



E-NEWSLETTER

MEMBER: ASIA PACIFIC FEDERATION OF HUMAN RESOURCE MANAGEMENT (APFHRM)

FOR MEMBER'S - PRIVATE CIRCULATION ONLY

OCTOBER - DECEMBER 2023

HR

 the best of tomorrow starts
with today's talent

IN HOUSE MAGAZINE OF NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT

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Dr. M. H. Raja
Mr. P. R. Basavaraju
Ms. Amruta Tendulkar
Dr. K. S. Chandru
Mr. P. Kannan



Message from **NATIONAL PRESIDENT**



Dear Members and Esteemed Readers,

Greetings and best wishes.

It is with great pleasure that I welcome you to the latest edition of the NIPM Quarterly Magazine. As we navigate the dynamic landscape of human resource management, the magazine continues to serve as a beacon, illuminating the latest trends, insights, and accomplishments within our vibrant community.

In an era defined by rapid change and continuous evolution, the role of human resources has become increasingly pivotal. Our commitment to professional development, knowledge sharing, and fostering a collaborative environment is reflected in the diverse array of articles, Chapter activities, and features presented in this issue. I'm very happy to see our Chapters are doing many learning programs and activities for the benefit of our Members Professionals.

This quarter's magazine encapsulates the essence of adaptability, resilience, and innovation, qualities that are indispensable in the contemporary workplace. It is a testament to the dedication and expertise of our members who consistently contribute to the advancement of the HR profession.

As we delve into the pages, I encourage you to absorb the wisdom shared by thought leaders, practitioners, and experts who grace our magazine. Their experiences and perspectives offer valuable insights that can inspire and guide us in our respective professional journeys.

We are very happy to share that STUNA 2023 was a great success. STUNA 2023 was hosted by Mysore Chapter on 15th December 2023 at University of Mysore Campus, Mysore. It was well attended by Students across the Country.

We are also happy to share that Western Regional Conference – WRC 2024 will be hosted by NPM Pimpri Chinchwad Chakan-PCC Chapter on 17th February 2024 at Hotel Tiptop International, Hinjawadi, Pune. The Conference theme is TRANSFORMING BUSINESS THROUGH AGILE HR PRACTICES. We request all the Chapters to send their Delegates and also extend the sponsorship support for WRC 2024.

We are pleased to inform you all that NATIONAL CONFERENCE-NATCON 2024 is planned during September 2024 at Mangalore. The Mangalore Team is working on Conference Theme, venue and other details, which will be shared shortly. We request all the Chapters to send their Delegates and also support for the sponsorship.

I have visited Vishakapatnam and Pondy Chapters during this quarter and interacted with their EC Team and Members. I have requested both the Chapters to plan for a Regional Conference or one day conference, which will help these Chapters to increase the membership and also create a decent surplus.

I extend my heartfelt gratitude to the contributors, editorial team, and everyone involved in bringing this edition to fruition. Your passion and commitment to excellence shine through, and I am confident that the magazine will continue to be a source of inspiration and knowledge for our members.

My special thanks to Dr. K.S. Chandru, Special Invitee – National Council and Mr. P. Kannan from Madras Chapter for the efforts in bringing this Newsletter in a professional manner. In closing, let us remain steadfast in our pursuit of excellence, collaboration, and continuous learning. Together, we can propel the field of human resource management to new heights.

Wishing you an insightful and enriching reading experience.

Dr. M.H. Raja
National President, NIPM

Message from **NATIONAL HON. GENERAL SECRETARY**



Dear Members,

Greetings. First let me thank the Office Bearers and members of all NIPM Chapters for the overwhelming and positive feedback to the last issue of the newsletter. Your appreciation was evident from the number of exclusive articles from the members – both professional and students that are published in the current issue.

The Editorial Team's best efforts to improve the quality of the content and enhance the visual appeal is possible because of the inputs, support and contributions from every one of you. I request you to continue this support and co-operation to make this newsletter one of the most-sought-after and widely read ones.

Take a bow NIPM Chapters. The kind of programs that were delivered in the last three months were stupendous. From the Regional Conference, Seminars, Workshop, Student Chapter Formation to innovative programs like Debates and Airport/Port Facility Tour – it is incredible. The way all the chapters brought in experts in the field for the benefit of members is commendable. The knowledge sharing sessions in the large number of events are bound to increase the respect NIPM commands.

I am pleased and above all touched with the programs that are named after the stalwarts in the industry. The industry-institute connection at NIPM is at peak. The kind of felicitations NIPM Office Bearers are getting and reciprocated to the industry professionals are testimony to this fact.

I am proud to be a NIPM member and am sure every one of you. Let's keep spreading this good vibes and disseminate the knowledge and get wisdom from the experts in the field.

Hoping to connect with all of you in the next edition of the newsletter that will be filled with a lot of exciting programs and superlative efforts.

P. R. Basavaraju
National Hon. General Secretary

"It is the long history of humankind (and animal kind, too) that those who learned to collaborate and improvise most effectively have prevailed."

- Charles Darwin



List of NC Members (2023 – 2025)

The additional of the National Committee Members besides the office members

S.No	Name	Category	Chapter
1	Mr. Vishwesh Kulkarni	EX-OFFICIO MEMBER	Pune
2	Mrs. Jayashree M. Katkar	CO-OPTED MEMBER	Raigad
3	Mr. A. S. Desai	CO-OPTED MEMBER	Goa
4	Ms. Amita Saha	CO-OPTED MEMBER	Kolkata
5	Dr. K. S. Chandru	SPECIAL INVITEE	Madras
6	Dr. C. B. Patil	SPECIAL INVITEE	Karnataka
7	Mr. Vikraman N.	SPECIAL INVITEE	Karnataka
8	Mr. Debi Prasad Satpathy	SPECIAL INVITEE	Karnataka
9	Mr. Suresh Chandra Pandey	SPECIAL INVITEE	Visakha
10	Mr. Thomas Prabhu	SPECIAL INVITEE	Madras
11	Mr. S. K. Wadhvani	SPECIAL INVITEE	U.P
12	Mr. P. Muthuvelappan	SPECIAL INVITEE	Coimbatore
13	Mr. K. Lal John	SPECIAL INVITEE	Kerela
14	Mr. Siddappa Horatti	SPECIAL INVITEE	Karnataka
15	Dr. S. V. Bhawe	SPECIAL INVITEE	Pune
16	Prof. Y. S. Siddegowda	SPECIAL INVITEE	Mysore

Welcome to New Members

We are very pleased to welcome all the new Members of NIPM, who joined during 1ST September to 30TH November, 2023).

The details of the new members are given below:

S.NO	CHAPTER	CORPORATE	LIFE	INSTITUTIONAL	TOTAL
1	AURANGABAD	1	1	0	2
2	COIMBATORE	2	11	0	13
3	DELHI - NCR	1	1	0	2
4	GODAVARI	0	1	0	1
5	JAIPUR	0	19	0	19
6	KARNATAKA	1	4	1	6
7	KERALA	2	4	0	6
8	KOLKATA	2	1	0	3
9	MADRAS	1	10	0	11
10	MYSORE	0	2	0	2
11	NASHIK	0	2	0	2
12	NEYVELI	0	18	0	18
13	PCC	0	1	0	1
14	PUNE	1	36	0	37
15	TRIVANDRUM	0	3	0	3
	TOTAL	11	114	1	126

Those wish to join our association, please visit our website and make use of on-line application form & on-line payment mode.

At NIPM, there are no strangers, only friends you are yet to meet. We appreciate your decision to join the valued all India body of professional managers engaged in Human Resource Management, Industrial Relations, Labour Welfare, and Training & Development in the country. As we are devoted to the advancement of knowledge, skill and expertise of the HR/IR professionals and Personnel in the country, you as a member can avail the opportunity to be better equipped with awareness and knowledge through our regular Lectures, Meetings, Seminars, Conferences and Trainings, conducted by various NIPM Chapters.

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

**Upcoming Event
National Conference – NATCON 2024**



**National Institute of
Personnel Management**
Mangaluru Chapter

Hosts

NATCON
2024



40th NIPM National Conference

In the month of  **September 2024**

@

Premier Convention Hall in Mangaluru

You are cordially Invited

Upcoming Event

Western Region Conference 2024

NIPM Pimpri Chinchwad Chakan Chapter
will be hosting this year's regional conference



NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT
(NIPM)



NIPM
Western Region Conference
2024

Transforming Business
Through Agile HR Practices

Hosted by :
NIPM Pimpri Chinchwad,
Chakan Chapter

 **Saturday, 17th February 2024**

 nipm.wrc24@gmail.com  www.nipm.in

Upcoming Event

Western Region Conference 2024

NIPM Western Region Conference 2024

The NIPM Western Region HR Conference is the most prestigious conference on human resources for top executives and HR professionals organized by Western Region of NIPM in association with Pimpri Chinchwad Chakan Chapter. The year 2023 just gone by, has brought unimaginable challenges to the businesses and HR professionals. The global trends are becoming increasingly difficult and impacting the way we do businesses. The HR and Business leaders should be equipped with proper tools, techniques to deal confidently and proactively so that they face global competition successfully and has control over the businesses. WRC 2024 will discuss, deliberate on new work models, hybrid work-systems, organizational structures and use of emerging HR technologies for facing challenges confidently and successfully.

The purpose and theme of HR conference – Transforming Business through Agile HR Practices

It is an important event for HR professionals to keep abreast with the latest trends, best practices and to strengthen their network. The purpose of this WRC 2024 is to sensitize participants with the global challenges and trends that are impacting the way we work and provide a platform for HR professionals to discuss the issues for which HR fraternity is grappling with and find solutions with to work-out a road map for unleashing the true potential of the Businesses. Participants will get insights from expert Business Heads, senior HR leaders, understand the impact of emerging challenges and threats, know what type of strategies they should implement and be ready to impact the future. The deliberations, discussions and action-packed thought-provoking sessions in this conference will be great benefiting to HR Professionals.

Sub-themes

- Challenges of Human Resource Management
- Strategies for successful and Effective Human Resource Management
- Employee Experience & Engagement, well being
- Strategic Learning & Development
- Impact of technology on people management
- HR Practices
- Learning from thought leaders who have successfully overcome HR challenges
- Changing scenario of Industrial Relations for win-win situation.

Speakers

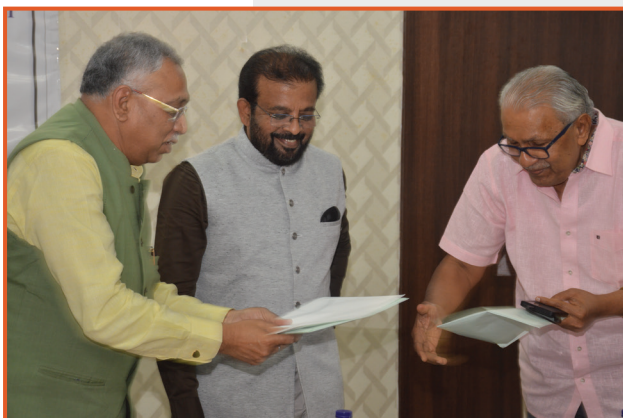
The Speakers are carefully selected who are the best authorities from the respective field and bring in their international experience for the benefit of HR and Business leaders participating in this illustrious conference.



NATIONAL COUNCIL MEETING

368th NC Meeting

The 368th meeting of the National Council was held on Saturday, 7th October, 2023 at the NIPM's Convention Centre in Kolkata and all the agenda points were transacted.



369th NC Meeting

The 369th meeting of the National Council was held on Sunday, 10th December, 2023 at HRD Center, RINL, Visakhapatnam Steel Plant, Visakhapatnam (A.P.) and meaningful decisions through fruitful discussions were taken towards the growth of NIPM.



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



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



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

STUNA'23

STUDENTS NATIONAL CONFERENCE

NIPM Mysore chapter was given opportunity to conduct the fourth STUNA. The programme was held on Friday, 15th December 2023 and immensely benefitted the HR Management students. The conference was inaugurated by Swami Shri. Veereshananda Saraswathi, President, Ramakrishna Vivekananda Ashram, Tumkur and key note addresses were delivered by Col. (Prof.) Dr. Y S Siddegowda, Former Vice Chancellor, Tumkur University and the Chairperson for the conference Prof. N. K. Lokanath, Hon'ble Vice Chancellor, University of Mysore. Dr. M. H. Raja, Hon. National President, NIPM, India, Mr. C. V. Srinivasan, Chairman, NIPM Mysore Chapter, Mr. P R Basavaraju, National Hon. General Secretary, NIPM, Mr. Devaraja N, Hon. Secretary, NIPM Mysore Chapter and Dr. Chandramouli, Chairman, Dept. of Studies in Social Work, University of Mysore spoke at the event and shared their knowledge for the benefit of 750 delegates from various parts of the country. Other distinguished speakers at the event include:

Digital Transformation in HR | 21st Century Skills for Leaders | Skills, Values and Ethics for Leaders

Mr. Dinesh A U, Hon. Chairman, NIPM Karnataka Chapter
Mr. Harish Machaiah, Past Chairman, NIPM, Mysore Chapter
Ms. Nilanjana Bhaduri, Director Global Learning and OD, Cyient

II Future of Work

Mr. Anish Philip – Chief People Officer, Movate
Ms. Shoba Saji – SVP-HR, SIS Group Enterprises
Dr. Sadashiva Murthy B. M. – Prof. & Head, Environmental Engineering, SJCE

Valedictory Session

Mr. H. N. Srinivas, Senior Advisor, TATA Trusts, SVP(Retd.) & Global CHRO of Taj Hotels
Ms. Naziya Sulthana – Asst. Labour Commissioner, Dept. of Labour, Mysore Division
Dr. M. H. Raja – Hon. National President, NIPM, India
Mr. P. R. Basavaraju, National Hon. General Secretary, NIPM, India
Mr. Anand Toal, National Vice President, NIPM
Mr. C. V. Srinivasan, Chairman, NIPM Mysore Chapter
Mr. Devaraja N, Hon. Secretary, NIPM Mysore Chapter



EASTERN REGION Chapter Activities



KOLKATA CHAPTER FUTURISTIC STRATEGIC HR FOR BUSINESS APPLICATION

NIPM Kolkata Chapter conducted a guest lecture on Friday, 22nd December 2023 with an apt topic entitled "Futuristic Strategic HR for Business Application".

Dr. Partha Sarkar, Professor, Department of Business Administration, The University of Burdwan through interesting case studies and anecdotes highlighted the need to align functional goal of HR with the business goal and not remain as a supportive function. He said, "HR has to understand and involve itself with the business process and customer requirements. Many Universities have introduced the system of letting their student be recruited by corporate before they complete their curriculum so that they learn the business process also along with academics, he added. This engaging session was well attended by the members of Kolkata Chapter.



Dr. Partha Sarkar having an intense conversation among fellow HR Professionals.

WESTERN REGION Chapter Activities

AURANGABAD CHAPTER

NOVEMBER 2023

NIPM Chhatrapati Sambhajinagar (Aurangabad) Chapter organized a work on Sunday & Monday, 26th & 27th November 2023 with interesting topic and apt speakers. Experts in the industry highlighted topics like how to succeed in self-employment and career advancement; how fresh graduates should prioritize continuous learning and keep their skills relevant and marketable; how specializing in a specific niche area can help to stand out in the marketplace; need to learn and excel in the more sought after expertise; the need to develop of both hard and soft skills'

The invaluable sessions helped the participants to enhance the professional value and cultivating adaptability enables to navigate in the changing industry trends and technologies effectively and find the new opportunities.

परमपूज्य मुक्तमाऊलींच्या चळवळीच्या
मूल्यसंस्कार मेळावा
मातृ-पितृ पाद पूजन शोहळा
संस्कार-संस्कृती-व्यक्तिगत विकासात-साह्य विनिर्माण

॥ श्री स्वामी सरवर्ध ॥
मूल्यसंस्कार मेळावा आयोजन समिती

२६ २७ नोव्हेंबर २०२३

ठिकाण : सिडको वाळुज महानगर-१, पाण्याच्या टाकीजवळ,
तिसगाव (बजाजनगर), छत्रपती संभाजीनगर

स्वयंरोजगार मेळावा
आर्थिकदृष्ट्या स्वावलंबनाची वाटचाल...
मोफत नाव नोंदणी, नामांकित कंपन्यांच्या मुलाखती, नोकरी व्यवसायाच्या संधी व्यवसायाचे प्रशिक्षण, वितरक नेमणुक श्रमकौशल्य प्रशिक्षण

दिनांक : २६ नोव्हें. २०२३
वेळ : सकाळी ११ पासून

Pre-Registration Link : srg.dindori pranit.org
Follow us on :     @dindori pranit

- सहकार्य -

 रा.इ.सू.प्रौ.सं
 GOVERNMENT OF MAHARASHTRA
 NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT
 National Career Service
सही अवसर, सही समय
Right Opportunities, Right Time
 MASSIA


Mob : 7755941753, 8329301947, 9130167999 | E-mail :- srg.dindori@gmail.com

NAVIGATING TOMORROW'S HR

NIPM Chhatrapati Sambhajinagar (Aurangabad) Chapter conducted its Monthly Meeting with an interesting topic "Navigating Tomorrow's HR" on Saturday, 02nd December 2023.

The event kicked off with a dynamic brainstorming session where 50+ HR professionals actively participated in discussions on the future of work and workplace dynamics, Diversity, Equity, and Inclusion (DEI), and Employee Wellness. Esteemed professionals and thought leaders in the field shared their insights, contributing to a comprehensive understanding of the evolving landscape of Human Resources in the modern era.

Hotel Aaho Balbeer, the generous host, provided a picturesque setting on their front lawn for a networking dinner.



HR SUMMIT: CULTIVATING EXCELLENCE

Two special sessions on "HR Summit: Cultivating Excellence", was organized by NIPM Chhatrapati Sambhajinagar (Aurangabad) Chapter on Friday, 22nd December 2023.

In the first session, Mr. Mukund Kulkarni – Director, Expert Global Solutions Pvt Ltd. spoke on "HR as the Architect of a Customer-Centric Culture: Strategies for Implementation". Dr. Unmesh Takalkar – Managing Director, CARE CIIGMA Hospital presented his views on "Preventive Health Measures for a Productive Workforce" in the second session.

These two lectures were aimed to foster excellence in human resources by providing a platform for industry leaders, experts, and professionals to share insights, strategies, and best practices. Both the speakers captivated the audience with their expertise in shaping customer-centric cultures and promoting preventive health measures for a productive workforce.



THE SAFETY & COMPLIANCE SUMMIT

A full day workshop on "The Safety & Compliance Summit" was organised by NIPM Chhatrapati Sambhajinagar (Aurangabad) Chapter on Wednesday, 20th December 2023 by roping two expert speakers.

Mr. Pramod Surse, delved into the intricacies of legal compliances, shedding light on new amendments in the realm of DISH and safety and Mr. Dayanand Patil explored legal compliance for canteens in industries, covering the Food Safety Standard Act 2006, rules, and the Eat Right India Initiative.

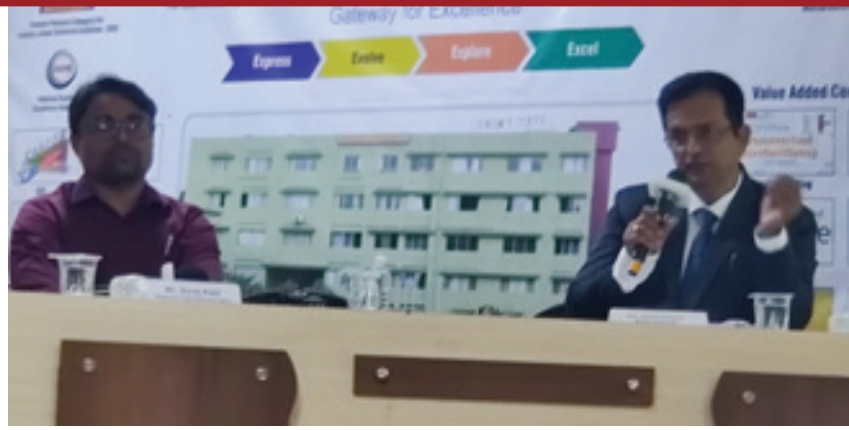
The participants thanked the organizing team of the Chapter for the wonderful programme and requested many more such events in the future that benefits the practising HR professionals.



PUNE CHAPTER

OCTOBER 2023

NIPM Pune Chapter conducted a Knowledge Sharing Program on Thursday, 26th October 2023 to enhance the insights of the members through collaborative learning and knowledge exchange. Mr. Suraj Patil and Adv. Jayant Kulkarni made interesting presentations and interacted with the audience, which was very well received. The Chapter is planning to use this unique platform to connect with fellow HR enthusiasts and industry leaders and broaden the knowledge and professional network of its members.



NOVEMBER 2023

At an another event organized on Friday, 24th November 2023 and sponsored by MEDICOVER Hospital, Dr. Ravindra Utgikar, Dr. Ashish Tavkar and Dr. Bhave – Director HR IR Bharat Forge Ltd. enthralled the audience.

Exhibiting his in-depth knowledge and the perspective on the future of HR, Dr. Utgikar explored the "HR Perspective for the 21st Century". Dr. Tavkar unveiled the strategies for "Effective EQ Management to Enhance Employee Performance" with interesting case studies and anecdotes. Dr. Bhave gave his perspective on the discussed topics and suggested his view points.



DECEMBER 2023

An transformative industrial visit to Saarloha Advance Material was organized by the Chapter in collaboration with PIMSE on Tuesday, 5th December 2023. The visit gave an in-depth knowledge to the students and presented the stages of manufacturing processes through state-of-the-art machinery. Participants was observed various environmental sustainability practices. Thanks to Dr. Ajit Thakur's guidance, the visit proved enriching, fostering a broader perspective on career opportunities.



SPEAK TO LEAD

On Friday, 22nd December 2023 at Prin. N. G. Naralkar Institute of Career Development & Research, Pune, Pune Chapter invited an eminent speaker Mr. Anand Tayade.

He spoke on "Speak to Lead" to the full house audience and the session had fascinating response. Participants unlocked the path to 100% success; "Learnt & Experienced Unleashing Success through Knowledge and Performing Skills"; Discovered the secrets of impactful communication & dynamic presentation; and effective leadership. The event was tailored to aspire to own the stage, influence others, sell ideas with charisma.

The participants were mesmerised and awestruck in this extraordinary session.



On Wednesday, 27th December 2023, Suryadatta Group of Institutes, Pune felicitated the elected Executive Committee Members of the NIPM Pune Chapter. Recognizing their dedication and leadership, they highlighted the invaluable contributions of the newly elected EC members in the field of Personnel Management.

Congratulations and greetings to the Pune Team for this well-deserved recognition.



CENTRAL REGION Chapter Activities



HYDERABAD CHAPTER

EXECUTIVE COMMITTEE

Meet The Team

Under the guidance and Leadership of Dr. N. Mallikarjuna Rao, Chairman – NIPM Hyderabad Chapter, New Executive committee has been formed for next 2 years tenure.

This marks the beginning of new leadership era, and new team has taken oath, to contribute to NIPM Hyderabad chapter in best manner with zeal, enthusiasm & Passion, Thank you.

NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT HYDERABAD CHAPTER NEWLY ELECTED EXECUTIVE COMMITTEE : 2023 – 2025



Shri. N. Mallikharjuna Rao
L 18125
Chairman
Dr.Naginenimallik@gmail.com
80080 01360



Shri. Bhogadi Satya Babu
L 30530
Vice Chairman
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Shri. M. Satya Prakash
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Hon. Secretary
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98664 79173



Shri. Kondapi Mayabrahma
L 30375
Addn. Hon. Secretary
mayabrahma@bhel.in
99082 68881



Shri. P. Sudhakar
L 24305
EC Member
psudhakar35@gmail.com
98496 44490

Wellbeing of workers in a digital era, Role of HR and Welfare professionals

Hyderabad Chapter organized an event by inviting the Director of Factories and other Senior Employees of Dept of Factories, NSC to discuss about the "Wellbeing of workers in a digital era, Role of HR and Welfare professionals".

Held on Tuesday, 19th December 2023 at K. L. N. Prasad Auditorium – FTCCI, Hyderabad, this one day workshop attracted more than 230 professionals from various manufacturing industries like Pharmaceuticals, Engineering, Cement Industries. All the participants gave excellent feedback and appreciated the efforts of NIPM team.



VISAKHA CHAPTER

NIPM Visakha Chapter conducted a lecture session on Friday, 9th December 2023 and the guest speaker, Shri. Poojya Swamiji Raghuv eerananda, Spiritual Guruji of Chinmaya Mission spoke on "LIVE LIFE FULLY" to the packed hall. NC Members, Director (Personnel), RINL, NIPM Visakha Chapter Members among other participants were present.



**NORTHERN REGION
Chapter Activities**



DELHI CHAPTER

A webinar on "Tripartism and ILO in Industrial Relations : Equal voice to Workers, Employers and Governments" was organized by the Chapter on Monday, 18th December 2023 by inviting

Mr. Rajeev Dubey, Member, Governing Body, ILO.

Mr. R. P. Singh, Director HR & Legal, IFFCO.

Dr. Jatinder Singh, Asst. Secretary-General, PHD Chamber of Commerce and Industry.

Mr. **Ravi P Ojha**, Managing Director, RPS Consulting and Learning Associates.

The eminent experts discussed how ILO, an institution of the United Nations, brings together governments, employers and workers to set labour standards, develop policies and devise programmes promoting decent work for all women and men including success stories. The different perspectives regarding work, workplace, how the workforce is undergoing transformational changes, and the process of ratification of labour standards were also discussed.





National Institute of Personnel Management
Delhi NCR Chapter
Presents
Live Online Session-I
Management Lessons from Mahabharata
Organization, Hierarchy, Role of the Leader and it's Constituents

One of the most ancient and influential Hindu mythological epics ever written is the Mahabharata. It is revered for ages as a fountain of knowledge. Deep insights into life, relationships, and ethics can be gained from its intricate web of tales, characters, and lessons. The epic is an exhilarating journey with many experiences that alter your perspective and thinking. Now let's deep dive into our past to uncover some excellent management lessons from the greatest epic, the Mahabharata.

26th December 2023 11:00 AM Meeting ID: 811 335 7121 Password: 99967

Famous Speaker:



Mr. Debasis Satapathy
Chief General Manager (HR), NBCC

NIPM Team:



Mr. Ravi P. Gupta Chairman
Mr. Sanjiv Kumar K. Vice Chairman
Dr. Binaya Mishra Vice Chairman
Dr. Bhadracharan Mishra Deputy Secretary
Mr. Subhash Mishra Deputy Treasurer

In another webinar on "Management Lessons from Mahabharata: Organization, Hierarchy, Role of the Leader and it's Constituents" held on Wednesday, 24th December 2023. Mr. Debasis Satapathy, Chief General Manager (HR), NBCC India emphasized the following key points

- Authority can be delegated but not responsibility & accountability.
- The codes, rules and regulations need to be pre-defined.
- In an organisation, to adhere to the Diversity, equitable and inclusive approach, we need to give equal opportunity to all irrespective of caste, creed and sex.
- Leaders in senior positions in an organisation should not indulge in micro-management but delegate it and rather focus on issues of larger importance and strategic decision-making.
- A leader needs to be decisive, have voice and have complete control over his team.
- In a VUCA world, a leader needs to be welfare-oriented and people-centric.
- Constructive criticism/feedback can better our lives in the organisation and lead us to growth.



Webinar on "Management Lessons from Mahabharata: Organization, Hierarchy, Role of the Leader and it's Constituents".


JAIPUR CHAPTER

Need for Value Education for Holistic Development

An online Knowledge Sharing Session was held on Friday, 27th October 2023 with an apt topic "Need for Value Education for Holistic Development"

The Guest Speaker was Mr. Kanwar Singh Yadav, (Ex. Regional Director, Government of India) Moderator, (Dr. Prof) Anil Mehta.

Mr. Kanwar Singh Yadav has explained that holistic development is the social, emotional, physical, mental, and intellectual growth of a person. Taking a holistic approach to education means focusing on all aspects of a person's growth, not just their career achievements. Most importantly, it's about establishing the person's overall wellbeing, he said.




NIPM Jaipur Chapter

!!Online Knowledge Sharing Session!!

"Topic: Need for Value Education for Holistic Development"

There will be an online Knowledge Sharing Session by Mr. Kanwar Singh Yadav on the above topic on 27th October, Friday at 18.30 Hrs. All are requested to make it convenient to attend.

Meeting Link : <https://meet.google.com/asr-esmb-cra>



MR. KANWAR SINGH YADAV
(Ex. Regional Director, Government of India)

Moderator (Dr. Prof) Anil Mehta

Col. J S Lamba **Sunil Kumar**
Chairman Honorary Secretary

KEEP MUM (DECODE DIGITAL PERSONAL DATA)

At another event held on Saturday, 2nd December 2023 at ESAF Co-operative, Jhotwara Jaipur, **Dr. Rajesh Methi**, Founder Director, Indic school of Jurisprudence engaged the audience through interactive mode to learn the tricks on "KEEP MUM (Decode Digital Personal Data)".



NIPM
JAIPUR CHAPTER

NIPM Jaipur chapter invite you for a knowledge sharing session and Social networking on 2nd December 2023
Saturday at 4:30PM

"KEEP MUM"
(Decode Digital Personal Data)
Is Digital Personal Data Protection need of the hour..?



Moderator : Mr Umesh Pareek

DR. RAJESH METHI **Col. J S Lamba** **Sunil Kumar**
FOUNDER DIRECTOR CHAIRMAN HONORARY SECRETARY
INDIC SCHOOL OF JURISPRUDENCE

Venue: ESAF Co operative, Above Reliance Smart, Khirniphtak Road, Jhotwara Jaipur



PUNJAB CHAPTER

Compliances in Era of Digitization under EPF & ESI Act

A workshop on the above theme was organized by the Punjab Chapter Team on Wednesday, 27th December 2023 at Hotel Park Inn, Chandigarh by inviting two eminent speakers – Sh. **PPS. Maingi**, Regional Provident Fund Commissioner 1, Chandigarh and **Sh. Rakesh Kumar**, Regional Director, ESIC, Chandigarh.

The highly interactive workshop was attended by more than 100 HR Professionals from the leading industries based in Punjab, Chandigarh, and Baddi. RPFCC Mr. PPS Maingi exhorted the participants to disseminate the scheme benefits among their employees as well as to the contractual workforce and outsourced contractors. He also explained the finer details of Higher Pension Scheme in the wake of recent Judgement of Hon'ble Supreme Court.

Mr. Rakesh Kumar Regional Director, ESI shared the numerous benefits available under the ESI scheme and department initiative / importance of Aadhar Seeding of IP, so that the benefits is extended to dependent families staying away from the place of work of IP location under One India Scheme. Both the officers also requested NIPM to join hands with the department to take up employees and employers' issues and facilitate more interaction with employers.

Mr. S. C. Gupta, Hon. Additional General Secretary, NIPM and Mr. S. P. Bansal, RVP North presented mementoes to the authorities and Congratulated Punjab Team for organizing this important interaction with Industry while addressing the August gathering. Chapter Chairman Mr. Ravinder Chadha in his welcome address highlighted Chapter achievements and Plans. Mr. Jorawer Singh, Hon. Treasurer presented a vote of thanks. Vice Chairman Mr. A. K. Bakshi, NIPM Past Chairperson Renu Singh and past chairmen along with EC team attended the workshop.



SOUTHERN REGION Chapter Activities



KARNATAKA CHAPTER

Redefining Connections : The Evolution from Industrial Relations to Employee Relations

Karnataka chapter organized a workshop-cum-training programme on Tuesday, 12th December 2023 at Radisson Blu Hotel, Atria Bangalore, Bengaluru.

The inaugural speech at this conference, which was themed on "Redefining Connections : The Evolution from Industrial Relations to Employee Relations" was delivered by Mr. B. C. Prabhakar – Advocate, BCP Associates and Mr. B. Parameswaran – Deputy Managing Director Toyota Industries Engine India Pvt Ltd. did the key note address.

Mr. M. Sathyanand – GM Secretary AITUC, Bangalore and Mr. Glen D' Souza – Sr. GM-HR and ER Leader spoke on "Collaborative co-operation in the disruptive time".

Dr. Augustus Azariah. HR Leader Kyndryl India., Mr. Govindaraju N. S. GM –HR, Kern – Liebers India P.Ltd and Mr. Suresh Venkiteswaran. Group Advisor – IR, TAFE participated in the panel discussion and deliberated on the "Changing scenario in industrial relations: handling knowledge workers."

Mr. John Robert D., Sr. GM – HR and Country Head (ER) Bosch India delivered his address on Prepration and driving of wage settlements. At the concluding valedictory session, Mr. P. L. Mathew – Retainer / Consultant (HR/IR) & Retired Sr. GM – HR, Bosch Ltd. spoke and shared his views and thoughts.



Wellness at Work

Dr. