



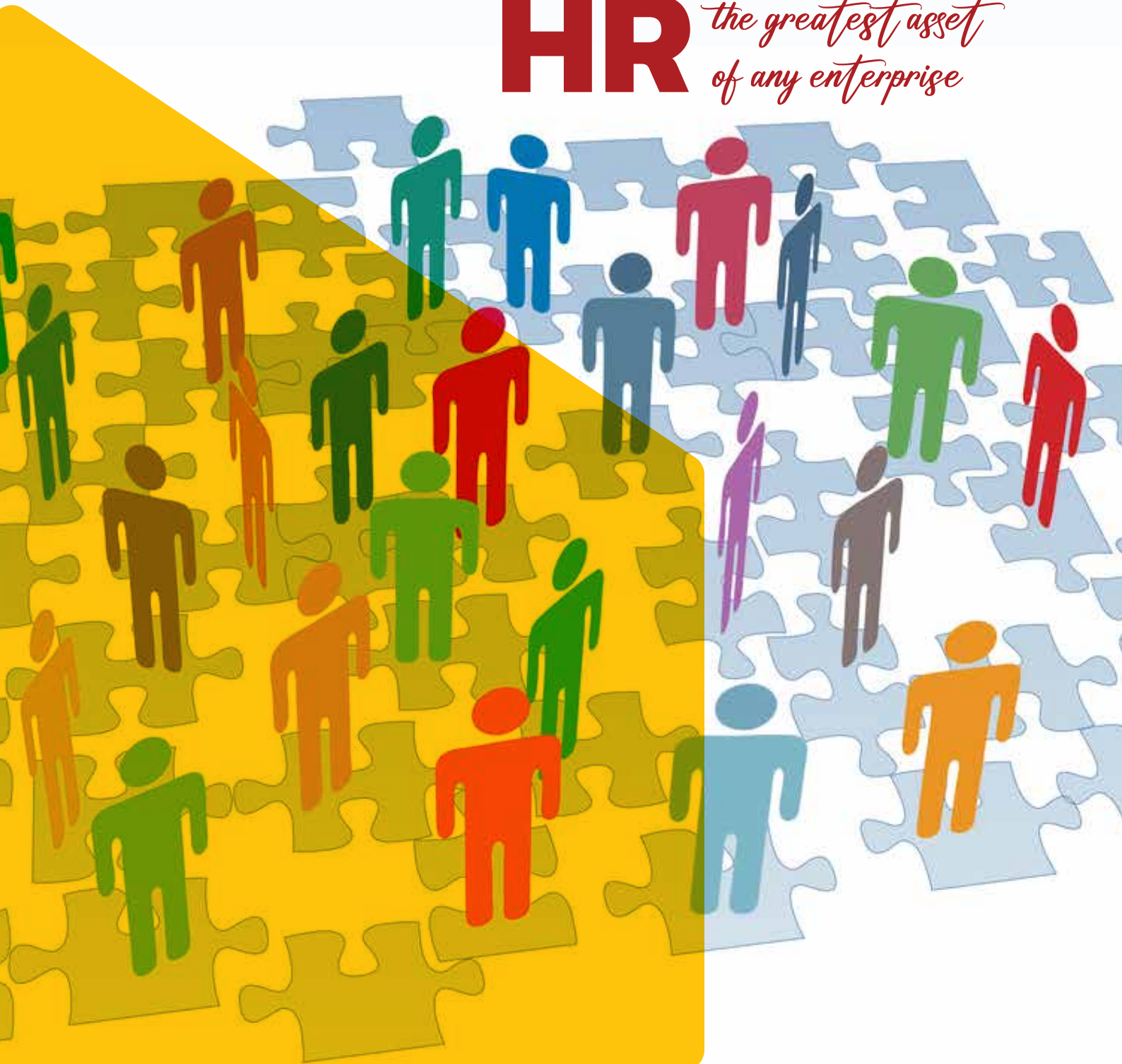
E-NEWSLETTER

MEMBER: ASIA PACIFIC FEDERATION OF HUMAN RESOURCE MANAGEMENT

FOR MEMBER'S - PRIVATE CIRCULATION ONLY

JULY - SEPTEMBER 2022

HR *the greatest asset
of any enterprise*



IN HOUSE MAGAZINE OF NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT

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Editorial Team:

Mr. Vishwesh Kulkarni

Mr. M H Raja

Mr. Arup Chatterjee

Mr. K S Chandru

Message from the National President



Dear Fellow Members,

Greetings on behalf of NIPM India.

We are overwhelmed with the positive response and appreciation to our e-newsletter, which was given a new look and feel. My greetings and wishes to everyone who have worked tirelessly towards this initiative and looking forward to the continued support.

Best wishes.

Warm Regards

Vishwesh Kulkarni
National President

***“ To improve is to change;
to be perfect is to change often. ”
-Winston Churchill***



Message from Hon. General Secretary



Dear Members,

My greetings and best wishes to you all.

We received good appreciation and encouragement for the last edition of our E-Newsletter and I wish to thank you for the positive words for our last E-Newsletter.

As you are aware that the last quarter was a very good period for our NIPM, as you have witnessed the many Chapters have successfully organized monthly meetings and other activities in a grand manner with prominent speakers. All the meetings were well attended by our members in large numbers.

We have successfully completed our 42nd Annual General Meeting on 24th September'22 at Hotel Quality Inn Sabari, T. Nagar, Chennai. AGM was well attended by our Members. I thank all the Members for making the AGM grand success. Our thanks to Madras Chapter for hosting the AGM in a grand manner followed by a power talk by Mr. Raja Krishnamoorthy on "Evaluative Role vs Engaging Soul-the mystery of managing people". Our Annual Report is uploaded on the website for your ready reference.

We have successfully conducted Southern Regional Conference-SRC 2022 on 30th September & 1st October 2022 at Hotel O by Tamara, Trivandrum. The Conference Theme was HUMAN CAPITAL THE WORLD OF METAVERSE. The SRC 2022 was very well attended by more than 350 delegates from across the Country. My appreciation to Trivandrum Chapter for hosting the SRC 2022 in grand success.

Our 360th National Council Meeting held at Hotel Legend Inn, Nagpur and our 362nd National Council Meeting held at Hotel SFS Homebridge, Akkulam, NH By Pass, Trivandrum and discussed many action points. I would like to thank Nagpur & Trivandrum Chapters for hosting the National Council Meeting at respective locations.

NATCON 2022 – It was planned to host Natcon 2022 at Delhi during the 2nd week of December 2022. It was quite unfortunate that Delhi Chapter has backed out from hosting the Natcon 2022 at last minute. We have tried our best to host the Natcon 2022 from other locations, but due to a shortage of time, we are unable to locate the right venue and speakers. Hence, the National Council has decided to cancel Natcon 2022.

STUNA 2022 – STUDENTS NATIONAL CONFERENCE – STUNA 2022 is planned on 25th & 26th November'22 at Palakkad. The Stuna 2022 conference theme is AGILE HR.

One of our targets for this year is to increase our Membership strength. This could be possible, if everyone suggests one Member to our Chapters, so that we have new blood in our Chapters. I request your sincere support in bringing new Members to our Chapter as Members.

My special thanks to Mr. K.S. Chandru, NC Member-Southern Region for the efforts in bringing this Newsletter in a professional manner.

We should aspire in making our NIPM an association for professional sharing, bonding of great minds and a vibrant thinking. Keeping that in mind we plan to widen our activities in the near future and make the chapters more relevant to larger HR Professional. Please extend your support with ideas, contributions and participation in all activities we do and in creating momentum.

