

**(DRAFT)**

**ANNUAL REPORT & ACCOUNTS  
2007-2008**

**LOGO OF  
NIPM**

**NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT  
45, JHOWTALA ROAD, KOLKATA-700 019**

**NATIONAL COUNCIL – 2006 –2008**

|                              |   |                           |
|------------------------------|---|---------------------------|
| National President           | : | Dr. A. K. Balyan          |
| National Vice-President      | : | Mr. Dipankar Dasgupta     |
| Regional Vice-President (ER) | : | Mr. S. N. Tiwary          |
| Regional Vice-President (WR) | : | Mr. S. V. Vyawahare       |
| Regional Vice-President (CR) | : | Dr. Jibitesh Rath         |
| Regional Vice-President (NR) | : | Mr. Sushant Vats          |
| Regional Vice-President (SR) | : | Mr. G. R. Ramanath        |
| Hon. General Secretary       | : | Mr. Partha Chowdhury      |
| Hon. Addl. General Secretary | : | Prof. Bata Krishna Dey    |
| Hon. Treasurer               | : | Dr. Pradeep Kumar Sahu    |
| Members (ER)                 | : | Mr. A. K. De              |
|                              | : | Mr. A. K. Chanda          |
| Member (WR)                  | : | Dr. Firoz Holia           |
|                              | : | Dr. (Ms.) Shabistan Holia |
| Member (CR)                  | : | Dr. P L Rao               |
| Co-opted Member (CR)         | : | Mr. P. K. Sahoo           |
| Member (NR)                  | : | Mr. Subhash Chandra       |
| Co-opted Member (NR)         | : | Mr. Y. P. S. Kanwar       |
| Members (SR)                 | : | Mr. K. Soundarraaj        |
|                              |   | Mr. J. A. Kumar           |
| Co-opted Members             | : | Mr. H. N. Shrinivas       |
|                              | : | Mr. U. K. Bandyopadhyay   |
|                              | : | Mr. S. K. Jain            |
|                              | : | Mr. S. S. Khairnar        |
| Ex-Officio Members           | : | Mr. Partha Chatterjee     |
|                              | : | Mr. Alok Bhattacharyya    |
| Permanent Invitees           | : | Mr. Aquil Busrai          |
|                              | : | Mr. R. P. Singh           |
| Special Invitees             | : | Dr. Pritam Singh          |
|                              | : | Dr. Devi Singh            |
|                              | : | Mr. K. K. Sinha           |
|                              | : | Prof. Bakul Dholakia      |
|                              | : | Dr. S. P. Parashar        |
|                              | : | Mr. Arun Balakrishnan     |

All Chairmen of Chapters or their appointed nominees are also Members of the National Council.

# REPORTS & ACCOUNTS : 2007-2008

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## NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT

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Ref: 6(AGM): :2008

Date : ..... 2008

### **TO : ALL MEMBERS OF NIPM (WITH VOTING RIGHTS)**

Dear Member,

### **NOTICE OF THE ANNUAL GENERAL MEETING**

In term of Regulation 38, please take notice that the 28th Annual General Meeting of the Institute will be held on ....., the ....., 2008 at ..... p.m. at ..... to transact the following business :-

- i) Confirmation of the Minutes of the 27th Annual General Meeting held on 7th September, 2007 at the Hotel Leela Kempinski, Kovalam, Trivandrum.
- ii) Consideration and adoption of the Annual Report for the year 2007-2008.
- iii) Consideration and adoption of the Balance Sheet and the Audited Accounts for the year 2007-2008.
- iv) Formal announcement of the Election results of the National Council for the term 2008-2010.
- v) Appointment of Auditors for the year 2008-2009 and fixation of their remuneration, if any.
- vi) Any matter brought under Regulation 36\* of the Constitution of the Institute and
- vii) Any other matter allowed by the Chairman of the Meeting. (No Resolution shall be considered or adopted under this item.)

You are earnestly requested to be present in the meeting.

By Order of the National Council

**(PARTHA CHOWDHURY)**  
**HON. GENERAL SECRETARY**

\*Regulation 36 : Any member desiring to move any resolution or motion in the Annual General Meeting shall give notice along with a copy of the resolution/motion to the General Secretary/Secretary concerned so as to reach him at least sixty days before the date of such Meeting.

On receipt of the proposed resolution the General Secretary/Secretary shall inform the National Council/Chapter Executive Committee about it and include the proposed resolution in the Agenda for the Annual General Meeting.

If the National Council/Chapter Executive Committee is of the opinion that the proposed resolution is prejudicial to the interest of the Institute, it will direct the General Secretary/Secretary not to include it in the agenda of the Annual General Meeting and the member concerned shall be informed about the reason for its non-inclusion in the agenda of the Annual General Meeting.

## Presidents who kept the Flag flying under the NIPM

| <u>Year</u> | <u>Name</u>                                  |
|-------------|--|
| 1980        | Mr. P. V. Kurian                             |
| 1981        | Mr. R. N. Sengupta (First Elected President) |
| 1982        | Mr. J. A. Panakal                            |
| 1983        | Mr. T. K. Jagadeesh                          |
| 1984        | Mr. Samir K. Das                             |
| 1985        | Mr. A. B. Chaudhuri                          |
| 1986        | Mr. H. R. Alva                               |
| 1987        | Mr. R. K. Mukherjee                          |
| 1988        | Mr. P. M. Mantri                             |
| 1989 - 1990 | Mr. D. R. Nagaraj                            |
| 1991 - 1992 | Mr. U. K. Chaubey                            |
| 1993 - 1994 | Mr. S. Mandal                                |
| 1995        | Mr. S. Balakrishnan                          |
| 1996        | Dr. A. N. Pandeya                            |
| 1997 - 1998 | Mr. S. K. Dasgupta                           |
| 1999 - 2000 | Dr. Jauhari Lal                              |
| 2001        | Mr. P. K. Ghoshal                            |
| 2002-2006   | Mr. Partha Chatterjee                        |
| 2006-2008   | Dr. A. K. Balyan                             |

|  |
|--|
| <b>GROWTH OF NIPM<br/>NUMERICAL PRESENTATION</b> |
|--|

| <u>Year</u>             | <u>No. of Chapters</u> | <u>Birth of Chapters</u>                 | <u>Total Membership</u> |
|-------------------------|------------------------|--|-------------------------|
| 1980*                   | 21, 22                 | Patna, Pune                              | 4459                    |
| 1981                    | 23, 24, 25             | Baroda, Goa, Nashik                      | 5053                    |
| 1982                    | 26, 27                 | Jaipur, Mysore                           | 4645                    |
| 1983                    | 28, 29                 | Trivandrum, Madurai                      | 5504                    |
| 1984                    | 30, 31                 | Haryana Tiruchy                          | 6593                    |
| 1985                    | 32, 33                 | Bhilai, Punjab                           | 6007                    |
| 1986                    | 34                     | Ahmedabad                                | 6075                    |
| 1987<br>(Upto Sept.)    | 35, 36, 37             | Godavari, Allahabad, Utkal               | 6715                    |
| (Oct. 87-<br>March, 89) | 38                     | Salem                                    | 7366                    |
| 1990                    | 39, 40                 | Ramagundam, Pondicherry                  | 7623                    |
| 1991                    | 41                     | Aurangabad                               | 6163                    |
| 1992                    | 42                     | Mangalore                                | 6892                    |
| 1993                    | -                      | -  | 7487                    |
| 1994                    | -                      | -  | 7538                    |
| 1995                    | 43, 44, 45             | Dehradun, Hazira, Bhopal                 | 7888                    |
| 1996                    | 46                     | Indore                                   | 8803                    |
| 1997                    | 47                     | Neyveli                                  | 7036                    |
| 1998                    | 48                     | Raigad                                   | 8314                    |
| 1999                    | -                      | -  | 9422                    |
| 2000                    | 49                     | Upper Assam                              | 10341                   |
| 2001                    | 50                     | Mahanadi                                 | 11116                   |
| 2002                    | -                      | -  | 11778                   |
| 2003                    | -                      | -  | 10916                   |
| 2004                    | -                      | -  | 8051                    |
| 2005                    | -                      | -  | 8678                    |
| 2006                    | -                      | -  | 9871                    |
| 2007                    | 51                     | North Karnataka (Formerly Hubli Chapter) | 9883                    |
| 2008                    | 52                     | Bilaspur (Formerly Korba Chapter)        | 9220                    |

\*Before formation of NIPM in 1980, there were 20 Chapters already in existence.

