



NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT

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R MOHAN DAS
National President & Chairman
NIPM National Awards Committee

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INVITATION TO PARTICIPATE IN THE COMPETITION OF NIPM NATIONAL AWARD FOR BEST HR PRACTICES 2010

Dear Sir/Madam,

National Institute of Personnel Management is the only all-India body of professional managers engaged in the profession of personnel management, industrial relations, labour welfare, training and HRD in the country. NIPM has been consistently serving the cause of HRM profession in the country for the last five decades and representing the practitioners in industry, both in private and public sectors, governments and academics. As the premier forum in the country, it is constantly striving for excellence in professionalism in the personnel and industrial relations fields through exchange of knowledge and experience of experts from all parts of the world.

In this era of liberalization, globalization, rapid economic and social development in our country, all the organizations need to know and emulate the best HR practices followed by best organizations. NIPM has instituted this prestigious National Award to appreciate and encourage the organizations in our country for their best HR practices. The winning organizations shall not only get appreciation for their efforts but also earn valuable goodwill in the corporate world and society. The **past winners** of the competition are **Hindustan Petroleum Corporation Ltd., Bharat Forge Ltd., Tata Steel Ltd., Steel Authority of India Ltd. & Bosch Ltd.**

The brochure of the National Award competition is attached herewith. The competing organizations shall provide all information on their HR practices as per the management schedule in the brochure. A team shall validate all applications and a jury consisting professionals of national eminence shall conduct the assessment. The short listed finalists will make a presentation as per the schedule. The uniqueness of our selection process is that all the participating organizations shall have the right to assess the shortlisted entries during presentation by finalists.

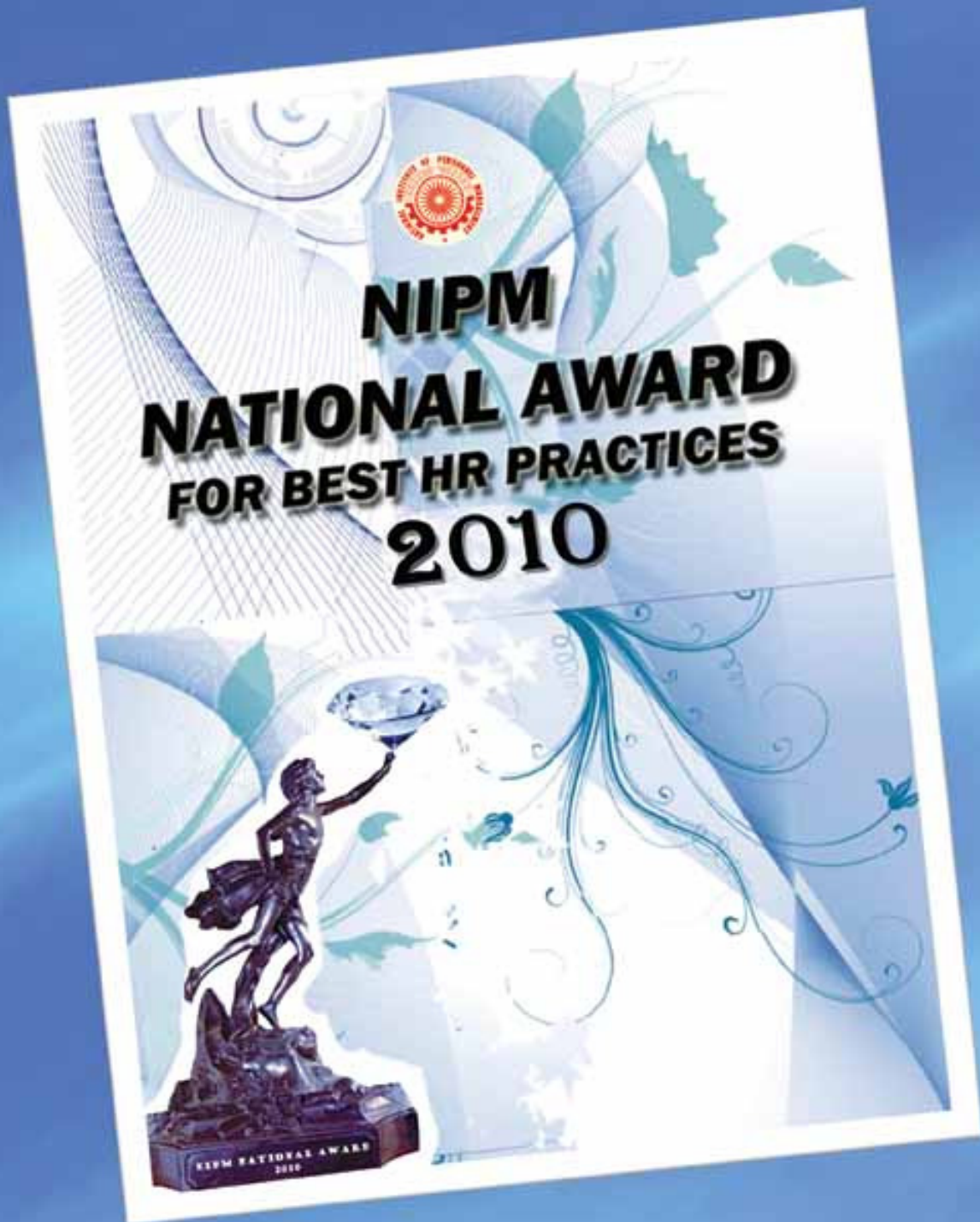
The NIPM Gold & NIPM Silver winning organizations shall be awarded trophies at the glittering inaugural session of forthcoming Annual National Conference of NIPM. As an organization known for practicing quality HR processes, we invite you to participate in the competition as per guidelines contained in the brochure. The last date of receipt of application document is 7th January 2011.