I once again convey my greetings to every one of you and your family.

Warm Regards,

Dr M H Raja
Hon. General Secretary

NIPM NHQ – National Council Team Members for the term 2021-23

Continuation of previous issue

Special Invitees

1. Mr. Anand S. Toal
2. Mr. K. Lal John
3. Dr. G. L. Muraleedharan
4. Mr. Shridhar Vyawahare
5. Dr. K. Anantha Gowda
6. Mr. Ram Marlapalle
7. Dr. S.V.S. Sudhakar
8. Mr. P. Muthuvelappan
9. Mr. S. G. Chavan
10. Mr. B. T. Boke
11. Mr. Girjesh Kumar Gaur
12. Mr. R. Vikraman
13. Mr. Vinay Ranjan
14. Mr. Arun Kumar Shukla
15. Dr. M. K. Maheshwari
16. Mr. Dipankar Dasgupta
17. Mr. Santosh Kumar Mallick
18. Mr. P. R. Basavaraju

CHAPTER CHAIRMEN/REPRESENTATIVES

1. Dr. Y. E. Sridhar : Chairman, Coimbatore Chapter
2. Mr. Robert Cutinha : Chairman, Karnataka Chapter
3. Mr. S. Rajendran : Chairman, Madras Chapter
4. Mr. Varadhan K. : Chairman, Madurai Chapter
5. Mr. N. Sadish Babu : Chairman, Neyveli Chapter
6. Dr. Thomas George K : Chairman, Palakkad Chapter
7. Vinod Narayanan : Chairman, Trivandrum Chapter



Welcome to New Members

Welcome to New Members (During the period from October 2021 to June 2022) with Discounted Fee.

We are very pleased to welcome all the new Members of NIPM during the aforesaid period. 1554 applicants/personnel were admitted as NIPM Members under different categories in various Chapters with Discounted Fee up to 30th June 2022. The statistics of the new members are given below:

S.NO	CHAPTER	CORPORATE	LIFE	INSTITUTIONAL	TOTAL
1	COIMBATORE	0	1	0	1
2	GOA	1	0	0	1
3	HOSUR	1	2	1	4
4	KARNATAKA	0	17	0	17
5	KERALA	1	0	0	1
6	KOLKATA	1	2	0	3
7	MADRAS	0	4	0	4
8	MADURAI	0	2	0	2
9	MUMBAI	0	1	0	1
10	NAGPUR	0	9	0	9
11	NASHIK	4	2	0	6

12	NEVELI	1	1	0	2
13	PALAKKAD	6	0	0	6
14	PIMPRI CHINCHWAD CHAKAN	1	0	0	1
15	PUNE	0	3	1	4
16	THANE	1	0	0	1
17	TRIVANDRUM	2	0	0	2
18	U.P	3	3	0	6
	TOTAL	22	47	2	71

Those wish to join our association, please visit our website & you make use of on-line joining form & you make on-line payment also.

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.

For more details you may please write to : membership@nipm.in

The Brief of National Council Meetings:-

The 360th Meeting of the National Council held on 30th July, 2022 at Hotel Legend Inn, Wardha Road, Nagpur



The 361st Meeting of the National Council held on 22nd September, 2022 through virtual special meeting

“ Excellence is a continuous process and not an accident ”

The 362nd Meeting of the National Council held on 30th SEPTEMBER, 2022 at SFS HOMEBRIDGE Akkulam, Trivandrum.



State-of-the-art Conference Hall at NIPM Kolkata



To book the newly built 50 seater conference hall which is equipped with latest audio visual facilities, write to info@nipm.in



Attractive package will be available for long period/
continuous training/ Seminar Programme

NIPM National 42nd AGM Meeting

held on 24 September 2022
at Hotel Quality Sabari Inn, Chennai



NIPM National 42nd AGM Meeting held on 24 September 2022 at Hotel Quality Sabari Inn, Chennai



Regional Conferences

Southern Regional Conference-2022

Theme: 'Remapping Organizational Boundaries: Role of HR'

All the members are requested to join SRC & make it grand success. For more details you may please contact :

Mr. Vinod Narayanan (Chairman)
NIPM Trivandrum Chapter,
Ph: +91 98478-29651,
Email id: vinodpriya@gmail.com
NIPM trivandrum Office:
NIPM House, Jawahar Nagar,
Sasthamangalam,
Thiruvananthapuram,
Kerala - 695 010.

METAVVERSE

NIPM
NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT
SOUTHERN REGIONAL CONFERENCE

30 September &
1st October

Venue: O by Tamara
Thiruvananthapuram

NIPM SRC 2022
SOUTHERN REGIONAL CONFERENCE

Conference Theme
HUMAN CAPITAL IN THE WORLD OF METAVVERSE

Organized by
NIPM Trivandrum Chapter

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www.nipmtrivandrum.in

Theme for SRC 2022

Human capital in the world of metaverse

The pandemic has given rise to a whole new work culture while accelerating the virtual world of work, and officially entering the two-dimensional workplace. Companies have now adopted a hybrid workforce model or remote working to stay ahead of the curve. Today, this has become an ongoing challenge for most companies trying to bring the entire human experience back to life. But as per the latest acquisitions, developments and investments happening in the Metaverse, the HR gamut has extremely high potential to transition itself into this space. Furthermore, the adaptability of Gen X as compared to the Millennials and Gen Z generations of the workforce to the Metaverse will be the real challenge. This conference will explore the nuances of Human capital in the world of metaverse there by helps the organizations and companies to reimagine the HR for creating an efficient collaborative work culture.

Sub Themes

- 01 Future of the workplace: Redefining the normal
- 02 Future Technologies for HR: AI & Robotics
- 03 Transformative HR: Intuitive to data-driven decision making
- 04 Embracing Change through inclusion: Women in metaverse
- 05 Legal and Policy frameworks: Impact on Industrial Relations
- 06 Role of HR in Startups

Regional Conference

Southern Region

Southern Regional Conference-2022 held on 30th September 2022 at Hotel O by Tamara, Trivandrum

Eventful Shots taken during the conference - Day 1



Southern Regional Conference-2022 held on 30th September 2022 at Hotel O by Tamara, Trivandrum

Eventful Shots taken during the conference - Day 1



Southern Regional Conference-2022 held on 1st October 2022 at Hotel O by Tamara, Trivandrum