## **COMMITTEES**

### **COMMITTEES SET UP BY THE NATIONAL COUNCIL**

Keeping in view of the task for the term 2006-2008, as also to administer the normal activities of the Institute during the years, the Council had constituted the following Committees :-

01. ASSESSMENT AND AWARDS COMMITTEE
02. ADVISORY FORUM
03. EDITORIAL BOARD
  - (a) Editorial Team (Journal)
  - (b) Editorial Team (News letter)
04. MEMBERSHIP ADMISSION COMMITTEE
05. NATIONAL SEMINAR COMMITTEE
06. ADMINISTRATIVE AND CONSTITUTIONAL REFORMS COMMITTEE
07. ACADEMIC AND PROFESSIONAL EXCELLENCE COMMITTEE
08. FELLOWSHIP COMMITTEE

### **BOARD OF TRUSTEES** **NIPM – DPM TRUST**

|                   |   |   |
|-------------------|---|---|
| Chairman          | : | Dr. P. L. Rao   |
| Members           | : | Mr. Partha Chatterjee, Dr. M. K. Maheshwari, Mr. Parimal Sinha,<br>Dr. R. Narasimhan, Dr. A. K. Balyan & Mr. Partha Chowdhury |
| Executive Trustee | : | Mr. Dipankar Dasgupta   |

### **BOARD OF STUDIES** **NIPM – DPM TRUST**

|                  |   |  |
|------------------|---|--|
| Chairman         | : | Dr. P. L. Rao  |
| Members          | : | Mr. Partha Chatterjee, Dr. M. K. Maheshwari, Dr. I. K. Saha,<br>Dr. Tridib Chakraborty, Mr. Parimal Sinha, Mr. Hillole Sen,<br>Mr. G. R. Ramanath, Mr. P. R. Dasgupta,<br>Dr. (Mrs.) Santwana Chaudhuri, Mrs. Shampa Chakraborty |
| Member-Secretary | : | Mr. Dipankar Dasgupta  |

## **NIPM ANNUAL NATIONAL CONFERENCES : IN PURSUIT OF KNOWLEDGE FRONTIERS AND PROFESSIONAL EXCELLENCE**

| <b><u>Year</u></b> | <b><u>Place of Annual<br/>Conference</u></b> | <b><u>Subjects Discussed / Theme of the Conference</u></b> |
|--------------------|--|--|
| 1981               | Kolkata                                      | Designing an IR System Model for India                     |
| 1982               | Jaipur                                       | Higher Productivity through Effective Personnel Management |

| <u>Year</u> | <u>Place of Annual Conference</u> | <u>Subjects Discussed / Theme of the Conference</u>  |
|-------------|-----------------------------------|--|
| 1983        | Agra                              | Human Resource Management-Innovative Practices for Effectiveness   |
| 1984        | Visakhapatnam                     | Emerging Challenges to Personnel Management  |
| 1985        | Mumbai                            | Strategic Planning in Industrial Relations Management  |
| 1986        | Kolkata                           | Managing Human Assets : A Profession in Transition   |
| 1987        | Bangalore                         | Impact of Technology on Human Resource Management  |
| 1988        | Srinagar                          | Personnel Management : A Beacon to the Future  |
| 1989        | Mumbai                            | Winds of Turbulence – Managing HR  |
| 1990        | Chennai                           | Changing Business Scenario – HRM Preparation (Special Conference)  |
| 1990        | Hyderabad                         | Integrative Approaches to HRM  |
| 1991        |                                   | No Conference was held as in 1990 in quick succession two Conferences were held.                           |
| 1992        | Lucknow                           | Human Resources Management – Contributions & Challenges  |
| 1993        | Cochin                            | HRM Strategies for Competitive advantage   |
| 1994        | Delhi                             | HRM – New Dimension in Pursuit of Excellence   |
| 1995        | Bangalore                         | Evolving Performing Organizations through People – A Global Agenda (APFHRM Conference)                     |
| 1996        | Visakhapatnam                     | HRM Response to New Corporate Initiatives  |
| 1997        | Chennai                           | HRM Role in Managing Diversity for Competitive Advantage and Business Excellence                           |
| 1998        | Aurangabad                        | Turbulence in the Corporate Sector – HR Intervention   |
| 1999        | Agra                              | Human Capital – the Challenges in the next Millennium  |
| 2000        | Mumbai                            | Developing Human Asset for Sustained Industrial Growth   |
| 2001        | Bhubaneswar                       | Re-Engineering Human Resources Management  |
| 2002        | Kolkata                           | Competitive Pressures In Business – HRM Strategies   |
| 2003        | Pune                              | Navigating HR Towards World Class Business   |
| 2004        | Chandigarh                        | People the Cutting Edge for Corporate Excellence   |
| 2005        | Chennai                           | Leading Transformation in the 21 <sup>st</sup> Century : New Paradigms, New Directions (APFHRM Conference) |
| 2006        |                                   | No Conference was held.  |
| 2007        | Trivandrum                        | Rising India : HR Challenges In Creating World Beating Companies   |
| 2008        | Vadodara                          | Towards Cutting Edge Organisations : HR Issues and Challenges  |

# ANNUAL REPORT 2007-2008

## INTRODUCTION

The National Council is pleased to present the Annual Report on the working of the Institute for the year 2007-2008.

## 27<sup>TH</sup> ANNUAL GENERAL MEETING - 2006-2007

The 27<sup>th</sup> Annual General Meeting was held on Friday, the 7<sup>th</sup> September, 2007 at 5.30 p.m. at the Hotel Leela Kempinski, Kovalam, Trivandrum.

Dr A K Balyan, National President of the Institute was in the Chair. 89 Life/Corporate Members were present in the meeting.

The National President welcomed all the Members who came to attend the Annual General Meeting from different places inspite of their busy schedule.

Thereafter, the National President requested Hon. General Secretary to proceed as per the Agenda of Annual General Meeting.

### I. CONFIRMATION OF THE MINUTES OF THE 26<sup>TH</sup> ANNUAL GENERAL MEETING HELD ON 23<sup>RD</sup> SEPTEMBER, 2006 AT THE HOTEL TAJ BENGAL, 34-B, BELVEDERE ROAD, KOLKATA – 700 027

The Minutes of the 26<sup>th</sup> Annual General Meeting held on 23<sup>rd</sup> September, 2006 at the Hotel Taj Bengal, 34-B, Belvedere Road, Kolkata – 700 027, as circulated earlier amongst the Members, were confirmed unanimously, as proposed by Mr Y P S Kanwar, a Life Member of Delhi Chapter and seconded by Dr Jibitesh Rath, a Life Member of Bhilai Chapter.

### II. CONSIDERATION AND ADOPTION OF THE ANNUAL REPORT FOR THE YEAR 2006-2007.

Dr P L Rao, Life Member pointed out that the amount of subscription received from the Members for the year 2006-2007 was not in consistent with the previous year i.e. 2005-2006 as the number of Members has been increased in 2006-2007 compared to 2005-2006 from 9871 to 9883 respectively. Dr P K Sahu, Hon. Treasurer informed the members that realization of subscription from the members was not satisfactory compared to previous year which was noted.

Mr P Vijay Kumar, Life Member of Baroda Chapter suggested that Chairmen and the Executive Committee Members of all the Chapters should take the responsibility for recovery of the membership dues from the Members. He also added that the responsibility of realization of outstanding subscription from the members would not be treated as the sole responsibility of the concerned Chapter rather members should come forward individually to pay their subscriptions timely.

Dr A K Balyan, National President informed that due to long outstanding dues of the members, updation of the subscription was not up to the mark. He requested all the members to pay their subscriptions in time.

The Annual Report for the year from 1<sup>st</sup> April, 2006 to 31<sup>st</sup> March, 2007 was placed before the House for consideration.

As proposed by Dr Firoz Holia, a Life Member of Baroda Chapter and seconded by Mr S Sasikumar, a Corporate Member of Trivandrum Chapter, the following Resolution was adopted unanimously :-

**RESOLUTION**

“Resolved that the Annual Report for the year 2006-2007 covering the period from 1<sup>st</sup> April, 2006 to 31<sup>st</sup> March, 2007 be and are hereby approved and adopted”.

III. **CONSIDERATION AND ADOPTION OF THE BALANCE SHEET AND THE AUDITED ACCOUNTS FOR THE YEAR 2006-2007**

The Balance Sheet and Audited Accounts relating to the period from 1<sup>st</sup> April, 2006 to 31<sup>st</sup> March, 2007 were placed before the House for consideration. Dr P K Sahu, Hon. Treasurer suggested that the new Executive Director would take care of reviving the outstanding dues from the Members for the financial health of the Institute.

As proposed by Mr P Sudeep, a Corporate Member of Trivandrum Chapter and seconded by Mr G R Ramanath, a Life Member of Karnataka Chapter, the following Resolution was adopted unanimously :-

**RESOLUTION**

“Resolved that the Balance Sheet and Audited Accounts for the year 2006-2007 covering the period from 1<sup>st</sup> April, 2006 to 31<sup>st</sup> March, 2007 be and are hereby approved and adopted”.

IV. **APPOINTMENT OF AUDITORS FOR THE YEAR 2007-2008 AND FIXATION OF THEIR REMUNERATION, IF ANY**

As proposed by Mr S K Dasgupta, a Life Member of Kolkata Chapter and seconded by Dr P L Rao, a Life Member of Visakha Chapter, the following Resolution was considered, approved and hereby adopted unanimously :-

“Resolved that M/s. Guha, Basu & Seetharam, Chartered Accountants, be and are hereby appointed as Auditors for the year 2007-2008 on an annual remuneration of Rs. 9,000/- for the accounts of National Office and Rs. 6,000/- for NIPM-DPM Trust Accounts.”

V. **ANY MATTER BROUGHT UNDER REGULATION 36**

NIL

VI. **ANY OTHER MATTER ALLOWED BY THE CHAIRMAN OF THE MEETING**

The National President stressed for increasing the Membership strength and also the recovery of membership subscription from the Members since a huge chunk of members have not yet settled their subscription. He also informed that the Chapters should come forward to look into the matter in realizing the dues.

Dr Balyan opined before the House that communication through E-mail/Website should be encouraged for easy and quick communication among the members and the Institute. He also emphasized that association with professional bodies like HRD Network, ISTD, AIMA will be taken up for hosting programmes, seminars etc. on a collaborative basis. Some of such

initiatives are already on the way and will be announced shortly. He requested the members present in the meeting to give their suggestions for redefining the Vision and Mission Statement through Website and also concrete proposals and suggestions through Website.

Dr A K Balyan, National President appreciated the stalwarts and leaders like Late A B Chaudhuri and Late Nirmal Bose who shaped and raised this Organization at the zenith for their efforts, perseverance and also taking responsibility for the growth and development of the Institute.

