



# e-Newsletter

OCTOBER - DECEMBER, 2019

# NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT





## NIPM e-Newsletter

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## Message from the National President



Dear Members,

Wish you and your family Members the best in the days ahead.

It gives me immense pleasure to inform you that as per the decision of our National Council, the next Annual National Conference – NATCON 2020 of NIPM will be held at Nagpur during September, 2020 to be hosted by NIPM National Office. The details of the Conference i.e. exact date, venue and the theme will be intimated to you later on. I request all of you to provide full support to facilitate greater participation and ensure sponsorship and advertisement support to the NIPM-National Office towards success of this international event.

You are aware that National Office of NIPM have taken all out efforts for updating the e-mail IDs, Mobile Nos. and other details of NIPM Members in our Membership Management Software (MMS) system. It is noticed that a considerable number of members have not yet updated their data by logging in in NIPM Website [www.nipm.in](http://www.nipm.in). As a last chance for the said members, the date is further extended upto 20th March, 2020 for updating the details by logging in at NIPM Website. I would like to inform you that in case any member does not update & log in his/her e-mail ID, Mobile No. and other details on or before 20th March, 2020, such member shall be liable to forfeit the right of availing online facilities / services including online voting during the Biennial election of the National Council as well as Chapter Executive Committees of NIPM. Therefore, my earnest appeal to the members, if you have not yet updated your aforesaid data and logged in, you are once again requested to complete the process before the extended last date i.e. 20th March, 2020. In case, if you find any difficulty to update your data by logging in in NIPM website, kindly contact NIPM National Office immediately to solve the issue.

I am pleased to inform you that NIPM has introduced the National HR Excellence Award to promote professional standards for excellence for the development of HR Professionals. The underlying objective is to identify and role model the HR professionals who make a difference and to recognize the value they are able to create for the profession and the society in general. The Award also offers a unique opportunity to individuals to benchmark them against the professional standards required in the emerging business environment. The details of the awards and application form are available in our website [www.nipm.in](http://www.nipm.in). The last date for receipt of application for NIPM National HR Excellence Awards (Individual categories) has been extended up to 31st March, 2020. I appeal to all of you to kindly participate in this award process and discover your inner talent, as well as achieve the professional excellence in your respective domain.

I am also happy to inform you that NIPM has instituted the prestigious National HR Best Practices Award to appreciate, publicly acknowledge and encourage the reputed organizations in our country for sustaining their HR best and unique practices. For the said purpose, we are inviting nominations for NIPM National Award for HR Best Practices 2019 from the Corporates all over the country. The Brochure of the said award is also available in our website. The last date for receipt of application for NIPM National HR Best Practices Award (Corporate category) has been extended up to 17th March, 2020. My earnest appeal to all of you to kindly look into the matter so that maximum number of nominations for National HR Best Practices Award are received in all the three categories i.e. A, B & C on or before the extended date.

I convey my heartfelt congratulation to NIPM-Kerala Chapter for successfully organising the Southern Regional Conference (SRC) 2019 & Exposition held on 5th & 6th December, 2019 at Le Meridian International Convention Centre, Kochi on the theme “Industry 4.0 and Future of HR - Re-Aligning Workforce and Workplace for the Decade T20-T30”.

NIPM has taken a lead to get Chartered Status to HR Professional and happy to share Dr. T.V. Rao is leading the process of getting Chartered Status to HR Professionals. All 3 HR Professional Organizations that is NIPM, NHRD & ISTD have agreed to support such great initiative. Very positive step for all HR Professionals in India. Meeting of all 3 National Presidents held in Ahmedabad in which NHRD National President was on Video Conferencing and we all agreed to work together for HR fraternity In India. I am thankful to National President of NHRD, ISTD & also to Dr. T. V. Rao for leading historic mission for HR professionals. I appeal all members to volunteer in this mission. It will be a proud moment for all HR Professionals to get Chartered Status.



I would like to share with deep sorrow the sad demise of Mr. M. L. Gore, one of the Founder Members of NIPM who had made significant contribution for merger of IIPM & NILM, to form NIPM in 1980. He was a Fellow and Life Member of the Institute. He was the Chairman and Hon. Secretary of erstwhile NILM. Mr. Gore was the Past Regional Vice-President (Western Region) and Past National Council Member of NIPM for several years. He rendered his dedicated services for development of the Institute.

With profound grief, I would like to inform you that Dr. K. B. Akhilesh, National Council Member of NIPM and Mr. Ram Krushna Mahapatra, a Fellow of our Institute had passed away.

Dr. K. B. Akhilesh was a Professor in the Department of Management Studies and was appointed the Dean of the Faculty of Engineering of Indian Institute of Science, Bengaluru. He was a prolific researcher having published many papers and books in the areas of Human Resource Management, Organizational Behaviour and Technology Management. He was a Fellow of our Institute and Past Chairman of NIPM-Karnataka Chapter. Dr. Akhilesh made his significant contribution towards the success of NATCON 2019 held at Bengaluru during September last year.

Mr. Ram Krushna Mahapatra was the Past Chairman of NIPM-Utkal Chapter. He was a veteran HR practitioner and had instituted the Ram Krushna Mahapatra Scholarship Award in the Utkal Chapter of NIPM since last 25 years. He was very active till his last days for the growth of our profession.