Eventful Shots taken during the conference - Day 2



Regional Conference

Southern Region



NIPM

NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT

NIPM STUNA 2022

STUDENTS NATIONAL CONFERENCE



Conference Theme
AGILE HR

Hosted by
NIPM Palakkad Chapter

Date: 25th & 26th November 2022

Venue: LEAD College of Management
Palakkad, Kerala



+91 984 716 5434

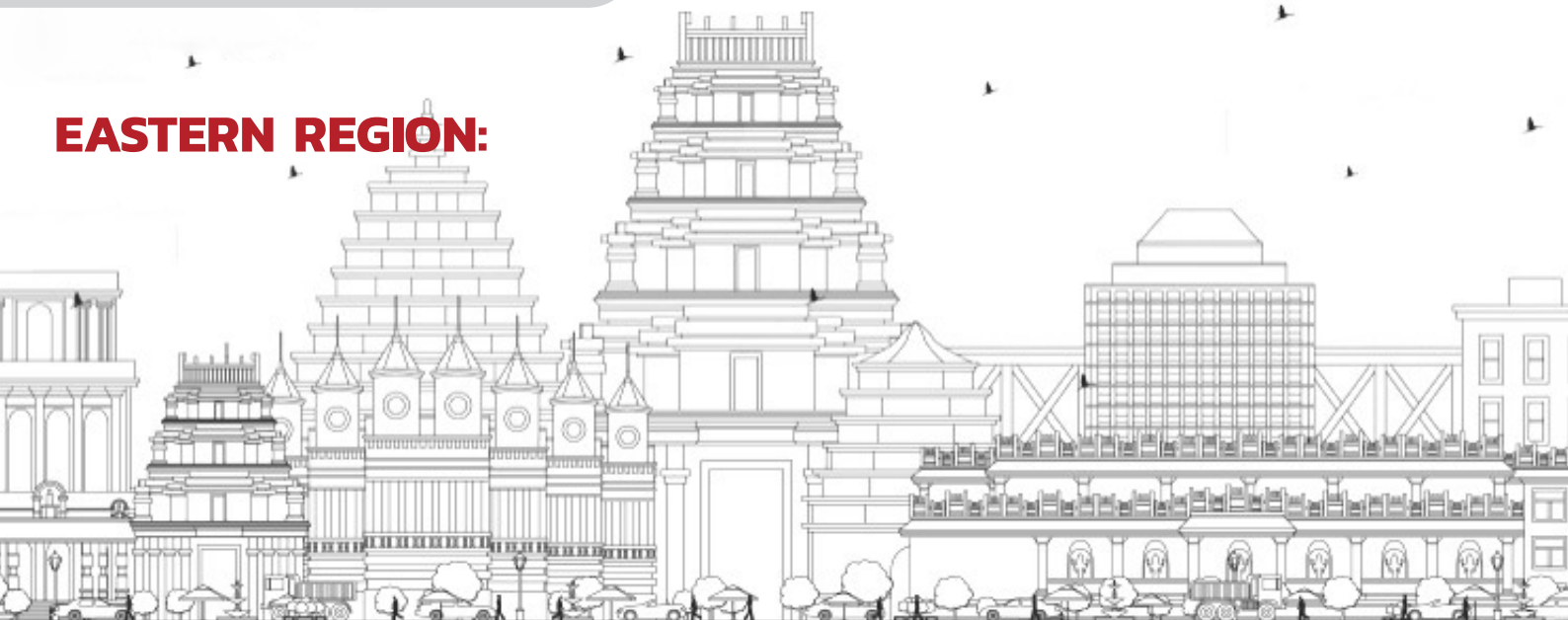


nipmpkd@gmail.com



Chapter Activities

EASTERN REGION:



NIPM-ASSAM CHAPTER

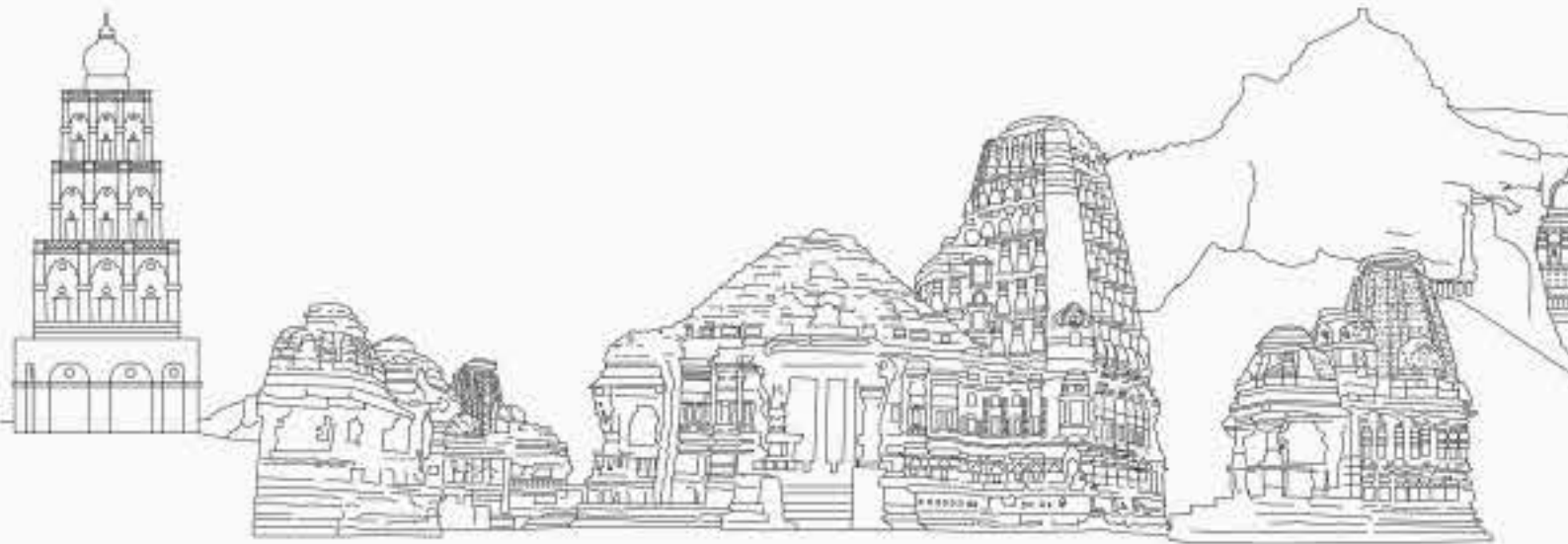
Activities of Assam Chapter

NIPM Assam Chapter has organised a meeting of their new executive body on 13th of May 2022 (Friday) at BCPL, Lepetkata, and discussed on the agenda for the next two years, so that the institution can develop the path to attain its objectives.

Chairman and Hon. Secretary, NIPM-Assam Chapter represented Eastern Regional Conference of NIPM on 28th May 2022 at Kolkotta. Dr. Pranjal Barbaruah, Chairman, NIPM-Assam Chapter acted as one of the moderator in the technical session of the conference.

NIPM, Assam Chapter and Brahmaputra Cracker and Polymer Limited (BCPL) in collaboration with DSHK Kanoi College, Dibrugarh (Assam) organised an interactive session with final year students on Career Progression and Employability on 4th June, 2022. Key note speaker of the session was Sh. Asit Das, General Manager (HR) & Vice Chairman of NIPM, Assam Chapter.

WESTERN REGION:



NIPM-Nashik Chapter

Activities of Nashik Chapter

National Institute of Personnel Management (NIPM) Nashik in association with Magnum Hospital Nashik, organised a half day Seminar on:

"Stress Management in Industries with particular reference to HR"

The Seminar was organised on 6th September 2022 (Friday) from 3.00 pm to 7.00 . At Kensington Chab, Near Asaram Babu Bridge, Gangapur road, Nashik..

Eminent speakers like Mr. Avinash Chintawar, Managing Director at Robert Bosch Chassis systems India Pvt Ltd, Dr. Chidanand Phalake, Bharat Bhushan award winner motivational speaker & Dr. Ganesh Jagdale, a renowned cardiologist in Nashik shared their knowledge & experience with the participants.

Mr. Prakash Bari, Chairman of NIPM Nashik gave an introduction of NIPM to the speakers. Mr. Hemant Rankh, Hon. Secretary of NIPM, Nashik spoke about the purpose of the Seminar. In the first session, Mr. Avinash Chintawar, Managing Director at Robert Bosch Chassis systems India Pvt Ltd. threw light on 'How to avoid & handle stressful IR situation in Industry'. Dr. Chidanand Phalke, Bharat Bhushan award winner motivational speaker, in his unique style enlightened the participants on 'Diffusing Individual Stress Precautions & Measures' in the Second session of the seminar.



In the Third Session, Dr. Ganesh Jagdale, MD Medicine & DNB - Cardiologist shared with the participants the Impact of stress on cardiac health of an Individual'. He also advised the participants on how to take care of their cardiac health.



Concluding Session was beautifully taken care by the senior most founder member of NIPM Nashik, Dr. Uday Kharote. Vote of thanks was given by Mr. Prakash Gunjal, secretary of NIPM Nashik. The programme was followed by Dinner from 8.00 pm onwards. About 120 members and non members attended the programme and appreciated it. The event was given wide coverage by the print media and the news of the seminar was published in most of the leading local newspapers. Some photographs of the event alongwith newspaper cuttings are attached herewith for your ready reference.

For National Institute of Personnel Management,

Prakash Bari
Chairman

Hemant Raakh
Hon Secretary



‘निपम’तर्फे ‘उद्योगातील ताण-तणावांचे व्यवस्थापना’वर चर्चासत्र

लोकनामा प्रतिनिधी

नाशिक : नॅशनल इन्स्टिट्यूट ऑफ पर्सनल मॅनेजमेंट (निपम) व मॅनम हॉस्पिटल, नाशिक यांच्या संयुक्त विद्यमाने उद्योग क्षेत्रातील ताण-तणाव व त्यांचे योग्य प्रकारे व्यवस्थापन या विषयावर नामवंत वाक्यांच्या सहभागाने चर्चासत्र झाले. यावेळी निपमचे १२५ हून अधिक पदाधिकारी व सदस्य सहभागी झाले होते.

व्यासपौडावर रॉबर्ट बॉस नेमिस सिस्टिम इंडियाचे व्यवस्थापकीय संचालक अविनाश चिंतांबर, भारत

भूषण पुरस्कार विजेते व मोटिव्हेशनल स्पॅकिंग डॉ. चिदानंद फालके, मॅनम हॉस्पिटलचे इन्फोव्हिझनल डॉ. गणेश जागदाले, डॉ. सुखमन वैद्य, निपमच्या नाशिक शाखेचे अध्यक्ष प्रकाश बारी, सरचिटणीस हेमंत राख आदी उपस्थित होते.

प्रांरी षालुष्यांचे स्वागत निपमचे सरचिटणीस हेमंत राख यांनी केले, तर अध्यक्ष प्रकाश बारी यांनी निपमच्या कार्याची माहिती देऊन आवाज्यते, तसेच भविष्यात राखविष्यात येणाऱ्या विविध उपक्रमांची माहिती दिली. उद्घाटन सत्रात अविनाश चिंतांबर यांनी उद्योग



क्षेत्रातील कारखान्यांच्या विविध प्रक्रियांमध्ये प्रत्यक्ष किंवा अप्रत्यक्ष सहभाग असणाऱ्यांचो योग्य प्रकारे काळजी घेतली जावी, त्यांच्या विविध समस्यांची गाभीर्याने दखल घेऊन त्यावर उपाययोजना करण्यात याव्या, त्यामुळे कारखान्यातील वातावरण उत्साहवर्धक राहून

ताण-तणावविहारीत वातावरणात कारखान्याची वाटचाल होत असते. कारखान्यातील विविध गोष्टींचे व प्रक्रियांचे नियमानुसार पालन, बिजनेस मॉडेल, लेबर मॉडेल, आर्थिकक्षमता व टि्रिस्कींग आदी विषयांवर त्यांनी यावेळी यथोचित माहिती दिली. दुसऱ्या सत्रात डॉ.

चिदानंद फालके यांनी मार्गदर्शन केले. डॉ.उदय खरोटे यांनी फेबटच्या स्ट्रेस मॅनेजमेंटच्या समारोपाच्या सत्रात विविध विषयांवर प्रकाश टाकला.

कार्यक्रमात यावेळी केंद्र सरकारतर्फे निपमचे संस्थापक, पदाधिकारी व उद्योजक डॉ.उदय खरोटे यांची सलग दुसऱ्यांदा एक्सपोर्ट प्रमोशन ऑफ जॉन्सिल केमिकल अँड कॉस्मेटिक्सच्या केंद्रीय समितीवर निवड झाल्याबद्दल सत्कार करण्यात आला. आसती आवटे यांनी सूटसंचालन केले. प्रकाश गुंजाल यांनी आभार मानले, सुरमित दळवी

यांनी अधिनाश चिंतांबर परिचय करून दिला. राजेंद्र विनायक पाटील यांनी परिा दिला. निपमचे माजी राष्ट्री अँड. श्रीधर ळखहारे, माघ सुधीर पाटील, कार्यकार सदन्य राजेंद्र रसाळ, राजेंद्र रमेश गवळी, सुरमित दद निपमचे संस्थापक अध्यक्ष छेत्रार, डी. एन. महाले, आहेंर, तुषार मोहिम, श्रीकां मनोज मुळे, जयंत ओझ के. शिंदे, प्रभाकर बोडके सावंत, हेमंत काळे आदींसा उपस्थित होते.

NIPM Nashik in association with Radiant Hospital organised a free health check-up camp for members of NIPM Nashik chapter from 1st September 2022 to 20th September 2022.

This camp was also extended to the spouses NIPM members who wish to avail this benefit.

Free Health Check-up included: -

- Physical Examination
- Lipid Profile
- Blood Sugar Level (if high then HBA1C)
- Pulmonary Function Test (PFT)
- Electrocardiogram (ECG)
- Tread Mill Test (TMT Stress Test)

Many members including their spouses availed the benefit of this camp.

A brochure of this camp along with some photographs are attached herewith for your ready reference.

For National Institute of Personnel Management,
Nashik Chapter



Prakash Bari
Chairman

Hemant Raakh
Hon Secretary

NIPM-PUNE CHAPTER

Activities of Pune Chapter

2 July 2022

NIPM Pune Chapter had arranged HR Summit in coordination with Suryadatta Group of Institute, on the topic :

“Changes in HR & Organizational needs in the new normal”



Figure 1 & 2 Ms. Hemangi Dhokte, Vice Chairman and Dr. Shashikant Kurbetti, Life member were awarded by Dr. Sanjay Chordiya. In presence of Dr. Santosh Bhave, Mrs. Chordiya & Mr. Joshi.

7 Aug 2022

AGM of NIPM Pune Chapter was held under the chairmanship of Mr. Narendra Patil. 49 Members were present for this AGM



Mr. Narendra Patil, Chairman addressing the participant

21 Aug 2022

Interactive session with Hon'ble Mr. Bhupender Yadav, Union Cabinet Minister of Labour and Employment, Environment, Forest and Climate Change, Government of India on "LABOUR CODE IMPLEMENTATION".



Mr. Vishwesh Kulkarni, National President NIPM addressing the opening remarks of the session.



Adv. Aditya Joshi expressing his views on the topic.



Speech by Hon'ble Minister Shri Bhupender Yadav.



Speech by Mr. Chandrakant Pati, State Minister.

24 Sept 2022

NIPM Pune Chapter had arranged Panel Discussion at Baramati Sub chapter on the topic. Leveraging Discipline & Labour Reformation (New Labour Code) for Business Sustainability.



Mr. Sadashiv Patil, Chairman, NIPM Pune Chapter delivers opening remarks of the session.

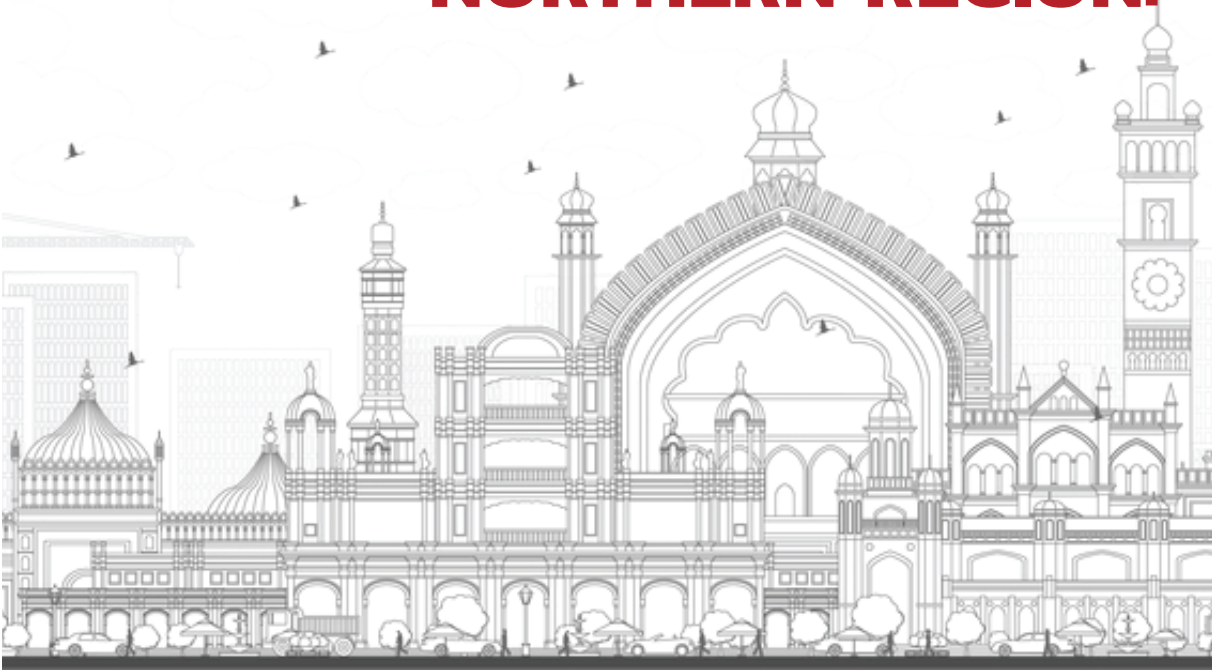


Panel Discussion



Group photo of participants

NORTHERN REGION:



NIPM-UP CHAPTER

Activities of UP Chapter

Dr Shikha Tripathi, Professor BIRD, Lucknow delivered her talk on Communication Skills held at Seksariya Sugar Factory, Biswan on 10th September 2022.



A lecture meeting was held on Women Leaders—the New Game Changers in Future on 9th September 2022 at Baba Sahab Bhim Rao Ambedkar University, Lucknow. The Speaker Dr Udita Agarwal, Professor BIRD, Lucknow shared her viewpoints on this occasion.





The AGM of NIPM UP Chapter was held on 31.7.2022.



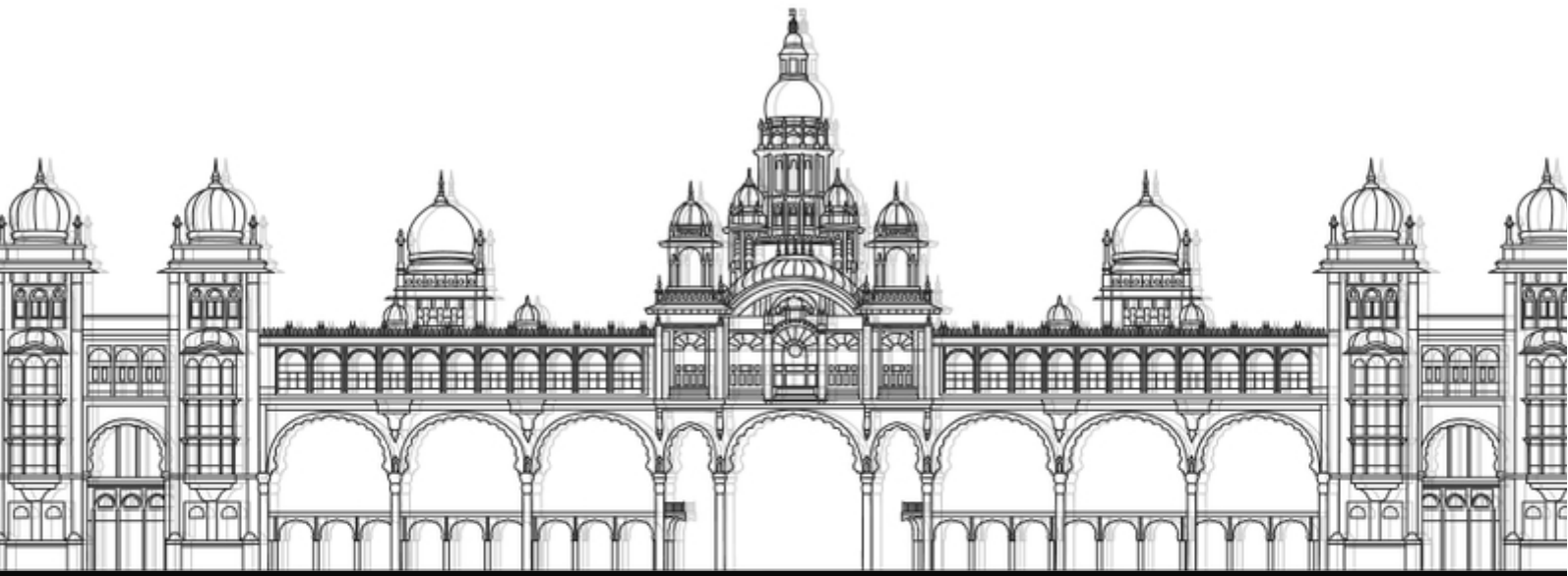
NIPM-PUNJAB Chapter

Activities of Punjab Chapter

Punjab Chapter in association with PHD Chamber of commerce organised HR Conclave on the theme "Statutory Compliance- The Emerging Imperative" on 15th July 2022 at PHD House Chandigarh. The panellist were very experienced personnel from the field of HR from manufacturing and service industries. More than 60 People attended the Conclave. The delegates actively participated and had the opportunity to interact and gain from the experiences of panellists.



SOUTHERN REGION:



NIPM-KARNATAKA CHAPTER

Activities of Karnataka Chapter

NIPM Karnataka Chapter has organised WORKSHOP ON LABOUR CODES IMPACT IMPLEMENTATION & COMPLIANCE, held on 27.07.2022 @ The Hotel Capitol, Rajbhavan Road, Bangalore. Resource persons / Speakers Mr. S.N.Murthy and Dr. G. Manjunath. (Brouchure enclosed for reference)

NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT KARNATAKA CHAPTER
 C-209, 2nd Floor, Bile Cross, Channarayana, 5th Cross, Bangalore, Karnataka 560001.
 Phone: 9862269141 | nipmk@gmail.com

WORKSHOP ON LABOUR CODES
IMPACT - IMPLEMENTATION & COMPLIANCE

THE NEW LABOUR CODE IS COMING. ARE YOU READY FOR IMPLEMENTATION.
 CONTRACT LABOUR IS BEING ABOLISHED IN CORE ACTIVITIES OF INDUSTRY.
 WAGE RESTRICTING - IS IT REQUIRED.
 COMPULSORY RECOGNITION OF TRADE UNION.
 FIXED TERM EMPLOYMENT - IS IT LEGALLY CORRECT.

The above are some of the issues that would be discussed at the workshop.
 The four codes are the Code on Wages, 2019, The Code on Social Security, 2020, The Industrial Relations Code, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020
 These four new Labour Codes enacted in 2019 and 2020 are awaiting notification by the Central Government and are expected to be implemented any time.