The National President sought suggestions from the Chairmen of Chapters and also from individual Members of the Institute through Website for prompt communication.

The Hon. General Secretary thanked the Chairman, Hon. Secretary and also other Members of the Executive Committee of NIPM-Trivandrum Chapter for arranging the venue of AGM and Dinner.

There being no other matter, the meeting ended with vote of thanks to the Chair.

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**SPECIAL GENERAL MEETING HELD ON 07.09.2007**

The Special General Body meeting to which due notice was served on the members, was held on 7<sup>th</sup> September, 2007 at Hotel Leela Kempinski, Kovalam, Trivandrum. The SGM was held on time and there was quorum. The National President, Dr. A.K. Balyan was in the Chair.

2. With the permission of the Chair, Hon. General Secretary read the resolution, that was circulated with the notice, to consider, and if thought fit, to adopt, with or without modification.

3. There was prolonged discussion on the subject. Members enquired about the fate of the resolution that was adopted at the Chennai SGM held on 4.12.2005 on the same subject. Members wanted to know whether NIPM had received any written communication from AICTE, rejecting the proposed new name adopted in the Chennai SGM. The National President explained that during his discussions with AICTE Officials, it was revealed that abbreviated version of National Institute of Personnel Management (NIPM) was not acceptable to AICTE. But the members wanted that NIPM should obtain special written reply from AICTE in this regard. The National President was also requested by the Members present to pursue the resolution passed in the Chennai SGM with AICTE in the meantime.

4. The House desired that for such an important issue, the views of all Chapters should be obtained in writing within specified time for change of name by proposing a specific name. Thereafter, by taking the views of the Chapters, the National Council should come up with fresh resolution at the next SGM, for its consideration.

5. There being no consensus of the house arrived at the SGM, the resolution could not be moved. The house was prorogued pending action on the above two suggestions stated at paragraphs 3 & 4 above.

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**SPECIAL GENERAL MEETING HELD ON 08.02.2008**

The Special General Meeting was held on 8<sup>th</sup> February, 2008 at 6.00 p.m. at the ONGC Officer's Club, Makarpura Road, Vadodara – 390 009.

81 Members who are eligible for voting, attended the Special General Meeting.

The meeting was presided over by the National President. He welcomed all members who were present at the meeting and requested the Hon. General Secretary to proceed with the agenda.

The Hon. General Secretary put forth the Resolution No. 1 as contained in the Notice Reference No. 6(SGM): 1409 :2008 dated 8<sup>th</sup> January, 2008 for consideration by the General Body.

After detailed discussion, the General Body suggested that the word “HR Management” may be added after the words ‘General Management’ as contained in line – 2 of para – 2 of sub-clause (a) and in line 4 of para 2 of sub-clause (b) of the Resolution which were proposed by Mr P A Jose of Mangalore Chapter and seconded by Mr S S Khairnar of Nashik Chapter. With this minor change, this Resolution was adopted unanimously by the General Body.

Now, the adopted Resolution reads as follows :-

## **RESOLUTION NO. 1**

### **Regulation No. 3 : Qualification for Membership**

- (a) It is resolved to amend Clause II.A (ii) of Regulation 3 of the Constitution starting with the words “has at least three years’ practical experience” .....and ending with the words “in case of the second alternative” be replaced as stated below :

“has at least three years’ practical experience in any assignment in personnel management / general management / human resource management or industrial relations or labour welfare in case of the first alternative of the preceding sub-clause (i) or at least five years’ practical experience in case of the second alternative”,

- (b) It is also resolved to amend Clause II.A(iii) of Regulation 3 of the Constitution, the first para starting with the words “is holding any managerial” .....and ending with the words “or any branch or any aspect of them”, be replaced with the paragraph as under :

“is/was holding any managerial or administrative or staff training position in any organization whether in public or private sector engaged in an industry, trade or commerce and was/is dealing with personnel management / general management / human resource management or industrial relations or labour welfare or any branch or any aspect of them”.

The Hon. General Secretary then put forth the Resolution No. 2 for consideration of the General Body. After detailed discussion, the General Body unanimously adopted a slightly amended Resolution proposed by Mr G R Ramanath of Karnataka Chapter and seconded by Mr Sushant Vats of Dehradun Chapter, which is given below :

## **RESOLUTION NO. 2**

### **Regulation No. 5 : Entrance Fee and Annual Subscription**

It is resolved to revise the Entrance Fee and Annual Subscription by amending Regulation 5(i) of the Constitution, as under :

The Entrance Fee and the Annual Subscription for the various classes of members shall be as follows :

| <b>Class of Membership</b> | <b>Entrance Fee</b> | <b>Annual Subscription</b> |
|----------------------------|---------------------|----------------------------|
|                            | <b>Rs.</b>          | <b>Rs.</b>                 |
| Fellow                     | NIL                 | NIL                        |
| Corporate                  | 300/-               | 700/-                      |
| Life                       | 500/-               | NIL                        |
| Associate                  | 150/-               | 500/-                      |
| Student                    | 100/-               | 200/-                      |

### **Regulation No. 3**

It is also resolved to revise the one time payment for becoming the Life Member from Rs. 5000/-to Rs. 5500/- by amending Regulation 3(III) of the Constitution as under :-

#### **Life**

Any individual who is eligible to become a Corporate Member may become a Life Member by making a one time payment of Rs. 5500/-. If, however, any member finds difficulty in making one time payment of Rs. 5500/- he may pay it in five instalments within the same financial year only. If such a member fails to pay the full fees before the close of the financial year, the membership subscription received in instalments shall be adjusted towards his Corporate Membership Subscription. A Life Member shall no more be required to pay any annual subscription. **It is also resolved that the revised Entrance Fee / Annual Subscription provided in Regulation 5 and the revised one time payment provided in Regulation 3 shall be effective from 1<sup>st</sup> April, 2008.**

### **RESOLUTION NO. 3**

The Hon. General Secretary then put forth the Resolution No. 3 before the General Body for consideration. There were prolonged discussion on this subject and the consensus of the General Body was that the Resolution be withdrawn. In deference to the views of the General Body, the National President withdrew the Resolution No. 3 in full.

### **RESOLUTION NO. 4**

Then the Hon. General Secretary put forth the Resolution No. 4 before the General Body for its consideration. There were prolonged discussions and members from various Chapters expressed their views for and against the Resolution. Finally a consensus was arrived at and a slightly amended Resolution was adopted by a large majority supporting it, which was proposed by Mr P M Mantri of Bombay Chapter and seconded by Dr A N Pandeya of Delhi Chapter, which is reproduced below :

#### **MEMORANDUM OF ASSOCIATION**

In Article 1, the words, 'NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT' shall be substituted by the words "INSTITUTE OF HUMAN RESOURCES MANAGEMENT".

In parenthesis the words "Formerly known as National Institute of Personnel Management" will be written below the new name.

It is also resolved that the National Council shall take all such measures as it may deem necessary including the effective date of implementation of the new name of the Institute and to give effect to this Resolution in all aspects.

Mr P M Mantri, Past National President of NIPM proposed a vote of thanks to the National President for conducting the Special General Meeting very ably and thanked all the members present in the SGM for their whole-hearted co-operation and the same is seconded by Mr A G Belwalkar, Chairman, NIPM-Bombay Chapter.

## MEMBERSHIP (Including New Admission)

### MEMBERSHIP STRENGTH :

1059 nos. of new members have been enrolled during the year 2007-2008 (01.04.2007 to 31.03.2008) as against 955 nos. in the last year (2006-2007). The National Office in support of the Chapters has, however, continued to gear up membership drive.

The tables indicate (1) Chapter-wise and Category-wise distribution of membership as on 31.03.2008 vide ANNEXURE-I (2) Admission of new members during the year 2007-2008 (01.04.2007 to 31.03.2008) vide ANNEXURE-II (3) Membership strength for last five years (including the year 2007-2008) vide ANNEXURE-III and (4) Year-wise Membership Subscription Collection for last 5 years vide ANNEXURE-IV.

## NATIONAL COUNCIL MEETINGS

The particulars of the meetings of the National Council held during the year 2007-2008 are given below :-

| Meeting No. | Date       | Place   | Chaired by            | No. of Members attended | Major Decisions |
|-------------|------------|---|-----------------------|-------------------------|-----------------|
| 262         | 01.04.2007 | Tel Bhawan, ONGC Ltd., Dehradun-248 003           | Dr. A. K. Balyan      | 12+3                    | A               |
| 263         | 11.05.2007 | Hotel Inter-continental The Grand, Mumbai         | Dr. A. K. Balyan      | 11+5                    | B               |
| 264         | 28.07.2007 | Hotel CentrePoint Ramdaspath, Nagpur-440 010      | Dr. A. K. Balyan      | 15+1                    | C               |
| 265         | 06.09.2007 | Hotel Leela Kempinski Kovalam, Trivandrum         | Dr. A. K. Balyan      | 34+11                   | D               |
| 266         | 28.11.2007 | Calcutta Club, Extension Hall, Kolkata            | Dr. A. K. Balyan      | 17+8                    |                 |
| 267         | 04.01.2008 | ONGC Guest House Makarpura Road Vadodara-390 009  | Mr. G. R. Ramanath    | 6+4                     | E               |
| 268         | 07.02.2008 | ONGC Officer's Club ONGC Complex Vadodara-390 009 | Dr. A. K. Balyan      | 20+10                   | F               |
| 269         | 26.03.2008 | National Office, Kolkata                          | Mr. Dipankar Dasgupta | 11+10                   | G               |

## MAJOR DECISIONS OF THE NATIONAL COUNCIL DURING THE YEAR 2007-2008

A. The decisions of the 262<sup>nd</sup> National Council Meeting held on 01.04.2007 at Dehradun :-

- (a) Mr. B. D. Pande was nominated as Editor-in-Chief, Editorial Board, NIPM
- (b) The Fellowship Committee has been constituted for the term 2006-2008 with the following Members :-

|                    |   |          |
|--------------------|---|----------|
| Dr. S. N. Pandey   | : | Chairman |
| Mr. P. V. Kurian   | : | Member   |
| Mr. R. N. Sengupta | : | Member   |
| Mr. M. L. Gore     | : | Member   |
| Mr. P. M. Mantri   | : | Member   |
| Dr. P. L. Rao      | : | Member   |

Note : In subsequent N.C. Meeting on 28.07.2007, Mr. H. R. Alva and Mr. K. Ramachandran Pillai have been nominated in place of Dr. S. N. Pandey & Mr. M. L. Gore who were unable to accept the position on health ground and accordingly Mr. H. R. Alva and Mr. K. Ramachandran Pillai were selected as Chairman and Member of the Fellowship Committee respectively.