May the 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 October 2019 to December 2019)**

We are very pleased to welcome all the new Members of NIPM. 66 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>CHAPTER</b>	<b>NO. OF MEMBERS</b>
AURANGABAD	03
COIMBATORE	04
DELHI-NCR	02
GOA	01
HYDERABAD	01
JAIPUR	01
KARNATAKA	12
KERALA	02
KOLKATA	03
MADRAS	15
MUMBAI	02
MYSORE	01
NASHIK	04
NORTH KARNATAKA	01
ORISSA	01
PIMPRI, CHINCHWAD, CHAKAN	01
PUNE	01
PUNJAB	04
TRIVANDRUM	03
<b>TOTAL</b>	<b>62</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 and Trainings, conducted by various 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 347<sup>th</sup> National Council Meeting held on 7th December, 2019 at Riviera Suits, Thevara Waterfront, Kochi, Kerala.

During the 347<sup>th</sup> National Council Meeting, Mr. P. R. Basavaraju, Chairman, Karnataka Chapter wanted to know what is the financial status of the institute and a whitepaper should be put before NC by the treasurer. He suggested that a special meeting may be convened at HQ by extending travel expenses also as ISTD extends to its NC members where in the roadmap for NIPM can be discussed in detail and finalized. All the Members agreed to this. Hon. Treasurer to work out the likely expenses and inform NC so that such a session can be convened at Kolkata.

Dr. P. K. Sahu, Hon. General Secretary, NIPM explained that as per the decision of the Annual General Meeting held 27.09.2019, the selection of new Auditors for NIPM National Office and DPM Trust have been placed before the Council for ratification.

Mr. Anand S. Toal, Hon. Treasurer, NIPM explained about the job role of new Auditors & their remunerations which will be Rs.1.25 lakhs per annum. All the NC members agreed with the views of Hon. Treasurer on selection of new Auditor Ray & Ray.

Mr. Ashoka T, Mr. Ashoka T, Regional Vice-President (SR), NIPM and Mr. K. Lal John, Chairman, Kerala Chapter raised the discussion for formation of the Palakkad Chapter. It was decided that the necessary confirmation would be given after fulfilling of necessary procedure for formation of the aforesaid Chapter. The Pallakkad group shall endeavor 50 life members and once that is achieved the Pallakkad chapter shall be formed as per procedure.

Mr. Vishwesh Kulkarni, National President, NIPM informed that there was a meeting of 3 National Presidents of NIPM, ISTD & NHRDN was held for discussion of efforts for chartership of HR profession. He told that for betterment of NIPM, a Core Committee should be formed for it.



# *The National Council*

**Mr. S. V. Vyawahare, Hon. Addl. General Secretary, NIPM informed the Members that efforts are on by the High Level Committee formed to reactivate the Ahmedabad & Baroda Chapters. Further efforts are required for the same to make the Ahmedabad & Baroda Chapters vibrant, he added and the committee which was given with responsibility should make further efforts to revive these chapters.**

**National President raised discussion on the proposal for naming the Best Research work in HR which is already existing in NIPM in the name of Late M. L. Gore, one of the founder Members of NIPM. NC members agreed with the aforesaid proposal in the honour of Mr. M. L. Gore, the stalwart of the Institute.**



## Chapter Round UP

### Aurangabad Chapter



NIPM-Aurangabad Chapter organized a full day Workshop for HR & Line Managers on the topic “**Emotional Quotient for Success**” on 21<sup>st</sup> November, 2019 at Hotel Vits, Aurangabad. Mr. Kishan Watni, Six Sec USA Certified renowned EQ Practitioner was the Speaker of the programme. 12 participants attended this programme.







## Chapter Round UP

### Aurangabad Chapter



Aurangabad Chapter organized an evening Lecture Meeting on the theme “**Conflict Management**” on 30<sup>th</sup> November, 2019 at Hotel Manasi, Aurangabad. Mr. Anish Jehurkar, Business Partner-Human Resources, Sterlite Technologies Ltd. was the Speaker of the meeting. 75 participants attended this meeting.



Aurangabad Chapter Conducted a **Apprenticeship – NAPS Scheme Awareness Workshop** on 12<sup>th</sup> December, 2019 at Hotel Ambassador Ajanta, Aurangabad. Mr. Surajit Roy, Mr. Ram Marlapalle, Mr. Soumen Majumdar, Mr. Eknath Pawar and Mr. Sunil Sutavane, Chairman, Aurangabad Chapter were the Speakers and more than 100 participants attended the event.



# Chapter Round UP

## Aurangabad Chapter



Aurangabad Chapter organized an Evening Lecture Meeting on the topic “**The Impact of ‘Code on Wages’ on Industry**” on 21.12.2019 at MGM’s Institute of Management. Dr. Santosh Bhawe, Director – HR & IR, Bharat Forge Limited was the Speaker and more than 50 participants attended the meeting.





## Chapter Round UP

### Aurangabad Chapter

NIPM-Aurangabad Chapter organized a full day HR Technical Programme on the theme “**Scientific Interviewing Skills**” on 28<sup>th</sup> December, 2019 at Hotel Grand Kailash, Aurangabad. Ms. Shweta Kale, Founder & Director – Insight HR Consultancy was the Speaker of the programme. 23 participants attended the programme.

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

<b>Date</b>	<b>Venue</b>	<b>No. of Members participated</b>
18 <sup>th</sup> October, 2019	Hotel Siddhi, Aurangabad	8 EC Members
4 <sup>th</sup> November, 2019	Hotel Siddhi, Aurangabad	7 EC Members
4 <sup>th</sup> December, 2019	Lokmat Bhavan, Aurangabad	10 EC Members



## Chapter Round UP

### Bhilai Chapter



A Special event was organized at NIPM-Bhilai Chapter on 07/12/2019 to felicitate Shri K.K.Singh, the outgoing Chapter Chairman and ED (P&A), SAIL, New Delhi, and to welcome Shri S.K.Dubey, Chapter Chairman – designate and ED (P&A), Bhilai Steel Plant (BSP). On this occasion, an experience – sharing session was conducted by Shri K.K.Singh on a wide gamut of HR issues. This was followed by a lively Q & A session. This program also included a ‘Live Ted Talk’ by Shri Rajnish Singh, an ex – serviceman and at present, a BSP employee, who had taken part in the Kargil war in 1999. The concluding address was delivered by Shri S.K.Dubey, wherein he exhorted the chapter members to acquire new skills and polish the existing ones, to excel in the field of HR. The above program was anchored by Shri Amulya Priyadarshi, Hon. Secretary, Bhilai Chapter.

## Dehradun Chapter



### एनआईपीएम के सम्मेलन में कई मुद्दों पर मंथन



**शाह टाइम्स संवाददाता**  
देहरादून। नेशनल इंस्टीट्यूट ऑफ पर्सनल मैनेजमेंट (एनआईपीएम) देहरादून चैप्टर ने नैनीताल में अपना 18 वां वार्षिक सम्मेलन रोमैजनिंग एचआर: ट्रांसफॉर्मिंग टेक्नोलॉजी, टैलेंट एंड आइडियाज विषय पर आयोजित किया। सम्मेलन में ओएनजीसी, टीएचडीसी, गोवा शिपयार्ड लिमिटेड, यूजेवीएनएल आदि संगठनों का प्रतिनिधित्व करने वाले देश के विभिन्न हिस्सों से 60 से अधिक प्रतिनिधियों ने भाग लिया।

#### ■ नैनीताल में हुआ 18 वां सम्मेलन आयोजित

प्रमुख बहुराष्ट्रीय कंपनी अन्स्ट एंड यंग, मर्सर कंसल्टेंसी, केपीएमजी, ओएनजीसी और प्रमुख शिक्षाविदों ने विचार-विमर्श किया। सम्मेलन का उद्घाटन टीएचडीसी के निदेशक (एचआर) विजय गोयल और प्रसिद्ध लेखक, शिक्षाविद और पर्यावरणविद् डॉ.शंखर पाठक ने किया। इस अवसर पर श्रीशंजय कुमार वाघवानी, मुख्य कर्मचारी संबंध

ओएनजीसी और राष्ट्रीय परिषद के सदस्य एनआईपीएम, आलोक मिश्रा पूर्व कार्यकारी निदेशक ओएनजीसी एंड के अध्यक्ष एनआईपीएम चैप्टर देहरादून, वी.के. वर्मा पूर्व कार्यकारी निदेशक, ओएनजीसी और उपाध्यक्ष एनआईपीएम चैप्टर देहरादून, सीसी विभाग अधिकारी ओएनजीसी रजनीश कुमार त्रिवेदी, डॉ. ए.सी. जोशी अध्यक्ष, आईएसटीडी अध्यक्ष उत्तराखंड मौजूद रहे। संतुलन, विकास व पारिस्थितिकी को बनाए रखने की जरूरत पर विचार किया।

NIPM-Dehradun Chapter organized its 18<sup>th</sup> Annual Conference at Nainital on the theme "Reimagining HR : Transforming Technology, Talent and Ideas" on 18<sup>th</sup>-19<sup>th</sup> October, 2019. The conference was attended by more than 60 delegates from different parts of the country representing organizations such as ONGC, THDC, Goa Shipyard Ltd, UJVNL etc. The distinguished speakers from leading multinationals like Ernst & Young, Mercer Consultancy,



## *Chapter Round UP*

### **Dehradun Chapter**

KPMG, ONGC and academicians from leading institutes of the country deliberated on the theme of the conference. The conference was inaugurated by Shri Vijay Goel, Director (HR), THDC and renowned author, academician and environmentalist Dr. Shekhar Pathak. The occasion was also graced by Shri Sanjay Kumar Wadhvani, Chief Employee Relations, ONGC and National Council Member, NIPM, Shri Alok Misra, former Executive Director, ONGC and Chairman, NIPM- Dehradun Chapter, Shri V.K. Verma former Executive Director, ONGC and Vice Chairman of Dehradun Chapter and Dr. A.C. Joshi, Chairman, ISTD Chapter, Uttarakhand. The conference was highly appreciated by the delegates for its content and quality of deliberations.

## Delhi-NCR Chapter



NIPM-Delhi-NCR Chapter organized NIPM Quiz on 18.10.2019 at Jaipuria Institute of Management, Sector – 62, Noida. There were 80 students from different colleges like IMS Noida, Bimtech Greater Noida, Mangalam College of Law and Management, Accurate Institute, GLA Mathura, CMD – Modinagar, Jaipuria Institute of management, IMS Ghaziabad, ITS – Ghaziabad, Amity Noida, Amity Gurugram, IILM – Gurugram, JSS Noida, I Business Institute. The Quiz was organized by Quiz Master Mr. Gautam of Greycells. The first three Winners were as below :

1. IILM – Gurugram
2. IMS - Noida
3. I Business Institute



## Chapter Round UP

### Karnataka Chapter

NIPM-Karnataka Chapter organized an Evening Lecture Meeting on the theme **“Emerging Challenges in Social Work Interventions & Upskilling”** on 29<sup>th</sup> November, 2019 at C. V. Raman Hall, Central College. Dr. L. S. Ghandi Doss was the Speaker of the meeting.