TOPIC COVERAGE

By Mr. S.N.Murthy
 1. The New Labour Codes and its implementation
 2. Changes in the Law on the employment of contract labour under new codes.

By Dr. G. Manjunath
 1. Overview of labour codes-Characteristics & Features
 2. Code on wages 2019 & Industrial Relations Code 2020 Impact and implementation.
 3. OSH Code & SS Code 2020-impact & implementation
 4. Summing up

Mr. S.N.Murthy is a Senior Advocate and Management Consultant based at Bangalore. He is a Post Graduate in Industrial Laws and practicing for the past 48 years in the industrial laws, in Labour Courts, Industrial Tribunals, Karnataka High Court and Supreme Court of India. He is an Advisor to several Corporates & Business Organisations.

Dr. G. Manjunath is the Additional Labour Commissioner (Industrial Relations), Department of Labour, Government of Karnataka. He has done his Ph.D from National Law School of India University, Bangalore, MWS (Master of Women's Studies) from Allagappa University, Karaikal, PGD in Industrial Relations and Personnel Management Bharatiya Vidya Bhawan, Bangalore and Executive Certification in Sexual Harassment and Workplace Diversity from West Bengal National University of Juridical Sciences, Kolkata. He earlier held the position of Welfare Commissioner (Karnataka Labour Welfare Board), Joint Labour Commissioner and Joint Secretary (Karnataka Building & Other Construction Workers Welfare Board), Deputy Labour Commissioner (Belgaum Region & Bengaluru Region-I), Deputy Labour Commissioner (Publicity and Statistics).

Mr. Robert Cutinha
 Chairman

Ms. Sabitha S
 Vice Chairman
 Chairperson-Training Committee

Mr. Dinesh A.U.
 Hon. Secretary

Date: Wednesday 27th July 2022 Time: 9:30 am to 5:00 pm Venue: Channarayana Pavilion, Residency Road, Bengaluru
 PROGRAM FEE: Rs. 2,000/- + GST Rs. 540/- = Rs. 2540/-
 may please be submitted through Cheque / DD in favor of NIPM Karnataka Chapter payable at Bengaluru
 NOMINATIONS To be sent on or before Saturday, 23rd July 2022
 CONTACT DETAILS : Mr. Sabitha S. 9945232181 | sabitha@yahoo.com Mr. S.N. Lakshman Kumar 986133455 | nipmk@gmail.com

WHO SHOULD ATTEND - HR & legal Professionals, People Managers, CEOs, Line Managers.



62nd Annual Day Celebration was held on 2nd July 2022 @ Wadiyar Hall, Century Club, Bangalore. Mr.Sethuram, Retd. Dy.Commissioner, IT Department was the Chief Guest. Mr.Vishwesh Kulkarni, National President, NIPM and Mr.M.H.Raja, Hon. General Secretary NIPM were Guests of Honour in the programme. Invitation card and programe brochure are enclosed for reference.



A Panel Discussion on "Human Resource Conclave" was jointly conducted on 16.09.2022 by NITTE (NITTE MEENAKSHI INSTITUTE OF TECHNOLOGY) and NIPM (National Institute of Personnel Management), Karnataka Chapter. Outline of the Program was "Organisational Transforamtion Through Digitalization of People Processes". It was occured at 6:00 pm, Rotary House of Friendship, Lavelle Road, Bangaluru.



Here are some of the memorable moments during the panel discussion:-



A Lecture Programme on "Accident Management and Safety" was jointly conducted on 24.09.2022 by Nagarjuna Degree College Yelahanka, Bengaluru and NIPM (National Institute of Personnel Management) Karnataka Chapter. Outline of the Program was "Ride of Life & Aftermath of Road Accidents". It was occurred at 6:00 pm, Seminar Hall, 3rd Floor, Nagarjuna Degree College, Yelahanka, Bengaluru.



NIPM-KERALA CHAPTER (KOCHI)

Activities of Kerala Chapter :-

Other Activities :-

6th July 2022

Infoprk Group under the leadership of Arunanand TA has organized a session "How About a No-Agenda, in-person HR Meetup?" at RECCAA Club, Kakkanad, Kochi. More than 25 Young HR Professionals, mostly from IT/ITES Sector participated.

25th July 2022

Santhigiri Institute of Management, Thodupuzha Inauguration of Academic Year 2022 was done by Mr. Johnson Mathew, CHRO EVM Motors and Vehicles Ltd., Chief Guest of the program.

27th July 2022

Nirmala College, Muvattupuzha – Industry Interaction with Student Members offline program Resource Person Mr. G. Anilkumar, Vice Chairman NIPM-KC & Head HR & Admin., Apollo Tyres Ltd., Kerala Factories.

2nd August 2022

Induction Program/Inauguration of New Batch at Rajagiri College of Social Science. Mr. Johnson Mathew has addressed to Students on behalf of NIPM.

4th August 2022

Infoprk Group has organized a session in association with Rajagiri College, Kakkanad, at their premises on Personal Branding for HR. More than 30 Young HR Professionals, mostly from IT/ITES Sector participated.

SCHEDULE

NIPM ClubHouse Sessions in August 2022 :-

6th - On the topic "Certification program for HR PRO-HR in Kerala –

11th - On the Topic "Moving from Admin roles to strategic HR roles – HR in Kerala – NIPM

18th - Back to office – ways to engage employees – HR in Kerala – NIPM

25th - Design Thinking in HR – HR in Kerala – NIPM

Important Annoucement :-

- 75th Independence Day – As part of India's 75th Independence Day celebrations, Kerala Chapter organized an Independence Day Quiz competition. The Quiz Master was Mr. M.R. Sreelal. The Winners of the competitions are, 1st Prize Mr. Abhijith A.D., 2nd Prize Ms. Rinku and 3rd prize Ms. Nivedha.
- 30th August 2022 – Knowledge Sharing Session on Long Term Settlement 2022 – Apollo Tyres Ltd presented by Mr. G. Anilkumar, Head HR & Admin., Kerala Plants and his Team from 6.30 pm to 7.30 pm.
- NIPM-KC WhatsApp Group - As decided in the last EC, NIPM Kerala Chapter WhatsApp Group has been relaunched and all the members have been added in the said group. As decided, the existing Telegram Group will also be kept live for the time being.

Change in Infopark Group Committee: The New Team of office bearers have taken charge of Infopark Group, they are :-



Group Chairperson

Ms. Prasita Prasad



Group Hon. Secretary

Ms. Sarika C.K.



Group Hon. Treasurer

Ms. Tinu Elizabeth



Committee Member

Mr. Arunanand T.A.

NIPM-MADRAS CHAPTER

Activities of Madras Chapter

Monthly Meeting – July 2022

Meeting on “Objections and Suggestions” from various HR Forums regarding Draft Labour Codes subsequent to the four Draft Labour Codes notified by Government of India, Government of Tamil Nadu has issued Gazettes to this effect and invited “Objections and Suggestions” to the proposed Labour Codes from across Industries in the State. Accordingly, NIPM Madras Chapter convened a meeting at XIME (Xavier Institute of Management & Entrepreneurship), Chennai on 06.07.2022 in which various HR Forums like CHROMA, ATHMA, SHARP etc. participated. All the Rules and Suggestions proposed by Government of Tamil Nadu were discussed threadbare and many different views and suggestions emerged from the discussions which have been summarized and submitted to Labour Welfare and Skill Development Department, Govt. of Tamil Nadu. Further instructions and guidelines on the way forward is awaited.