- (c) The proposal for enhancement of Membership Subscription & Entrance Fee was approved for putting up in the agenda of SGM as under :-

| <b>REVISED RATE OF ENTRANCE FEE &amp; MEMBERSHIP SUBSCRIPTION</b> |            |                     |                         |
|---|------------|---------------------|-------------------------|
| <b>Category</b>   |            | <b>Entrance Fee</b> | <b>Subscription</b>     |
|   |            | <b>Rs.</b>          | <b>Rs.</b>              |
| Life Membership   | Individual | 500                 | 5500 (One time payment) |
| Corporate Membership  |            | 300                 | 700 (Per Annum)         |
| Associate Membership  |            | 150                 | 500 (Per Annum)         |
| Student Membership  |            | 100                 | 200 (Per Annum)         |
| <b>- Institutional Membership</b>                                 |            |                     |                         |
| Category 1 :<br>(Organisation with manpower 500 & above)          |            | 5000                | 20000 (For 3 years)     |
| Category 2 :<br>(Organisation with manpower less than 500)        |            | 2000                | 13000 (For 3 years)     |
| Category 3 :<br>(Educational Institute)                           |            | 2000                | 8000 (For 3 years)      |
| Category 4 :<br>(Govt. Labour Department)                         |            | 300                 | 700 (Per Annum)         |

However, for the Institutional Membership, Category 1, 2 and 3, the membership will be valid for a period of 3 (three) years which can be renewed further by paying the subscription amount.

(d) A Committee for the Salary / Wage Revision of NIPM National Office Staff has been constituted with the following Members :-

|                      |   |          |
|----------------------|---|----------|
| Mr. S. N. Tiwari     | : | Chairman |
| Mr. Partha Chowdhury | : | Member   |
| Dr. P. K. Sahu       | : | Member   |
| Dr. P. L. Rao        | : | Member   |
| Dr. N. K. Jit        | : | Member   |

B. As per decision of the 263<sup>rd</sup> National Council Meeting held on 11.05.2007 at Mumbai, the recommendation of the Membership Admission Committee regarding widening the scope of admission of more members of the Institute was approved.

C. The decision of the 264<sup>th</sup> National Council Meeting held on 28.07.2007 at Kolkata :-

(a) A Search Committee for appointment of a new Executive Director has been constituted with the following members :-

|                         |   |          |
|-------------------------|---|----------|
| Mr. Partha Chowdhury    | : | Convenor |
| Dr. K. K. Chaudhuri     | : | Member   |
| Mr. G. K. Chakraborty   | : | Member   |
| Mr. U. K. Bandyopadhyay | : | Member   |

(b) N.C. decided to delete the names of defaulting members for 3 consecutive years excluding the current year (2007-2008) giving 30 days prior information to clear their dues.

D. As per decision of the 265<sup>th</sup> National Council Meeting held on 6<sup>th</sup> September at Trivandrum, the Council approved the report of the Chapter Evaluation Committee for the year 2005-2006 and 2006-2007, detail of which are given in page ..... of this report. In the aforesaid meeting, it was also decided that the Annual National Conference 2008 would be held at Vadodara by NIPM-Baroda Chapter.

E. The decision of the 267<sup>th</sup> National Council Meeting held on 4<sup>th</sup> January, 2008 at Vadodara :-

(a) As the majority of members is in favour of the new name of the Institute as “**Institute of Human Resources Management**”, the National Council approved the same and decided to place this new name before the Special General Meeting for consideration.

(b) The report of the Committee for Salary/Wage Revision of National Office Staff was approved.

F. The decision of the 268<sup>th</sup> National Council Meeting held on 7<sup>th</sup> February, 2008 at Vadodara :-

(a) The Council approved the report of the Fellowship Committee and the report regarding NIPM Ratna Awards, detail of which are given in page ..... of this report.

(b) The Council approved the Calendar of Biennial Election of the National Council for the term 2008-2010 and also approved the opening of NIPM-Bilaspur Chapter & the Korba Chapter of NIPM which was defunct for the last few years, would be abolished.

G. The decision of the 269<sup>th</sup> National Council Meeting held on 26<sup>th</sup> March, 2008 at Kolkata :-

- (a) The Council nominated Mr. G. R. Ramanath, Mr. P. R. Dasgupta, Dr. (Mrs.) Santwana Chaudhuri and Mrs. Shampa Chakraborty as Members of Board of Studies for three years in place of Dr. K. Ramesh, Dr. P. K. Mohantty, Dr. K. K. Chaudhuri and Late B. D. Ghosh.
- (b) The Council nominated Prof. U. K. Chaubey and Mr. P. K. Ghoshal, both Past National Presidents of NIPM, as the Returning Officers for conducting the Biennial Election : 2008-2010.
- (c) The Council accepted the recommendation of the Committee on the issue of “First President of NIPM” which was headed by Mr. R. K. Mukherjee, has given the opinion that Mr. R. N. Sengupta is the First Elected President of NIPM.

## **DPM MATTERS**

### **PGDPM Course through distance mode**

Pursuant to the decision of the Board of Studies NIPM's erstwhile two year PGDPM course on distance mode was revived. 155 Nos. of student have been admitted during the year. The syllabus have been modified and subjects have been reduced to 12 papers instead of 17 papers. The new syllabus will be effected from July 2008 session.

### **Reconstitution of the Board of Studies**

Under Regulation of NIPM Constitution, one third members of the Board of Studies shall retire every three years, but shall be eligible for reappointment only for one more term of three years.

Accordingly, the National Council meeting held on 26.03.2008 appointed Mr. P R Dasgupta, Mr. G R Ramanath, Dr. (Mrs) Santwana Chaudhuri and Ms. Shampa Chakraborty in place of late B D Ghosh, Dr. P K Mohanty, Dr K Ramesh and Dr. K K Chaudhuri for a term of three years from October 2007.

## **AWARDS & MEDALS**

### **NIPM RATNA AWARDS**

As per the recommendation received from the Chapter Chairmen and Regional Vice-Presidents and subsequent decision of the 268<sup>th</sup> National Council Meeting held on 07.02.2008, the “NIPM Ratna Award” were conferred to the following eminent personalities for their exceptional contribution to the field of HRM :-

1) **NIPM Ratna – Govt. / Public Sector**

Mr. K. Ramachandran Pillai, CMD, NTC Ltd.,

2) **NIPM Ratna – Private Sector / MNCs**

Dr. Santrupt Mishra, Director (HR), Aditya Birla Group

### **FELLOWSHIP AWARD**

As per the recommendation of the Fellowship Committee and subsequent decision of the 268<sup>th</sup> National Council Meeting held on 07.02.2008, the Fellowship Awards have been conferred to the following Members for their outstanding and meritorious services to the Institute :-

- (1) Mr. G. Upadhyaya : Utkal Chapter
- (2) Mr. C. K. Podder : Utkal Chapter
- (3) Mr. P. Premchand : Kerala Chapter
- (4) Mr. A. S. Girish : Kerala Chapter
- (5) Mr. G. S. Lakshmiprasad : Karnataka Chapter
- (6) Mr. M. Rajamani : Madras Chapter

### **AWARDS TO CHAPTERS**

As per the recommendation of the Assessment & Awards Committee and subsequent decision of the 265<sup>th</sup> National Council Meeting held on 06.09.2007, the awards for performance for the year 2005-2006 and 2006-2007 were given to the following Chapters at the venue of Silver Jubilee Annual National Conference on 6<sup>th</sup> September, 2007 :-

#### **2005-2006**

- ‘Best Chapter Award’ : Utkal Chapter  
‘Second Best Chapter Award’ : Trivandrum Chapter  
‘Third Best Chapter Award’ : Kerala Chapter  
‘Certificate of Merit’ : Madras Chapter

#### **2006-2007**

- ‘Best Chapter Award’ : Utkal Chapter  
‘Second Best Chapter Award’ : Kerala Chapter  
‘Third Best Chapter Award’ : Trivandrum Chapter  
‘Certificate of Merit’ : Madras Chapter

### **NIPM MEDALS**

As in earlier years, the ‘NIPM Medals’ were awarded this year too to the successful students who secured the highest grades in Personnel Management/HRM/Industrial Relations area of the examinations conducted by five Management Institutions. The successful students in 2007-2008 were :-

1. Ms. Ahalya Neela : Xavier Labour Relations Institute, Jamshedpur
2. Ms. Karpagam. S. : The Madras School of Social Work, Chennai
3. Ms. Smriti Sudha : Xavier Institute of Social Service, Ranchi
4. Ms. Divya Srivastava : Tata Institute of Social Sciences, Mumbai
5. Ms. Roma Dey : Delhi School of Social Work, Delhi

## PUBLICATIONS

### NATIONAL OFFICE

#### PERSONNEL TODAY

As in the previous years, all four issues of the Institute's quarterly journal : 'Personnel Today' were released on time. The quality of the articles published in the journal continued to receive high appreciation due to the sustained efforts put in by Editor and the Editorial Board.