A Memorial lecture was arranged in memory of Late Prof. K. B. Akhilesh at Central College premises wherein professionals’ associated with Late Prof. Akhilesh from various associations like ISTD / NHRD / KAPSW and others attended and spoke on the occasion, speakers included Mr. H. N. Shrinivas, Mr. D. R. Nagaraj, Mr. Deenadayalan, Mr. Girinarayanan G, Mr. P. R. Basavaraju, Chairman, NIPM-Karnataka Chapter, Mr. Jebakumar M, Mr. S. N. Gopinath and others

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

Date	Venue
15 <sup>th</sup> October, 2019	Century Club, Bangalore
19 <sup>th</sup> November, 2019	Century Club, Bangalore
30 <sup>th</sup> December, 2019	NIPM Conference Hall



## Kerala Chapter

### Southern Regional Conference 2019 & Exposition of NIPM



NIPM-Kerala Chapter successfully organized the Southern Regional Conference (SRC) 2019 & Exposition of NIPM on 5<sup>th</sup> & 6<sup>th</sup> December, 2019 at Le Meridian International Convention Centre, Kochi, Kerala on the theme “**Industry 4.0 and Future of HR - Re-Aligning Workforce and Workplace for the Decade T20-T30**”. The Conference was inaugurated by Mr. Arif Mohammad Khan, Hon’ble Governor of Kerala State in presence of Mr. Vishwesh Kulkarni, National President, Mr. Ashoka T., Regional Vice-President (Southern Region), Dr. P. K. Sahu, Hon. General Secretary of NIPM and Mr. K. Lal John, Chairman, NIPM-Kerala Chapter. A large number of eminent Speakers shared their valuable thoughts / views in the different Sessions of the Conference. Kerala Chapter also organized the 347<sup>th</sup> National Council Meeting of NIPM on 7<sup>th</sup> December, 2019 at Kochi, Kerala.



## Chapter Round UP

### Madras Chapter

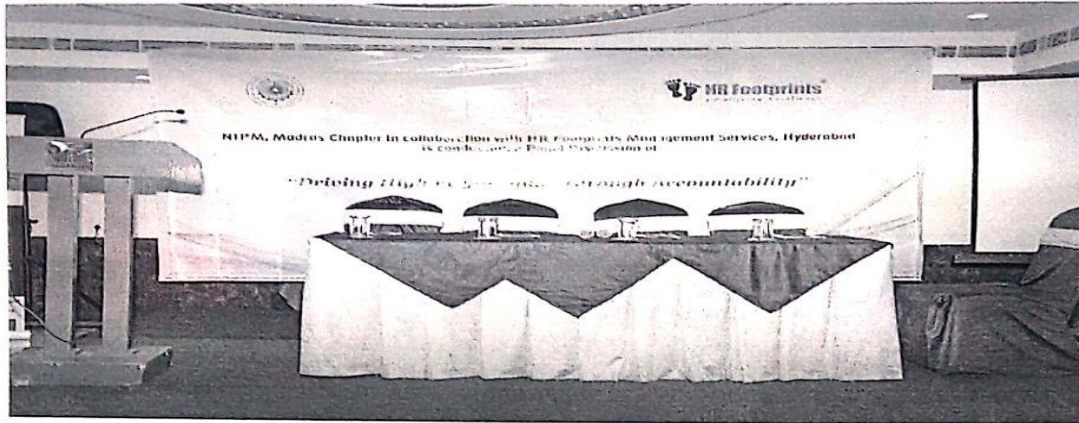
On 10<sup>th</sup> October, 2019 NIPM-Madras Chapter in association with AIMO organized a joint Meeting on the topic “**Nidhi Aapke Nikat by EPFO**” at AIMO Hall. NIPM - Madras Chapter & AIMO organized a Joint Half day Workshop on 12<sup>th</sup> October, 2019 on the topic “**Prevent and Prohibit Sexual Harassment**” at AIMO Hall, Mrs. Aadhilakshmi Logamurthy - Advocate was the speaker of the programme. NIPM-Madras Chapter and MMA organized a joint Video Workshop at NIPM Hall on 15<sup>th</sup> October, 2019 on the topic “**Organization Putting it Together**”, Mr. B. Vikram Babu, Manager HR and Admn., M/s. Mohan Mutha Group, was the speaker of the programme.

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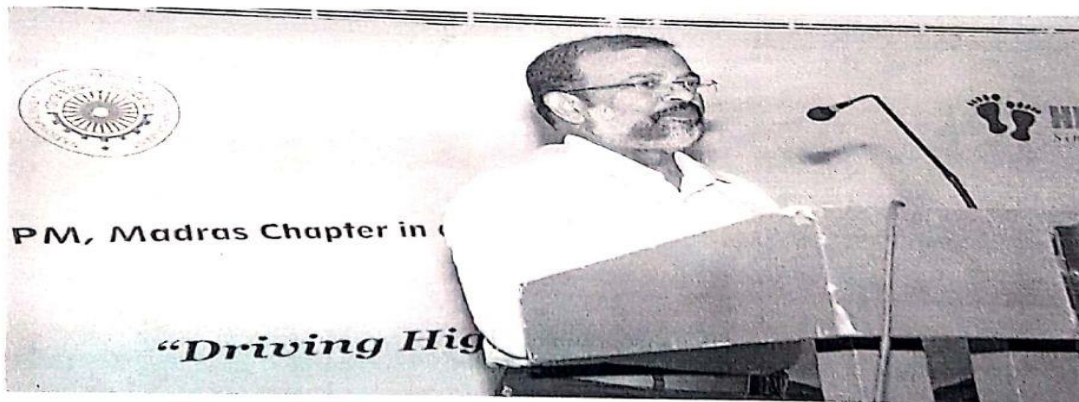
A Joint Member Meeting (Panel Discussion) of NIPM-Madras Chapter and HR Foot Prints was held on 23<sup>rd</sup> October, 2019 at the Hotel Quality Sabari on the topic “**Driving High Performance through Accountability**”, Mr. Devendra Dixit, Mr. Lionel David, Ms. Sabita, Mr. T.A. Mathew Gunaseelan were the Speakers and Dr. G. Raj Kumar was the Moderator of the Panel Discussion. Some of the photographs of the aforesaid Panel Discussion are given below :-

