to finalise the trust deed in consultation with Head Office.
- 5.It was felt that in the 3 years tenure of the UP Chapter, the Chairman or Hon. Secretary could not get the authorization for the bank transaction. However, in absence of it, we could nor organise major events in these 3 years despite of the fact that at the time of handing over of chapter, we were asked to submitted photo, aadhar card and signatures for bank authorization. It was pertinent to mention that the members who are in EC are continuously not attending the EC meeting nor sending any regret for inability to attend the meeting. There is no healthy input received in the fore mentioned tenure by them.

The meeting ended with a vote of thanks by Mr. V.P. Singh, Hon. Secretary.