With best regards,

Yours sincerely

(R. Mohan Das)

Encl : Brochure



NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT

ABOUT NIPM

National Institute of Personnel Management (NIPM) is the only all-India body of professional managers engaged in the profession of personnel management, industrial relations, labour welfare, training and HRD in the country. It came into existence in March 1980 as a result of merger of two professional institutions, namely, Indian Institute of Personnel Management, established in 1948 in Calcutta and National Institute of Labour Management, established in 1950 in Bombay. With its National Office at Kolkata, NIPM has a total membership strength of more than 10,000, spread over 52 Chapters all over the country. NIPM is a non-profit making body devoted to the developments of skill and expertise of the persons engaged in the management of human resources through regular lectures, meetings, seminars, training courses, conferences and publications through its chapters all over the country. Its quarterly journal 'Personnel Today' is prescribed by many Indian as well as Foreign Universities and libraries. NIPM has been consistently serving the causes of HRM profession in the country for the last five decades and representing the practitioners in industry, both in private and public sectors, governments & academics. As the premier forum in the country, it is constantly striving for excellence in professionalism in the personnel and industrial relations fields through exchange of knowledge and experience of experts from all parts of the world.

NIPM is a member of Asia Pacific Federation of Human Resources (APFHRM) which in turn is a member of World Federation of Personnel Management Association (WFPMA). It has constant interaction with Institute of Personnel & Developments (IPD), UK; Society of Human Resource Management (SHRM), USA; Australian Human Resources Institute (AHRI), Australia; International Labour Organization (ILO), Geneva & IIRA, Geneva by various exchange programmes.

WHY THE AWARD

Every successful organization believes that human resource is the resource which enables the

organization to achieve its goal. While the role of HR is recognized by organization yet efforts need to be made to strengthen its role as a strategic business partner. Invariably those organizations, which have grown in leaps & bounds, have achieved this through its people and people oriented practices. In this environment of open market, rapid economic and social developments in our country, all the organizations need to know and emulate the best HR practices followed by best organizations. To know who the best HR practicing organizations are and to their endeavour, NIPM has instituted this prestigious National Award to appreciate and encourage the organizations in our country for their best HR practices. The winning organization not only gets appreciation for their effort but also they earn most important goodwill in the corporate world and society. They become the leaders in HR field whose examples are emulated by others thereby the kind of care this most precious resource needs is attained. In the process, people & organizations and the society are benefited.

PAST WINNERS

Year	Winner	Runners-up
2008	Hindustan Petroleum Corporation Ltd	Steel Authority of India Ltd BOSCH Ltd
2009	Bharat Forge Ltd	Hindustan Petroleum Corporation Ltd TATA Steel Ltd

WHO CAN PARTICIPATE

This prestigious competition is open for following categories of organizations:-

1. All Corporate (Public/Private Sector Undertakings from all the sectors and units of industries & business).
2. Government, Semi-Government & Cooperative Organizations.
3. NGOs and other establishments.