## Madras Chapter

NIPM Madras Chapter monthly meeting for the month of Oct 2019



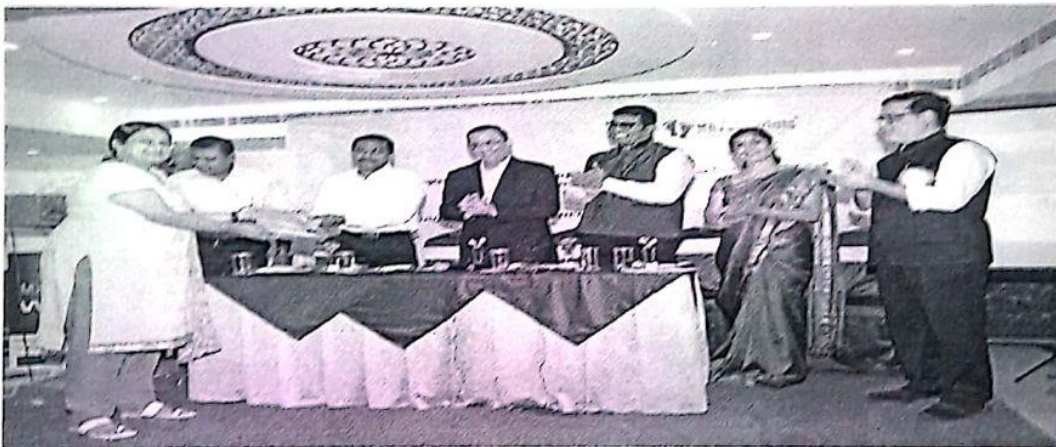
Our NIPM Madras Chapter monthly meeting held on 23.oct.19, topic on "Driving High Performance through Accountability" collaboration with M/s. HR footprints Management Services Pvt. Ltd, Hyderabad



Our Chapter Chairman Mr. M H Raja, welcome address



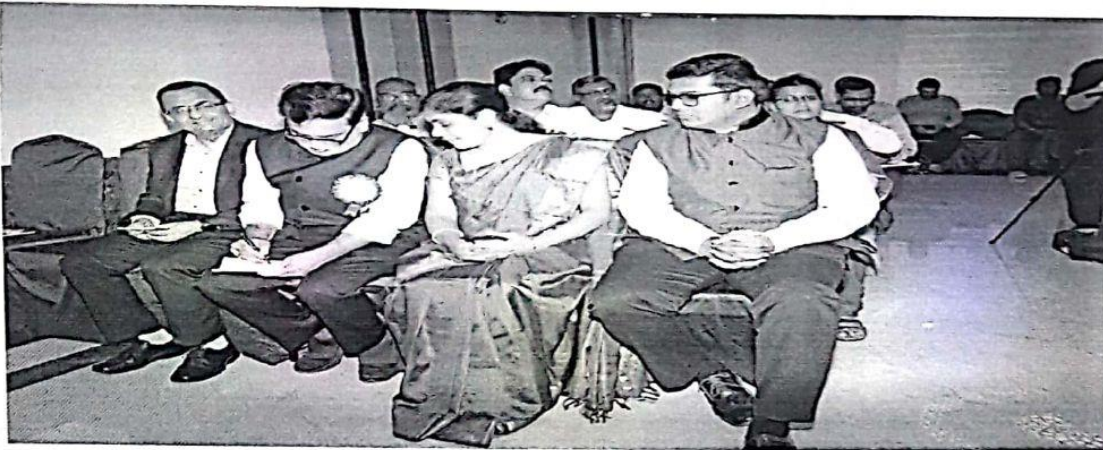
Our Chapter Chairman Mr. M H Raja, presenting mementoto Dr. Raj Kumar, CEO, HR Footprints



Presenting mementoto our chapter Hony. Asst. Secretary Mr. T A Mathew Gunaseelan by Ms. V Rajalakshmi, Vice Chairman, ISTD Chennai chapter



Our Chapter Hony. Secretary Mr. K Ganesan, presenting memento to Dr. Raj Kumar, CEO, HR Footprints



Dr. Raj Kumar, CEO – HR Footprints Management Services Pvt Ltd, delivering lecture

### Madras Chapter

NIPM-Madras Chapter and MMA organized a joint Video Workshop at W.C.C. College on 22<sup>nd</sup> November, 2019 on the topic “**Building High Performance Teams**”, Mr. G. Karthikeyan, Dy. Manager – HR, M/s. Aditya Birla Retail Ltd was the speaker of the programme.