Representatives from various HR Forums across Industry



Discussions in progress



Responding to a query from the audience



A Section of the Audience



Mr. S. Rajendren posing with the participants

One Day Workshop on HR Analytics - August 2022



A one-day workshop on "HR Analytics" was jointly conducted on 22.07.2022 by XIME (Xavier Institute of Management and Entrepreneurship), Chennai and NIPM (National Institute of Personnel Management), Madras Chapter, Chennai. Outline of the Program was Introduction to Business Analytics, Big Data, HR Analytics, Understanding HR Metrics etc. Key takeaways were Learn HR Analytics Model, Process to solve a Live Organizational Problem, Learn How to Create a HR Dashboard etc. Mr. P. Santhanam, Certified Analytics Professional was the Course Faculty. Mr. B. Sundar Raman, Factory Management and Mr. S. Sunil Kumar, HR attended the Workshop.



Dr. Ravi Veeraraghavan, Director-IC giving introduction about the Program.



Mr. S. Rajendren, Head-HR, IR & EHS addressing the Participants.



Participants in the Program



Workshop in Progress



Mr. P. Santhanam, Faculty conducting the Workshop.



Group Photo

Monthly Meeting – August 2022

NIPM Madras Chapter and Apollo Hospitals jointly organized a “HR Health Conclave 2022” on 10th August 2022. Health Talks, Panel Discussions and Healthcare Trends formed the Agenda for the program. Experts from various fields of Healthcare like Cardiology, Gastroenterology, Orthopaedics, ENT and Neurology spoke on “Maintaining a Healthy Heart”, “Dealing with Knee & Shoulder Pain”, “Dealing with Headaches” etc. “Industrial & Domestic Accidents” and “Sleep Apnoea & Common ENT Problems” were also formed part of the discussions. Mr. S. Rajendren, Chairman, NIPM Madras Chapter presided over the event. The speeches and discussions were very thought-provoking and the entire session was filled with enthusiasm from the participants. Close to 100 members participated in the event.



Monthly Meeting – September 2022

A high-energy “Power Talk” by Prof. (Dr.) T. V. Rao, often referred to as “Father of HRD” in India, was organized jointly by ISTD Chennai Chapter, NIPM Madras Chapter and NHRD Network Chennai Chapter on 15.09.2022 at Chennai.



Prof. (Dr.) T. V. Rao gave a presentation on the topic "Making HR Effective-Reflections of Five Decades in HR". His presentation was scintillating and awe inspiring one. He shared his perspectives from his 5 decades of his experience in HR in an awesome manner, how HR evolved from a conventional role of HR into a HR of "Confidence Building", "Commitment Building" and "Culture Building", how HR has to be humane and empathetic to people in an organisation and how, instead of Performance Appraisal which could have demotivated people, we need to bring about reward systems to make people happy and said that everyone is a leader and everyone can aspire to become a CEO of an Organization.

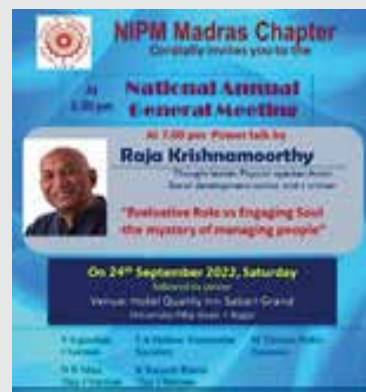
The contents of his presentation on the topic were not only quite interesting but also were intellectually stimulating to everyone who attended the program. Kudos to the 3 HR bodies viz. ISTD, NIPM & ISTD Network for coming together in conceiving and designing this power packed program with elan.

The event was also witnessed Prof. (Dr.) T. V. Rao being conferred with a "Life Time Achievement Award" in the presence of eminent HR Professionals at the venue and a citation which was well written and well-conceived by Mr. Lionel Paul David, President-NHRDN Chennai Chapter.



Annual General Body Meeting – September 2022

The 42nd Annual General Meeting of NIPM was held on 24th September 2022 at Chennai and transacted the business as described in the Notice for AGM dated 24.09.2022. It was followed by the monthly meeting for September 2022.



Popular Speaker, Actor, Thought Leader, Social Development Activist and Trainer Mr. Raja Krishnamoorthy, popularly known as "Kitty" gave an inspirational and high energetic "Power Talk" on "Evaluative Role Vs Engaging Soul-The Mystery of Managing People".

The Event was chaired by Mr. S. Rajendren, Head-HR, IR & EHS and co-piloted by other senior personnel of NIPM Madras Chapter.



Madras Management Association Seminar

Madras Management Association (MMA) in association with Datalogics and Konrad Adenauer Stiftung (KAS) organized a Seminar on "Unlocking the Potential of Employees using Technology" on 15.09.2022 at Chennai. Mr. S. Rajendren, Head-HR, IR & EHS was one of the Distinguished Guests of Honor who joined the Fireside Chat on the theme "Digital Workplace – The Must Haves Vs Nice to Haves" along with Mr. Sudhakar Raja, Founder & CEO, TRST Score, Mr. Rajendran Dhandapani, President, Zoho Corporation and Mr. Sriharsha Achar, CHRO, Star Health & Allied Insurance.

The Panelists meticulously delivered their insights and their inspirational eloquence combined with the quality of their thought process added tremendous credibility and value to the seminar. Sincere thanks to Mr. Sudhakar Raja for ably leading the fireside chat, which was inspiring and thought provoking.

Over 170 participants attended the program in person and 800 plus viewers watched the program live and on social media portals. The feedback received from the participants was excellent. The video recording of the event on the theme "Unlocking The Potential of Employees Using Technology" is available for viewing through the link www.liveibc.com/mma.



The event is also available on YouTube, Facebook and Audio – Voice of MMA.
www.facebook.com/mmachennai
www.youtube.com/madrasmanagementassociationchennai
<https://i-radiolive.com/#!/aod/VoiceOfMMA>

NIPM-NEYVELI CHAPTER

Monthly Meeting – July to September 2022

Executive Committee Meeting held on 01st July 2022 with all the Executive committee members to share suggestions / improvements for effective functioning in Neyveli Chapter.

An Interactive session was organised on the topic "Disciplinary Action process in Legal perspective" on 22nd July 2022 at Learning & development centre. The Guest speaker Shri.D.Venkata Suryanarayana Murthy, GM /legal, NLC India Limited has a vast experience in handling legal matter for NIC India limited, The program was conducted in a grand manner in which 100 HR Executives participated in the session.

One day seminar was organised on the topic "Styles & Traits of leadership and Industrial Relations" on 09th Sep 2022 at Jawahar Science College, Neyveli. Shri. R Karunamurthy & Shri. K. Satishkumar, Executive members of Neyveli chapter were the guest speaker in which around 250 students participated in the seminar.

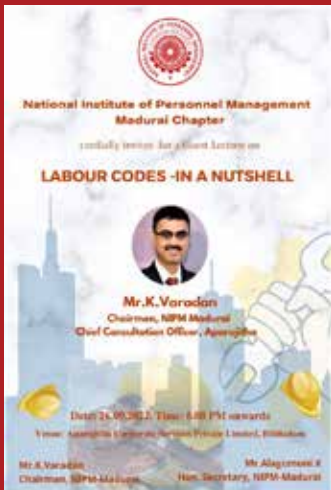
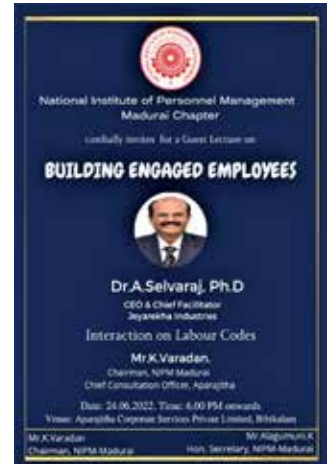
Membership drive were organised and four New life members were joined the Neyveli Chapter.