#### NIPM NEWSLETTER

Since the last report, four issues of 'NIPM Newsletter' have been brought out. Lack of advertisement support and limited financial resources put the Institute into financial stringency in publishing Newsletter.

### CHAPTERS

| <u>Chapter</u> | <u>Name of the Publication</u> | <u>Periodicity</u> |
|----------------|--------------------------------|--------------------|
| Assam          | Newsletter                     | Bi-monthly         |
| Aurangabad     | Focus                          | Monthly            |
| Coimbatore     | Kovai Personnel                | Quarterly          |
| Dehradun       | Harmony (Newsletter)           | Quarterly          |
| Goa            | Vision                         | Quarterly          |
| Haryana        | Newsletter                     | Quarterly          |
| Jamshedpur     | The Rainbow                    | Bi-monthly         |
| Karnataka      | The Human Resource             | Quarterly          |
| Kerala         | Kerala Personnel               | Quarterly          |
| Kolkata        | Industrial Relation/Newsletter | Quarterly          |
| Madras         | Bouquet                        | Quarterly          |
| Nashik         | Personnel Nasik (Newsletter)   | Quarterly          |
| Pune           | HR Newsletter                  | Monthly            |
| Punjab         | HR Today                       | Quarterly          |
| Trivandrum     | Industrial Harmony             | Quarterly          |
| Utkal          | Personnel Focus                | Quarterly          |
| Visakha        | Visper                         | Quarterly          |

## NATIONAL OFFICE : STAFF POSITION

|                         |   |              |                           |   |           |
|-------------------------|---|--------------|---------------------------|---|-----------|
| Mr. Bibhas Kanti Ray    | : | Executive    | Mr. Som Nath Chatterjee   | : | Sr. Asst. |
| Mr. Sanat Kr. Dey       | : | Executive    | Mr. Malay Kr. Chakraborty | : | Sr. Asst. |
| Mr. Sukumar Roy*        | : | Supervisor   | Mr. Sukamal Dey           | : | Attendant |
| Mr. Biswajit Nandy      | : | Supervisor   | Mr. Binod Sharma          | : | Attendant |
| Sk. Anowaruddin         | : | Stenographer | Mr. Nema Santra           | : | Attendant |
| Mr. Ajoy Kumar Banerjee | : | Sr. Asst.    |                           |   |           |

\*Since been retired on 31.01.2008.

## PHOTOGRAPHS OF STAFF MEMBERS

Space for Photographs

|                      |  |                   |  |                 |  |                    |
|----------------------|--|-------------------|--|-----------------|--|--------------------|
| Mr. Bibhas Kanti Ray |  | Mr. Sanat Kr. Dey |  | Mr. Sukumar Roy |  | Mr. Biswajit Nandy |
|----------------------|--|-------------------|--|-----------------|--|--------------------|

|                 |  |                         |  |                         |  |                             |
|-----------------|--|-------------------------|--|-------------------------|--|-----------------------------|
| Sk. Anowaruddin |  | Mr. Ajoy Kumar Banerjee |  | Mr. Som Nath Chatterjee |  | Mr. Malay Kumar Chakraborty |
|-----------------|--|-------------------------|--|-------------------------|--|-----------------------------|

|                 |  |                        |  |                  |  |  |
|-----------------|--|------------------------|--|------------------|--|--|
| Mr. Sukamal Dey |  | Mr. Binod Kumar Sharma |  | Mr. Nemai Santra |  |  |
|-----------------|--|------------------------|--|------------------|--|--|

## **REGIONAL CONFERENCES**

### **THE SOUTHERN REGIONAL CONFERENCE : 2007-2008**

The Southern Regional Conference : 2007-2008 of NIPM was hosted by NIPM-Pondicherry Chapter from 21<sup>st</sup> – 22<sup>nd</sup> December, 2007 on the theme “**Human Resource & Human Capital Strategist**”. The Speaker of the Conference were Dr. Irudayaraj, Mr. R. R. Nair, Mr. H. N. Shrinivas, Mr. T. Suresh, Mr. C. Mahalingam, Mr. A. Krishna, Ms. Nandita Gurjar, Mr. S. Deenadayalan, Mr. P. P. Sukumaran, Mr. Bijay Saboo, Mr. Muthu Kumar Thanu, Mr. K. Ramkumar, Prof. Joe Philip and Mr. N. S. Iyer. The Conference was organized very successfully.

### **THE CENTRAL REGIONAL CONFERENCE : 2007-2008**

The Central Regional Conference : 2007-2008 of NIPM was hosted by NIPM-Nagpur Chapter on 19<sup>th</sup> & 20<sup>th</sup> January, 2008 at Hotel Pride, Nagpur in a professional manner. The theme of the Conference was “**New Epidemic – Protecting your Work Force**”. The speaker of the Conference were Mr. M. Rajagopal, Mr. J. N. Amroliya, Mr. Vijay Deshpande, Mr. O. P. Miglani, Mr. Gajanan Mohod, Mr. G. R. Ramanath, Mr. Balbir Singh, Mr. Govind Shriniwar, Mr. V. K. Sharma, Mr. Arun Kumar, Mr. Radhe Shyam Singh, Mr. Manoj Sharma, Mr. Ravindra Kr. Panga, Mr. Pradeep Andhare.

### **THE WESTERN REGIONAL CONFERENCE : 2007-2008**

The Western Regional Conference : 2007-2008 of NIPM was hosted by NIPM-Pune Chapter on 30<sup>th</sup> & 31<sup>st</sup> January, 2008 at Hotel Le Meridian, Pune in a befitting manner. The theme of the Conference was “**The Road Ahead – HR in 2020**”. The speaker of the Conference were Dr. Narendra Yadhav, Mr. Kishor Chaukar, Mr. V. J. Rao, Mr. D. R. Kurane, Prof. Jeremy Williams, Mr. Deepak Puggal, Mr. Rishi Jha, Mr. Arvind Pandey and Mr. Prasenjit Bhattacharya.

## **JURISDICTION OF CHAPTERS (REGION-WISE)**

### **EASTERN REGION**

| <b><u>Chapters</u></b> | <b><u>Jurisdiction</u></b>   |
|------------------------|--|
| Asansol                | Asansol and its neighbourhood  |
| Assam                  | State of Assam excepting the jurisdiction of Upper Assam Chapter                                   |
| Bokaro                 | Bokaro Steel City and its neighbourhood  |
| Kolkata                | Kolkata and other areas of West Bengal excepting the jurisdiction of Durgapur and Asansol Chapters |
| Dhanbad                | District of Dhanbad  |
| Durgapur               | Durgapur and its neighbourhood   |
| Jamshedpur             | Jamshedpur and other areas of Singhbhum District   |
| Patna                  | All districts of Patna, Tirhut and Bhagalpur Division of Bihar                                     |
| Ranchi                 | Chotonagpur Division excepting the jurisdiction of Bihar & Dhanbad Chapters                        |
| Upper Assam            | Jorhat, Sibsagar, Nazira, Lakwa, Geleki and Moran.   |

## WESTERN REGION

| <u>Chapters</u> | <u>Jurisdiction</u>  |
|-----------------|--|
| Ahmedabad       | Ahmedabad and Gandhinagar  |
| Aurangabad      | Aurangabad, Lathur, Parbhen, Osmanabad and Beed                          |
| Baroda          | Baroda and other areas of Gujarat (Except Ahmedabad and Hazira Chapters) |
| Bombay          | Bombay, Kalyan, Thane, Borivli and neighbouring areas                    |
| Goa             | State of Goa   |
| Hazira          | Hazira, Surat and Valsad.  |
| Nashik          | Nashik and Jalgaon Districts   |
| Pune            | Pune and its neighbourhood   |
| Raigad          | Raigad district.   |

## CENTRAL REGION

| <u>Chapters</u> | <u>Jurisdiction</u>   |
|-----------------|---|
| A.P.            | Hyderabad and other areas of Andhra Pradesh excepting the jurisdiction of Visakha and Godavari Chapters and Anantapur District.   |
| Bhilai          | Durg, Rajnandgaon, Bastar, Bilaspur, Balaghat, Sahdol, Mandla, Rajgarh and Sarguja districts of M.P.  |
| Bhopal          | Bhopal and Raipur   |
| Godavari        | East and West Godavari districts of A.P.  |
| Indore          | Districts of Ujjain, Dhar, Khandwa, Ratlam, Khargone, Dewas, Indore, Shajapur of Western Madhya Pradesh.  |
| Bilaspur        | Township of Korba, Bilaspur in the district of Bilaspur, M.P. and the adjoining areas of SECL i.e. Gevra, Korba, Kusmunda, Raigarh, Surguja, Shahdol, Umaria, Manandragarh and Chirimiri. |
| Mahanadi        | Sambalpur, Bolangir & Kalahandi Dist.   |
| Nagpur          | Nagpur and its neighbourhood areas  |
| Orissa          | Sundargarh, Keonjhar & Rourkela   |
| Ramagundam      | Karimnagar, Adilabad and Warrangal  |
| Utkal           | Cuttack, Puri, Balasore, Ganjam, Phulbani, Mayurbhanj, Koraput and Dhenkanal districts of Orissa.   |
| Visakha         | Visakhapatnam and its neighbourhood   |