Members Meeting of Madras Chapter was held on 22<sup>nd</sup> November, 2019 on the topic “**A Panel Discussion on Economic Slow Down – The HR Angle**”, Mr. S. Rajendran and Mr. K. Ramesh Kumar were the Speakers and Mr. T. K. Somasajeevan was the Moderator of the meeting. Photographs of the aforesaid programme are given below :-

NIPM Madras Chapter monthly meeting for the month of Nov 2019



Our NIPM Madras Chapter monthly meeting held on 22.nov.2019, topic: A panel discussion on Economic Slowdown – The HR angle. Guest speakers are [L to R] M/s. K Ramesh Kumar, T K Somasajeevan, N C Ratnakar, & S Rajendran



### Madras Chapter

NIPM - Madras Chapter & AIMO organized a Joint Half Day Workshop on 7<sup>th</sup> December, 2019 on the topic “**Code of Wages Act 2019 – What Employers need to know**” at AIMO Hall, Mr. F Israel Inbaraj, GM-HR, Compliance and Governance was the Speaker of the programme.

NIPM-Madras Chapter organized the **20<sup>th</sup> Endowment Lecture** on the theme “**Winning when the chips are down**” on 13<sup>th</sup> December, 2019 at Hotel Savera, The Speaker was Mr. R. Seshasayee, Vice-Chairman, Hinduja Group. Photographs of the said programme are given below :-



Our Chapter Chairman Mr. M H Raja, welcome address



Our Chapter Hony. Secretary Mr. K Ganesan, Inaugural address



Our Chief Guest Mr. R Seshasayee, delivering the Endowment lecture



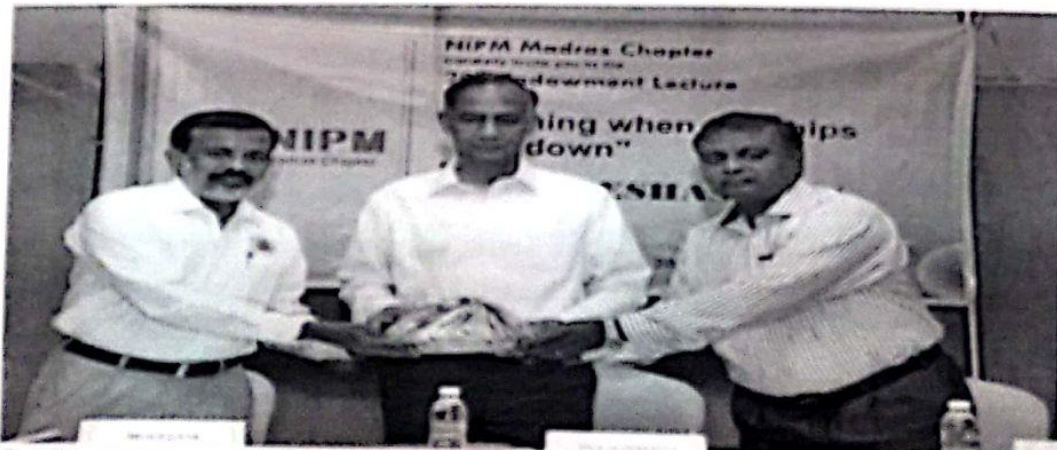
Chief Guest Mr. R Seshsayee, presenting memento by Mr. M. Sellamuthu, Head-Human Resources, Ashok Leyland, Chennai



## NIPM Madras Chapter Endowment Lecture on Dec 2019



Our NIPM Madras chapter Endowment Lecture held on 13.12.2019, topic "Winning when the chips are down" by Mr. R Seshsayee, Vice Chairman, Hinduja Group



Our Chapter Chairman Mr. M H Raja and Hony. Secretary, welcoming the Chief Guest Mr. R Seshsayee



### Madras Chapter

NIPM-Madras Chapter and MMA organized a joint Video Workshop on 17<sup>th</sup> December, 2019 on the topic “**Team Work in Crisis : Miracle of Flight 232**”, Ms. Pon G. Nithya, Leadership Development Programme, T.C.S. Chennai was the Speaker of the programme.

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NIPM-Madras Chapter held its Executive Committee Meetings on 9<sup>th</sup> October, 2019, 13<sup>th</sup> November, 2019 and 11<sup>th</sup> December, 2019.

### Nagpur Chapter



Mr. Vishwesh Kulkarni, National President along with National Council Members of NIPM and Executive Committee Members of NIPM-Nagpur Chapter honouring Shri Nitin Gadkari, Hon'ble Minister of Road Transport and Highways; and Minister of Micro, Small and Medium Enterprises, Govt. of India with a bouquet in his residence at Nagpur on 9<sup>th</sup> February, 2020.

### Nashik Chapter



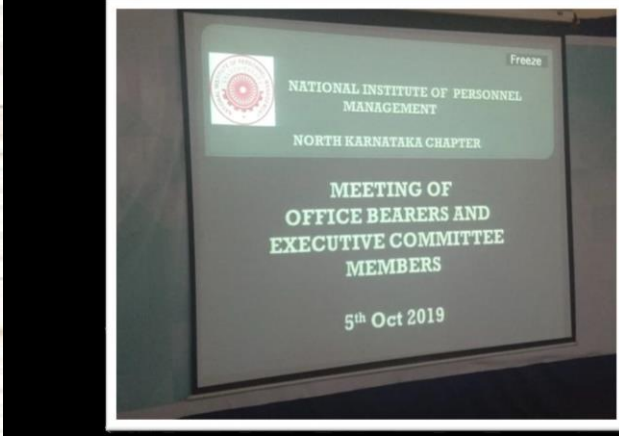
NIPM-Nashik Chapter & Yuvashakti Foundation jointly coordinated an Apprenticeship NAPS Scheme Awareness Workshop on 13<sup>th</sup> December, 2019 at Hotel Taj. (The Gateway Hotel), Mumbai-Agra Road, Nashik, more than 350 participants attended the workshop.



## North Karnataka Chapter

The Special General Meeting of NIPM-North Karnataka Chapter was held on 5<sup>th</sup> October, 2019 at KLE Society's College of Business Admn., BBA-BVB CET Campus, Vidyanagar, Hubballi.

### Glimpses of the said Special General Meeting



A Knowledge Sharing Session of NIPM-North Karnataka Chapter was held on 28.12.2019 at Kirloskar Ferrous Industries Limited (KFIL) Plant, Bevinahalli, District – Koppal.

### The glimpses of the said Knowledge Sharing Session, Plant Visit, HR Best Practices & Executive Committee Meeting of NIPM-North Karnataka Chapter







## Punjab Chapter



Inauguration of Student Chapter in LM Thapar School of Management on 30th October, 2019

NIPM-Punjab Chapter launched 3rd Students' Chapter in LM Thapar School of Management on 30th October, 2019. "The Student Chapter will lead to bridging the Industry Academia Gap and expose the aspiring students to new management techniques and many more benefits which will unfold as we move along", informed Mr. SP Bansal, Chairman, NIPM-Punjab Chapter.

Dr. Padma Kumar Nair, Director and Prof Dr. Sreekumar, HOD from Thapar welcomed the NIPM Team and hoped that it will lead to value add to Students. Mr Rapneet Singh, Placement Head, gave a brief on the importance of the forming of the Students chapter. Mr. S. P. Bansal, Chairman of the Chapter, in his inaugural speech expressed delight at the formation of the Student Chapter and thanked the Institute Director Dr P Nair for giving the opportunity to do so. He also highlighted the key points of the Student Chapter and appraised the Students of the functioning and benefits of the Student Chapter. He also assured the students of all help in acquiring new management knowledge and made mention of conducting various programs for their benefit over the year. Prof Sreekumar, HOD, Business Management in his address enthused the students to take benefit of the collective knowledge pool available from within the Chapter and learn all that would be required for them to become great managers of the future. Management students were inducted as new member by pinning with a NIPM Badge at the ceremony. The program was attended by Faculty, Students and NIPM Executive members, Mr. Ravinder Chadha, Vice Chairman, Mr. A. K. Bakshi, Hon. Secretary, Mr. Jasbir Singh, and Mr. SPS Bhalla, who made it lively by their presence. NIPM senior Team interacted with students on Future of HR and Career Prospectus in HR while assuring full support and value add to the students.



### MDP on the theme “Transformation of HR” held on 29th.November, 2019

The Punjab Chapter organized a mesmerizing workshop on 29<sup>th</sup> November, 2019 at CII, Chandigarh attracting more than 80 HR professionals and faculty from leading Business Schools across Punjab, Himachal, Chandigarh and Noida from leading Companies and PSUs. The deliberations dwelt at length various aspects of ‘Transformation’ including Demystifying Employee Engagement, Digitalization of HR and its accompanying challenges, Change Management and its impact on Business. Mr. S P Bansal, Chairman, NIPM-Punjab Chapter in his welcome note exhorted the HR professionals to speed up the transformation of the profession in the context of ever evolving business dynamics, which is the need of the hour.

Mr. Sofi Zahoor, Country Head and Sr. Director HR and operations, Quark Software inc., in his key note, addressed various challenges for the HR practitioners, updating their antenna on:

‘The ever increasing demanding customer, survival of the fittest and fastest, speed and agility, issues arising on mergers and acquisitions, enhancing profitability’ – a sine qua non for surviving in the tough competition the business is becoming ‘ambiguous’ in the Global scenario and will continue to be so.

Dr. Mukul Chopra, Director HR of Club Factory, Ms. Indrani Ghosh ,CHRO, Eli Research India, Mr. Varinder Verma, Head COE-TA, Maruti Suzuki, Dr. Jitendra Pratap Singh HRBP Supply-McCormick, Mr. Manish Ganguly ED, PWC, Mr. Sreekumar, Gallup certified Coach, Mr. Narinder Ahluwalia, COO, Cavilence, Ms Savita Kalwania, President CSR and Values, Trident Group, Mr Abhishek Gupta from EY, Ms.Richa Jayaswal, Dr. M M Singh, among other notable speakers, stressed upon

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‘Change management’ and Digitalisation of HR through major areas of Artificial Intelligence such as Language processing, smart robots, machine language, Chat Bots for transformation of HR domain and employee Engagement. Mr. A K Bakshi, Hon Secretary proposed a Vote of Thanks. The EC Team graced the occasion and collaborated to make the MDP a big success.



An exciting Session on the theme “**Passion with Leadership**” in Amity Global Business School was organised by Col Bindra, a renowned Corporate Trainer and Coach. Capt. Naresh Kakkar, National Council Member of NIPM and EC Members of NIPM-Punjab Chapter along with Faculty, Students and HR Professionals from Industry were present.

NIPM-Punjab Chapter organized a Lecture Meeting on the topic “**Labour Laws for Shop floor Mangers**” on 12 November, 2019 at Godrej Consumer Products, Baddi. Mr. S.P. Bansal, Chairman and Mr. A K Bakshi, Hon. Secretary of Punjab Chapter were the Speakers of the Meeting. 22 participants were attended the programme.

Mr. Bhalla, EC Member of NIPM-Punjab Chapter took session on Labour laws in Training Prog with PHD on Labour Laws in HP.