NIPM-MADURAI CHAPTER

Activities of Madurai Chapter

An Interactive Guest Lecture was organised on the topic "Building Engaged Employees" on 24th June 2022 at Aparajitha Corporate Services Private Limited, Bibikulam, the guest speaker Dr.A.Selvaraj, Ph.D - CEO & Chief Facilitator Jeyarekha Industries. Another Interaction occurred on Labour Codes, it was conducted by Mr.K.Varadan - Chairman, NIPM Madurai Chief Consultation Officer, Aparajitha.



An Interactive Guest Lecture was organised on the topic "Labour Codes - In a Nutshell Employees" on 16th September 2022 at Aparajitha Corporate Services Private Limited, Bibikulam, it was conducted by Mr.K.Varadan - Chairman, NIPM Madurai Chief Consultation Officer, Aparajitha.

A one-day workshop on "Labour Codes with Central and Tamil Nadu Rules - Key Changes" was jointly conducted with CII Saturday, 23 July 2022, 0930Hrs to 1700 Hrs at Sterling V Grand Hotel, Madurai. the guest speakers are:-

Mr. K. Varadan, COO, Aparajitha Corporate Services Pvt Ltd,
- On the topic of **OCCUPATIONAL SAFETY, HEALTH & WORKING CONDITION CODE.**

Mr. K. S. Venkiteswaran, Retd Dy. ED Sanmar,
- On the topic of **INDUSTRIAL RELATIONS CODE.**

Ms. Veena, AZB & Partners,
- On the topic of **CODE ON SOCIAL SECURITY.**

Mr. Anand Gopalan, Barrister, TSG & Co,
- On the topic of **CODE ON WAGES.**



STUDENT CHAPTER ACTIVITIES



WESTERN REGION:

NIPM-PUNE CHAPTER

Student Activities of Pune Chapter

16 Sept 2022

Inauguration of the Student Chapter Ajinkya DY Patil Institute who is a Institutional Member of NIPM Pune Chapter.



Mr. Prakash Bimalkhedkar, Secretary
addressing the Students



Distribution of Membership
certificate at the hands of
Chairman & Secretary.

Student Chapter Members & Colleges can send their event photographs and articles to info@nipm.in and the same will be published in the magazine.

To publish your article in our next issue kindly send us on or before 15th January 2023.

SOUTHERN REGION:

NIPM-KARNATAKA CHAPTER

Student Activities of Karnataka Chapter

16 Sept 2022

A Launch of Program called "DIVERSITY, EQUITY & INCLUSION CERTIFICATION PROGRAM (DEICP)" was jointly conducted on 13.08.2022 by ISBR Business School Department of HRM and General Management and NIPM (National Institute of Personnel Management) Karnataka Chapter. This Program was launched for 1st year PGDM batch of 2022 - 2024. It was occurred at 11:00 am, ISBR auditorium, ISBR Business School, Bangaluru.



NIPM-KERALA CHAPTER

Student Activities of Kerala Chapter

3rd September 2022

Xavier Institute of Management & Entrepreneurship (XIME) Cochin organized an Annual HR Conclave on the topic Knowledge Renewal Meet at their premises. From NIPM, Mr. Joe Varkey, Chairman & Mr. Anilkumar G addressed the gathering including MBA (HR) Student and Faculty Members. Mr. A.S. Girish, Fellow NIPM & Dean Academics, XIME also present in the meet.

14th September 2022

Our EC Member Mr. Johnson Mathew addressed the MBA HR Students at XIME Cochin on the topic Business Excellence through HR as part of Campus connect program.

17th September 2022

NIPM Calicut Group organized a one-day workshop on Labour Laws for B-School students. The Resource person was Mr. Varkiachan Pettah.

22nd September 2022

Online Knowledge Sharing Session – NIPM Legal House Session-4 and the Resource Person was Adv. Benny P. Thomas, High Court of Kerala.

25th September 2022

NIPM's Onam Celebrations at Reccaa Club, Kakkanad with number of cultural events / competitions etc. for the family members followed by Onasadhya. The Family Members and Children presented various cultural programs/games etc. Very Good participation of senior and young professionals and family members.

26th September 2022

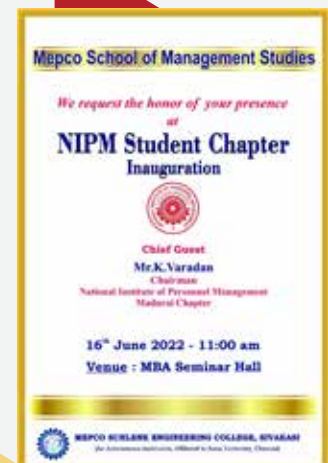
Inauguration of NIPM Student Chapter & Student Interaction at School of Management, De Paul Institute of Science & Technology, Angamaly. Chapter Inauguration done by Mr. P.T. George and Key Note Address by Ms. Kshama Sandeep. 51 Student Membership Certificates were also distributed during the occasion.

As part of the Student Chapter initiative an online HR Job Fair titled "Novice 22" from 26 September to 8 October was also inaugurated during the above function. This program has jointly been organized by NIPM Kerala Chapter & De Paul Institute of Science & Technology.

NIPM-MADURAI CHAPTER

Student Activities of Madurai Chapter

Madurai Chapter inaugurated student chapter on 16th June 2022, students from MEPCO SCHLENK ENGINEERING COLLEGE, Sivakasi participated in the function. Mr. K. Varadan, Honourable Chairman of Madurai Chapter.



NIPM-NEYVELI CHAPTER

Student Activities of Neyveli Chapter



NEYVELI Chapter inaugurated student chapter on 22nd July 2022, students from Master of Social Work department of Jawahar Science College, Neyveli participated in the function. Shri.C. Thiagaraju, Honourable Vice chairman and Shri.P. Sathiamoorthy, Honourable Secretary of Neyveli Chapter addressed the students on the occasion, 21 students have enrolled themselves as member of the chapter.

Members Column

CONDOLENCES

We would like to share with deep sorrow the sad demise of :-

(1) Mr. R.N. Sengupta - First Elected National President, Founder Member & Fellow of the Institute - Kolkata Chapter. One of the foundation stones, he showed his keen interest and made significant contribution for the development of NIPM-Kolkata Chapter

Chapter as well as for the Institute as a whole. 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.

WRITE-UP / ARTICLES

Members can send their articles to info@nipm.in and the same will be published in the magazine, it should not exceed more than a page. To publish your article in our next issue kindly send us on or before 15th January 2023.

WE WELCOME YOUR FEEDBACK & SUGGESTIONS
MAIL TO info@nipm.in

NIPM members can now **login** to update their profile

Click here



Attention members,

Please check your data & update your profile immediately!

The following are the steps to be followed to validate access:

- Go to www.nipm.in
- Click on Login
- Give your eMail Id that was shared at the time of registration – even if the eMail ID has changed now, please use the eMail ID registered with NIPM and change email ID after the login is confirmed
- Give your member number (without the alphabet before the number) for password
- Click Signin –you should go to the page that has your details
- Should some information / Photo be changed, click on edit and make necessary changes and save

For Chairman / Secretary / Treasurer :-

Your requested to verify the chapter members' profile details immediately and conform the changes to membership desk : membership@nipm.in

**NEWSLETTER PUBLISHED BY:
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**NEWSLETTER DESIGNED BY:
K.S. CHANDRU**

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