## **NORTHERN REGION**

| <u><b>Chapters</b></u> | <u><b>Jurisdiction</b></u>   |
|------------------------|--|
| Allahabad              | Allahabad, Mirzapur and Varanasi districts of U.P.   |
| Dehradun               | Saharanpur, Hardwar, Tehri, Uttarkashi, Chamoli and Pauri  |
| Delhi                  | Union Territory of Delhi   |
| Haryana                | State of Haryana   |
| Jaipur                 | Jaipur, Tonk, Alwar, Ajmer and Bharatpur   |
| Punjab                 | State of Punjab, Parwanoo and Barotiwala of Himachal Pradesh   |
| Rajasthan              | Udaipur, Bhilwara, Jodhpur, Sirohi, Kota, Chittorgarh and Banswara   |
| U. P.                  | Kanpur and other areas of U.P. and Uttaranchal States excepting the jurisdiction of Allahabad and Dehradun Chapters. |

## **SOUTHERN REGION**

| <u><b>Chapters</b></u> | <u><b>Jurisdiction</b></u>   |
|------------------------|--|
| Coimbatore             | Coimbatore and its neighbourhood   |
| North Karnataka        | Hubli, Dharwad, Belgaum, Harihar, Gulbarga, Raichur, Hospet, Bellary and Hiriya in the State of Karnataka                    |
| Karnataka              | Bangalore and other areas of Karnataka excepting the jurisdiction of Mysore Chapter but including Anantapur district of A.P. |
| Kerala                 | Cochin and other areas of Kerala excepting the jurisdiction of Trivandrum Chapter.   |
| Madras                 | Madras and other areas of Tamil Nadu, excepting the jurisdiction of Coimbatore, Madurai, Tiruchy and Neyveli Chapters.       |
| Madurai                | Madurai, Ramnad, Tirunelveli and Kanyakumari districts of T.N.   |
| Mangalore              | Mangalore, Southern Kanara, Chickmagalur, Hassan and Shimega districts   |
| Mysore                 | Mysore, Mandya and Coorg districts of Karnataka  |
| Neyveli                | Neyveli and neighbourhood areas  |
| Pondicherry            | Pondicherry and North Arcot districts  |
| Salem                  | Salem district of T.N.   |
| Trivandrum             | Trivandrum and Quilon of Kerala  |
| Tiruchy                | Tiruchy, Pudukottai, Thanjavur districts of T.N.   |

## FELLOWS OF THE INSTITUTE

| <u>Sl.No.</u> | <u>Name</u>                   | <u>Chapter</u> | <u>Sl.No.</u> | <u>Name</u>                | <u>Chapter</u> |
|---------------|-------------------------------|----------------|---------------|----------------------------|----------------|
| 1             | Mr. S. Acharya                | Utkal          | 49            | Mr. P. John Sam            | Kerala         |
| 2             | Mr. H. R. Alva                | Mangalore      | 50            | Mr. N. Kamalakannan        | Madras         |
| 3             | Mr. H. S. Aneja               | Jaipur         | 51            | Mr. V. G. Karnik           | Bombay         |
| 4             | Mr. S. G. Annigeri            | Pune           | 52            | Mr. Vikram P. Khanolkar    | Pune           |
| 5             | Mr. A. Anantharaman           | Madras         | 53            | Mr. N. K. Khare            | Pune           |
| 6             | Mr. T. Appavoo                | Madras         | 54            | Mr. P. P. Kulkarni         | Raigad         |
| 7             | *Mr. K. H. Balasubramaniam    | Madras         | 55            | Mr. D. Kumar               | Delhi          |
| 8             | Mr. A. Bandyopadhyay          | Kolkata        | 56            | Mr. Virendra Kaushik       | Allahabad      |
| 9             | *Dr. Ranjan Banerjee          | Bombay         | 57            | Mr. P. V. Kurian           | Madras         |
| 10            | Dr. K. S. Basu                | Bombay         | 58            | Dr. S. N. Koushik          | Pune           |
| 11            | *Mr. N. S. Bhat               | Madras         | 59            | Mr. R. K. Mahajan          | Haryana        |
| 12            | *Mr. Y. B. Bhonsle            | Pune           | 60            | Mr. N. C. Mahapatra        | Orissa         |
| 13            | Mr. Ulhas V. Bhoomkar         | Aurangabad     | 61            | Mr. R. K. Mahapatra        | Utkal          |
| 14            | Dr. (Fr.) M.V.D. Bogaert s.j. | Utkal          | 62            | Mr. B. K. Maity            | Orissa         |
| 15            | *Mr. Bires C. Bose            | Kolkata        | 63            | Mr. Srikumar Mandal        | Kolkata        |
| 16            | *Dr. J. K. Bose               | Kolkata        | 64            | Mr. N. S. Mankekar         | Bombay         |
| 17            | *Mr. Nirmal Bose              | Kolkata        | 65            | Mr. P. M. Mantri           | Bombay         |
| 18            | *Mr. S. N. Bose               | Kolkata        | 66            | Dr. Rajen Mehrotra         | Bombay         |
| 19            | Mr. Prakash Chandra           | Karnataka      | 67            | Mr. B. K. Misra            | Utkal          |
| 20            | Mr. C. L. Chatterjee          | Kolkata        | 68            | Mr. S. Mishra              | Utkal          |
| 21            | *Mr. C. N. Chatterjee         | Kolkata        | 69            | Mr. R. L. Moitra           | Kolkata        |
| 22            | *Mr. A. B. Chaudhuri          | Kolkata        | 70            | Mr. D. P. Mukherjee        | Kolkata        |
| 23            | Dr. K. K. Chaudhuri           | Kolkata        | 71            | Mr. R. K. Mukherjee        | Kolkata        |
| 24            | Mr. Samir K. Das              | Bombay         | 72            | Mr. S. K. Mukherjee        | Kolkata        |
| 25            | Mr. B. N. Dasgupta            | Kolkata        | 73            | Mr. D. R. Nagaraj          | Karnataka      |
| 26            | Mr. S. K. Dasgupta            | Kolkata        | 74            | Mr. S. Nagendra            | Karnataka      |
| 27            | *Prof. N. R. De               | Kolkata        | 75            | *Mr. S. Nageshwaran        | Kolkata        |
| 28            | *Mr. S. J. De                 | Kolkata        | 76            | *Mr. Qader Nawaj           | Kolkata        |
| 29            | Mr. S. Deenadhayalan          | Madras         | 77            | *Mr. K. R. C. Nair         | Kerala         |
| 30            | Mr. Ulhas R. Deshpande        | Bombay         | 78            | Mr. Somasekharan Nair      | Kerala         |
| 31            | Mr. S. N. Dhawan              | U. P.          | 79            | *Mr. J. A. Panakal         | Jamshedpur     |
| 32            | Mr. A. M. Gaikwad             | Goa            | 80            | Mr. B. D. Pande            | Jamshedpur     |
| 33            | *Mr. Madan Ghose              | Kolkata        | 81            | *Mr. R. S. Pande           | Jamshedpur     |
| 34            | Mr. P. K. Ghoshal             | Kolkata        | 82            | Mr. S. N. Pandey           | Delhi          |
| 35            | Mr. A. S. Girish              | Kerala         | 83            | *Mr. P.T.K. Panicker       | Kerala         |
| 36            | *Mr. R. G. Gokhale            | Bombay         | 84            | Mr. S. Parida              | Orissa         |
| 37            | *Mr. J. L. Gore               | Bombay         | 85            | Mr. C. V. Pavaskar         | Bombay         |
| 38            | Mr. M. L. Gore                | Bombay         | 86            | Mr. K. P. Philip           | Kerala         |
| 39            | Mr. R. D. Gupta               | Delhi          | 87            | Dr. G. C. Gopala Pillai    | Trivandrum     |
| 40            | Mr. B. S. Hegde               | Bombay         | 88            | Mr. K. Ramachandran Pillai | Delhi          |
| 41            | *Mr. M. R. Idgunji            | Bombay         | 89            | *Mr. P.N.K. Pillai         | Kerala         |
| 42            | Mr. T. K. Jagadeesh           | Kolkata        | 90            | Mr. C. K. Podder           | Utkal          |
| 43            | Mr. I. D. Jaiman              | U. P.          | 91            | Mr. H. S. Poredi           | Bombay         |
| 44            | Mr. Mukesh Jain               | U. P.          | 92            | Mr. P. Premchand           | Kerala         |
| 45            | *Mr. Y. D. Joshi              | Pune           | 93            | Mr. M. Rajamani            | Madras         |
| 46            | *Mr. L. C. Joshi              | Bombay         | 94            | *Mr. D. Ch. Tirupathi Raju | Visakha        |
| 47            | Mr. K. K. Jha                 | Jamshedpur     | 95            | Mr. T. Ramamurthy          | Visakha        |
| 48            | Mr. G. S. Lakshmiprasad       | Karnataka      | 96            | Mr. A. K. Rao              | A. P.          |