The participating organizations in the above categories must be active in business at least for past two years. They must be operating in India. Indian companies having units operating overseas are also eligible to participate. Past winners are not eligible to participate.

CATEGORIES OF AWARD

The competition is in two categories. The above mentioned eligible organizations shall apply as per the following categories.

Category A : Organizations having more than 1000 employees.

Category B : Organizations having up to 1000 employees.

HOW TO PARTICIPATE

A. FEES AND COST

The entry fee of **Rs.25,000/-** (Rupees twenty-five thousands only) is payable at the time of submission of application by the participating organization through a demand draft drawn in favour of '**National Institute of Personnel Management**' payable at Kolkata by 7th January, 2011. Fee is same for both categories. A team of two members shall visit the participating organizations for onsite assessment to validate the application. The actual expenditure on travel, boarding and lodging of onsite validation team shall be borne by the participating organizations.

B. EVALUATION STAGES AND METHODS

1. Assessment of application documents by a Jury consisting of members of national eminence out of 50 points.
2. Region-wise validation of applications by a team of experts (30 points).
3. Oral presentation by finalist participants before the Jury and National Workshop participants. The weightage shall be 50:50 for jury and participants out of 20 points.

4. The top two scorers out of 100 shall be NIPM Gold & NIPM Silver winner companies in each category.

C. TIME SCHEDULE

Sl. No.	Activity	Last Date
1	Receipt of nomination from participating companies.	07-01-2011
2	Application validation by teams	28-01-2011
3	Presentation by finalist participants in National Workshop	06-02-2011
4	Announcement of Result	06-02-2011
5	Presentation of Award	During Annual National Conference

D. PROCEDURE

The participating organizations shall send the application (five hard copies and five soft copies in five CDs) along with the entry fee. The application shall contain the information on all dimensions enumerated in the list below:-

I. DETAILS OF THE ORGANIZATION

- a) Category of Organization (A/B)
- b) Name and address
- c) Type (PSU, Private etc) & Nature (Manufacturing, Service etc.)
- d) Name with designation and all contact details of contact officials
- e) Name with designation and contact details of Highest Authority.
- f) Products & services of the company
- g) Annual sales
- h) Total no. of employees – category wise.

II. DIMENSIONS FOR EVALUATION

1. Vision, Mission, Strategy of the Organization.
2. HR Vision & Strategy of the Organization.
3. Initiatives to align HR strategies with business goals.
4. HR plan vis-à-vis actual achievements of last three financial years of the organization (please mention future focus areas, if any).
5. Infrastructure for development of HR.
6. Steps taken to develop the employees.
7. Steps taken to develop the employee relation.
8. CSR initiatives.
9. Steps to find feedback on HR systems of the organization.
10. Unique/innovative HR practices, if any.

(While elaborating points 5 to 10 above, details on every aspect of HR including work life balance, PMS, TNA, competency mapping, bench marking etc., may please be given with financial analysis to the extent possible). The above dimensions for evaluation are applicable for both categories.

HONOUR & PRIVILEGES

The NIPM Gold and NIPM Silver winners in each category shall be rewarded with the following during the glittering inaugural function of Annual National Conference of NIPM :

1. The Trophies;
2. Certificates of Merits for NIPM Gold & NIPM Silver winners;
3. Free participation of two members from NIPM Gold winning company and one member from NIPM Silver winning company;
4. Finalist Certificate of Merit to Finalist companies;
5. Free participation by all participant companies (one member each) in national workshop wherein short listed finalist companies shall make presentation;

6. Privilege to evaluate the presentation of finalist.

The decision of the Jury shall be the final in the matter of assessment. The application documents and presented papers shall be the property of NIPM and NIPM reserves the right to publish them. The participant organizations shall make their own arrangements for travel, boarding & lodging for making presentation and receiving accolades.

Application may please be sent to:

Dr. P.K.Sahu

Organizing Secretary,

NIPM National Awards Committee,

**National Institute of Personnel
Management,**

**Southend Conclave, Tower Block,
(3rd Floor), 1582, Rajdanga Main Road
Kolkata-700 107.**

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AWARD CEREMONY FOR 2009