NIPM-Punjab Chapter held its Executive Committee Meetings on 19th October, 2019, 2<sup>nd</sup> November, 2019, 16<sup>th</sup> November, 2019, 27<sup>th</sup> November, 2019 and 14<sup>th</sup> December, 2019.



### Raigad Chapter



The Executive Committee Meeting of NIPM-Raigad Chapter was held on 10.12.2019 at Hotel Peace Park, Panvel. Before starting the meeting, Condolence meeting conducted for pay homage to late Shri. M. L. Gore, who was one of the Founder Member of NIPM as well as NIPM-Mumbai Chapter. For the meeting Specially Dr. Santosh Bhave, National Council Member, NIPM and Dr. Abhijeet Shah were present. During the meeting, several decisions were taken by the EC Members to organize the Western Regional Conference of NIPM in a befitting manner.



## Chapter Round UP

### Trivandrum Chapter

In association with the G Tech Business Focus Group, a program on “**Compliance for Business Continuity**” was held at 3.00 p m on 8<sup>th</sup> November, 2019 at Meet up Cafe, Tajeswini Building of Technopark, and Trivandrum. Dr. Babu Thomas, Chairman, Dr. G C Gopala Pillai, Managing Trustee, NIPM Trivandrum Chapter Trust and Shri Ajish M.J., Member, Executive Committee took part in the meeting representing the Chapter. About 30 professionals representing G Tech Business Focus Group took part in the talk delivered by Shri Varkiachan Pettah, Life Member of NIPM, who is well versed in the legal matters and up to date knowledge of labour laws. He is also an expert in conducting motivational and soft skill training classes. Shri Varkiachan Pettah explained the various rules and regulations pertaining to labour laws to be followed by organizations with special reference to EPF and ESI rules and regulations. He also answered various questions regarding the rules and regulations raised by the participants in the meeting.

A discussion on the draft rules and regulations published by the Government on Code on Wages was held on 30<sup>th</sup> November 2019 at NIPM House, Trivandrum in which 35 professionals and management students participated. The meeting discussed the draft rules and regulations in detail and decided to communicate to the Government the need for clarification on different provisions of the rules while finalizing the same. Accordingly, the findings of the meeting were communicated to the Government for consideration and appropriate further action.

The Executive Committee Meeting of NIPM-Trivandrum Chapter was held on 3<sup>rd</sup> November, 2019 at NIPM House, Sasthamangalam, Trivandrum. The Executive Committee discussed about the draft rules and regulations issued by the Government of India based on the Code on Wages approved by the Parliament, seeking comments from the public and organizations. It was decided that the draft rules may be discussed in a wider forum to be attended by HR professionals working in different Organizations in Trivandrum with a view to share the common concern about the various provisions of rules and regulations, arrive at common opinions and views to overcome the difficulties noticed while implementing it and send the same to the Government for consideration. It was also decided that the 30<sup>th</sup> P N Krishna Pillai Memorial Lecture be conducted either by the 19<sup>th</sup> or 20<sup>th</sup> of December 2019 for which a suitable speaker is to be identified.

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The Executive Committee Meeting of NIPM-Trivandrum Chapter was held on 20.12.2019. The Executive Committee decided that the inauguration of new batch of Student Chapter in the Rajadhani Business School will be held on 16<sup>th</sup> January, 2020. It was also decided that a team of the NIPM-Trivandrum Chapter will visit the B School on the occasion to deliver a speech on a topic which is interesting to the student community.



## Chapter Round UP

### Trivandrum Chapter



The 30<sup>th</sup> P N Krishna Pillai Memorial Lecture was delivered by Padma Vibushan Dr. G. Madhavan Nair, former Chairman, Indian Space Research Organization on 20.12.2019 at NIPM House, Trivandrum. Dr. Madhavan Nair explained his experience with Vikram Sarabhai Space Centre and his close association with many of his colleagues including the late Dr. Vikram Sarabhai, Dr. A.P.J. Abdul Kalam and the way in which developments in the field of space research has taken place over the years in the country. A number of HR professionals working in different organizations, Student Chapter members and members of NIPM listened to his speech with pride and pleasure.

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## **NATCON 2020 of NIPM**

The National Council of NIPM decided that the next Annual National Conference – NATCON 2020 of our Institute will be held at Nagpur during September, 2020 to be hosted by NIPM National Office. The details of the Conference i.e. exact date, venue and the theme will be intimated to all the Members in due course.



This is to inform that the **World HR Congress – 2020 of WFPMA** will be held on 6<sup>th</sup> - 8<sup>th</sup> July, 2020 at BMICH, Colombo with the organization of CIPM Sri Lanka and the support of the APFHRM. It is a great opportunity to all of our HR Professionals to participate in the forthcoming World HR Congress on the theme **“Exalting People Professionals: Explore, Expand and Excel”**. The World Congress enables HR Professionals to build a global community of peers, to discuss new developments in HRM, and to network with colleagues from around the world who face similar complex challenges in Human Resource Management. International renowned speakers and business leaders will deliberate on digitalization, disruption, diversity and diligence with regard to the distinct dimensions of Human Resource Management. The World HR Congress is also an opportunity to all of us to bring together the continental federations and the national associations of 93 countries for our mutual benefit. Members are hereby requested to freeze the date in their calendar and keep themselves free from any other commitments during the aforesaid period, so that they can attend the World HR Congress 2020 to update their knowledge on latest trends on Global HR scenario. For more information of the World HR Congress, kindly visit the website [www.wfpma2020.com](http://www.wfpma2020.com) .