| <u>Sl.No.</u> | <u>Name</u>              | <u>Chapter</u> |
|---------------|--------------------------|----------------|
| 97            | Mr. M. M. Rao            | Madras         |
| 98            | Mr. M. R. K. Rao         | Karnataka      |
| 99            | Mr. M. V. R. Rao         | A. P.          |
| 100           | Dr. P. L. Rao            | Visakha        |
| 101           | Dr. Jibitesh Rath        | A. P.          |
| 102           | *Mr. K. C. Ray           | Kolkata        |
| 103           | Dr. I. K. Saha           | Kolkata        |
| 104           | Mr. B. T. Sampath        | Madras         |
| 105           | Mr. M. V. Savadikar      | Nashik         |
| 106           | *Mr. S. C. Saxena        | U. P.          |
| 107           | Mr. Samar K. Sen         | Kolkata        |
| 108           | *Mr. Sandeep K. Sen      | Kolkata        |
| 109           | *Maj. J. Sengupta        | Kolkata        |
| 110           | Mr. R. M. Sengupta       | Kolkata        |
| 111           | Mr. R. N. Sengupta       | Kolkata        |
| 112           | Mr. S. N. Shetty         | Karnataka      |
| 113           | Mr. H. N. Shrinivas      | Karnataka      |
| 114           | Mr. R. P. Siddhanti      | Bombay         |
| 115           | Prof. A. D. Singh        | Patna          |
| 116           | Dr. B. K. Singh          | Bombay         |
| 117           | *Dr. B. P. Singh         | U. P.          |
| 118           | *Cmdr. M. R. K. Singh    | A. P.          |
| 119           | Prof. N. K. Singh        | Delhi          |
| 120           | Mr. Rajendra Singh       | Delhi          |
| 121           | Mr. V. M. Sinha          | Jamshedpur     |
| 122           | Mr. A. S. Sonawane       | Nashik         |
| 123           | Mr. K. Soundarraaj       | Madras         |
| 124           | Mr. N. Sreekumar         | Kerala         |
| 125           | Mr. Ram Kumar Srivastava | U. P.          |
| 126           | Dr. Ram S. Tarneja       | Bombay         |
| 127           | Mr. G. Upadhyaya         | Utkal          |
| 128           | *Mr. S. V. Uttamsingh    | Bombay         |
| 129           | *Mr. H. S. Varma         | Jamshedpur     |
| 130           | Mr. K. P. Verma          | Jamshedpur     |
| 131           | Mr. M. K. Verma          | Ranchi         |
| 132           | Prof. B. R. Virmani      | A. P.          |
| 133           | Mr. R. Vishwanathan      | Bombay         |
| 134           | *Mr. S. K. Wariar        | Karnataka      |
| 135           | Mr. M. S. Warty          | Bombay         |
| 136           | *Mr. K. Zacharia         | Kerala         |

**\*Since been deceased.**

## **OBITUARY**

The National Council deeply mourned the sad demise of the following Members of the Institute :-

Mr. Arun Dashora (L03232) was Hon. Secretary of NIPM-Rajasthan Chapter.

Mr. M. K. Rajendranath (C22716) was a Corporate Member of NIPM-Salem Chapter.

Mr. Pavan Sharma (L23371) was a Life Member of NIPM-Raigad Chapter.

Mr. H. S. Mishra (L18019) was a Life Member of NIPM-Utkal Chapter.

Mr. N. S. Bhat ((L04082) was former Chairman of NIPM-Karnataka Chapter.

Mr. V. G. Karnik (L05051) was Past Chairman of erstwhile NILM.

Mr. H. Veeraraghavan (C15342) was Hon. Secretary of NIPM-Madurai Chapter.

Mr. P. C. Chatterjee (L18197) was a Life Member of NIPM-Delhi Chapter.

Mr. S. K. Paleja (L05065) was a Life Member of NIPM-Bombay Chapter.

Mr. Satyagopal Deb Roy (L09040) was a Life Member of NIPM-Durgapur Chapter.

Mr. S. J. De (L03570) was a Fellow and Past Chairman of NIPM-Kolkata Chapter.

Mr. K. K. Joseph was former Chairman of NIPM-Trivandrum Chapter.

Mr. V. M. Bolmal (L05889) was Past Chairman of the then NIPM-Hubli Chapter.

## **FINANCE & FINANCIAL STATEMENT : 2007-2008**

I am glad to inform that NIPM has recorded a highest ever Conference Surplus to the tune of Rs.18.70 lakhs through 2 Conferences held at Trivandrum and Vadodara on September '07 and February '08 respectively during the year 2007-2008. Interest from Banks has also shot up to Rs.33.05 lakhs this year, as compared to Rs.17.16 lakhs during the year 2006-2007.

Inspite of all-out efforts made by the National Office and the Chapters, collection of subscription during the current year, Rs.19.50 lakhs, could not match last year's figure of Rs.22.57 lakhs. Therefore, more thrust is required to be imparted with a view to improving the collection level in the years to come.

During the Financial year 2007-2008, the Institute has earned a surplus of Rs.5.45 lakhs as against a deficit of Rs.8.18 lakhs during the previous year i.e. 2006-2007, resulting in the reduction of cumulative loss to the level of Rs.16.90 lakhs from earlier years total cumulative loss of Rs.21.39 lakhs

Place : Kolkata

Date : \_\_\_\_\_, 2008.

**(Dr. P. K. Sahu)**  
**Hon. Treasurer**

**AUDITED ACCOUNTS – 2007-2008**

**(National Office)**

**(A/c. enclosed)**

**AUDITED ACCOUNTS – 2007-2008**

**(NIPM-DPM Trust)**

**(A/c. enclosed)**

## Appraisal and acknowledgements

To our valued members,

We are pleased to present you the Annual Report for the year ending 31<sup>st</sup> March 2008. The year in retrospect has been quite active and an exciting one.

The National Council acknowledges and places on record its appreciation and deep sense of gratitude to a large number of organizations for extending support and assistance to NIPM for undertaking a wide array of activities by the Institute as well extending various services and facilities to its members.

The Council sincerely appreciates the co-operation of the various Chapters which willingly came forward to support the programmess of the National Council and extended their hand collaboration in various activities of the Institute.

The Council also acknowledges its indebtedness to many organizations who not only sponsored and encouraged their executives to hold office in the National Council, Chapter Executive Committees and several other Committees and Sub-committees, but also offered material and financial support through advertisement in the Institute's official journals and the souvenirs brought out on the occasion of the various programmes organized by the National office/ Chapters. The Council sincerely thanks the writers, authors and researchers who, through their valuable, original contributions have enriched the Institute's journals and expanded the frontiers of professional knowledge in the field of HRD & M.

The Council places on record its profound sense of gratitude to many individual members of the Institute who extended their professional support and assistance in carrying our various plans and programmes of the Institute.

The Council acknowledges with thanks the services rendered by the paper-setters and examiners of the PGDPM examination, who through their deep commitment to the cause of NIPM-DPM Trust and maintenance of time schedules, have earned the gratitude of the Board of Studies and the General Body of members.

The Council is thankful to the employees of the National Office for their devotion, dedication and co-operation towards fulfillment of the objectives of the Institute.

The Institute fondly remembers the long and lively association of several of its members who passed away during the year. While the Council formally recorded its condolences and communicated its heartfelt sympathies to their bereaved families in each individual case. Once again, today the Institute mourns their loss and pray for their souls to rest in peace.

The Council is also grateful to all those who have helped the Institute in various ways directly or indirectly during the year.

We greatly appreciate the constructive participation of every member and look forward to another successful interactive year of collaboration and cooperation.

Sincerely yours  
For and on behalf of the  
NATIONAL COUNCIL



Place : Kolkata

Date : \_\_\_\_\_, 2008.

**Partha Chowdhury**  
**Hon. General Secretary**

**ANNEXURE - I**

| <b>CHAPTER-WISE AND CATEGORY-WISE DISTRIBUTION OF MEMBERSHIP AS ON 31.03.2008</b> |             |                  |                  |                |                      |              |
|---|-------------|------------------|------------------|----------------|----------------------|--------------|
| <b>Chapter</b>  | <b>Life</b> | <b>Corporate</b> | <b>Associate</b> | <b>Student</b> | <b>Institutional</b> | <b>Total</b> |
| A P   | 53          | 66               | 29               | 1              | 4                    | 153          |
| ASSAM   | 7           | 29               | 30               | 53             | 3                    | 122          |
| ASANSOL   | 31          | 14               | 6                | 0              | 0                    | 51           |
| AHMEDABAD   | 29          | 26               | 8                | 0              | 0                    | 63           |
| ALLAHABAD   | 10          | 6                | 2                | 0              | 0                    | 18           |
| AURANGABAD  | 88          | 29               | 18               | 0              | 0                    | 135          |
| BARODA  | 55          | 61               | 26               | 0              | 1                    | 143          |
| BILASPUR  | 1           | 97               | 23               | 0              | 0                    | 121          |
| BOMBAY  | 429         | 192              | 124              | 15             | 24                   | 784          |
| BOKARO  | 11          | 1                | 0                | 0              | 0                    | 12           |
| BHILAI  | 15          | 20               | 8                | 0              | 0                    | 43           |
| BHOPAL  | 4           | 6                | 3                | 0              | 0                    | 13           |
| COIMBATORE  | 15          | 55               | 33               | 107            | 3                    | 213          |
| DELHI   | 141         | 136              | 62               | 38             | 6                    | 383          |
| DHANBAD   | 10          | 1                | 2                | 0              | 0                    | 13           |
| DURGAPUR  | 19          | 6                | 10               | 2              | 0                    | 37           |
| DEHRADUN  | 18          | 114              | 20               | 0              | 1                    | 153          |
| GOA   | 37          | 44               | 30               | 6              | 0                    | 117          |
| GODAVARI  | 14          | 31               | 19               | 0              | 2                    | 66           |
| HARYANA   | 23          | 50               | 10               | 0              | 0                    | 83           |
| HAZIRA  | 13          | 35               | 25               | 0              | 1                    | 74           |
| INDORE  | 1           | 6                | 2                | 0              | 1                    | 10           |
| JAIPUR  | 3           | 4                | 6                | 0              | 0                    | 13           |
| JAMSHEDPUR  | 97          | 14               | 8                | 1              | 3                    | 123          |
| KARNATAKA   | 211         | 179              | 242              | 49             | 52                   | 733          |
| KERALA  | 94          | 123              | 164              | 232            | 33                   | 646          |
| KOLKATA   | 229         | 331              | 109              | 18             | 11                   | 698          |
| MADRAS  | 92          | 257              | 202              | 244            | 26                   | 821          |
| MAHANADI  | 83          | 0                | 3                | 1              | 1                    | 88           |
| MADURAI   | 5           | 22               | 16               | 2              | 5                    | 50           |
| MANGALORE   | 6           | 31               | 9                | 258            | 4                    | 308          |
| MYSORE  | 29          | 45               | 23               | 95             | 5                    | 197          |
| NAGPUR  | 19          | 135              | 18               | 2              | 3                    | 177          |
| NASHIK  | 52          | 61               | 25               | 13             | 3                    | 154          |
| NEYVELI   | 12          | 34               | 6                | 0              | 1                    | 53           |
| NORTH KARNATAKA   | 7           | 20               | 5                | 0              | 0                    | 32           |
| ORISSA  | 70          | 8                | 5                | 0              | 0                    | 83           |
| PATNA   | 18          | 10               | 4                | 0              | 0                    | 32           |
| PUNE  | 86          | 118              | 73               | 93             | 13                   | 383          |
| PUNJAB  | 17          | 64               | 21               | 0              | 3                    | 105          |
| PONDICHERRY   | 9           | 85               | 30               | 60             | 3                    | 187          |
| RAJASTHAN   | 14          | 48               | 3                | 6              | 1                    | 72           |
| RANCHI  | 34          | 8                | 4                | 14             | 4                    | 64           |
| RAMAGUNDAM  | 0           | 3                | 1                | 0              | 0                    | 4            |
| RAIGAD  | 21          | 10               | 16               | 0              | 0                    | 47           |
| SALEM   | 4           | 24               | 5                | 0              | 2                    | 35           |
| TRIVANDRUM  | 26          | 85               | 48               | 103            | 4                    | 266          |
| TIRUCHY   | 5           | 12               | 6                | 6              | 3                    | 32           |
| UPPER ASSAM   | 5           | 40               | 4                | 0              | 0                    | 49           |
| U. P.   | 56          | 53               | 39               | 17             | 8                    | 173          |
| UTKAL   | 147         | 41               | 19               | 83             | 11                   | 301          |
| VISAKHA &   | 47          | 32               | 39               | 235            | 6                    | 359          |
| HEADQUARTERS  | 32          | 70               | 24               | 0              | 2                    | 128          |
| <b>TOTAL</b>  | <b>2554</b> | <b>2992</b>      | <b>1667</b>      | <b>1754</b>    | <b>253</b>           | <b>9220</b>  |

## ANNEXURE – II

### ADMISSION OF NEW MEMBERS DURING THE YEAR 2007-2008 ( 01.04.2007 TO 31.03.2008)

| Chapter                   | LIFE                      |        | Corporate | Associate | Student | Institutional | Total |
|---------------------------|---------------------------|--------|-----------|-----------|---------|---------------|-------|
|                           | Corp./Asso.<br>(Upgraded) | Direct |           |           |         |               |       |
| A. P.                     | -                         | -      | 3         | 5         | -       | 1             | 9     |
| ASSAM                     | -                         | -      | -         | -         | -       | -             | -     |
| ASANSOL                   | -                         | 2      | -         | -         | -       | 1             | 3     |
| AHMEDABAD                 | -                         | 1      | -         | -         | -       | -             | 1     |
| ALLAHABAD                 | -                         | -      | 2         | -         | -       | -             | 2     |
| AURANGABAD                | -                         | 5      | -         | -         | -       | -             | 5     |
| BARODA                    | 1                         | 7      | 18        | 10        | -       | -             | 35    |
| BOMBAY                    | -                         | 8      | 8         | 4         | -       | 2             | 22    |
| BOKARO                    | -                         | -      | -         | -         | -       | -             | -     |
| BHILAI                    | -                         | -      | 2         | 2         | -       | -             | 4     |
| BHOPAL                    | -                         | 1      | -         | -         | -       | -             | 1     |
| BILASPUR                  | -                         | -      | 7         | 5         | -       | -             | 12    |
| COIMBATORE                | -                         | -      | 5         | 2         | 59      | 2             | 68    |
| DELHI                     | -                         | 1      | 8         | 1         | -       | -             | 10    |
| DHANBAD                   | -                         | -      | -         | -         | -       | -             | -     |
| DURGAPUR                  | -                         | -      | -         | -         | -       | -             | -     |
| DEHRADUN                  | -                         | -      | 4         | -         | -       | -             | 4     |
| GOA                       | 1                         | 1      | 6         | 3         | -       | -             | 10    |
| GODAVARI                  | -                         | -      | 1         | -         | -       | -             | 1     |
| HARYANA                   | -                         | -      | -         | -         | -       | -             | -     |
| HAZIRA                    | 2                         | -      | 2         | 1         | -       | -             | 3     |
| INDORE                    | -                         | -      | -         | -         | -       | -             | -     |
| JAIPUR                    | -                         | -      | -         | -         | -       | -             | -     |
| JAMSHEDPUR                | -                         | 4      | -         | -         | -       | -             | 4     |
| KARNATAKA                 | 2                         | 4      | 10        | 15        | 3       | 1             | 33    |
| KERALA                    | 7                         | 1      | 6         | 16        | 62      | 3             | 88    |
| KOLKATA                   | 4                         | 2      | 27        | 10        | 3       | 1             | 43    |
| MADRAS                    | 1                         | 2      | 12        | 28        | 90      | 2             | 134   |
| MADURAI                   | -                         | -      | 1         | -         | -       | -             | 1     |
| MAHANADI                  | -                         | -      | -         | -         | -       | -             | -     |
| MANGALORE                 | -                         | -      | 5         | 1         | 114     | -             | 120   |
| MYSORE                    | 3                         | 3      | 6         | 5         | 16      | 5             | 35    |
| NAGPUR                    | 2                         | 1      | 13        | 1         | -       | 1             | 16    |
| NASHIK                    | 2                         | 1      | 4         | 4         | 13      | 1             | 23    |
| NEYVELI                   | -                         | -      | -         | -         | -       | -             | -     |
| NORTH KARNATAKA           | -                         | -      | 5         | 1         | -       | -             | 6     |
| ORISSA                    | 1                         | 1      | -         | -         | -       | -             | 1     |
| PATNA                     | -                         | -      | 4         | -         | -       | -             | 4     |
| PUNE                      | -                         | 2      | 15        | 7         | 21      | 4             | 49    |
| PUNJAB                    | 1                         | -      | 1         | -         | -       | -             | 1     |
| PONDICHERRY               | -                         | 4      | 5         | 3         | 59      | -             | 71    |
| RAJASTHAN                 | 1                         | -      | 9         | -         | -       | 1             | 10    |
| RANCHI                    | -                         | 2      | -         | -         | -       | -             | 2     |
| RAMAGUNDAM                | -                         | -      | -         | -         | -       | -             | -     |
| RAIGAD                    | -                         | 6      | -         | -         | -       | -             | 6     |
| SALEM                     | 1                         | 1      | 5         | -         | -       | 1             | 7     |
| TRIVANDRUM                | -                         | 3      | 17        | 10        | 29      | -             | 59    |
| TIRUCHY                   | -                         | -      | -         | -         | -       | -             | -     |
| UPPER ASSAM               | -                         | 1      | 3         | 1         | -       | -             | 5     |
| U. P.                     | 2                         | 3      | 1         | 3         | -       | -             | 7     |
| UTKAL                     | 4                         | 7      | 5         | 2         | 14      | 1             | 29    |
| VISAKHA &<br>HEADQUARTERS | -                         | -      | -         | 5         | -       | -             | 5     |
|                           | 1                         | -      | 88        | 22        | -       | -             | 110   |
| GRAND TOTAL               | *36                       | 74     | 308       | 167       | 483     | 27            | 1059  |

Note : \*36 Life Members upgraded from Corporate / Associate are not included in the total of 1059.

## ANNEXURE – III

### MEMBERSHIP STRENGTH FOR LAST FIVE YEARS (INCLUDING THE YEAR 2007-2008)

| Year      | Life | Corporate | Associate | Student | Institutional | Total | *Induction of New Members |
|-----------|------|-----------|-----------|---------|---------------|-------|---------------------------|
| 2003-2004 | 2126 | 2816      | 1766      | 1134    | 209           | 8051  | 892                       |
| 2004-2005 | 2174 | 3024      | 1853      | 1401    | 226           | 8678  | 864                       |
| 2005-2006 | 2324 | 3456      | 2064      | 1769    | 258           | 9871  | 1342                      |
| 2006-2007 | 2437 | 3567      | 2149      | 1461    | 269           | 9883  | 955                       |
| 2007-2008 | 2554 | 2992      | 1667      | 1754    | 253           | 9220  | 1059                      |

\*Included in Total

## ANNEXURE - IV

### YEAR-WISE MEMBERSHIP SUBSCRIPTION COLLECTION FOR LAST 5 YEARS

| <u>FINANCIAL YEAR</u> | <u>AMOUNT</u><br>Rs. |
|-----------------------|----------------------|
| 2003-2004             | 23,30,524            |
| 2004-2005             | 24,21,443            |
| 2005-2006             | 26,29,280            |
| 2006-2007             | 22,57,290            |
| 2007-2008             | 19,50,135            |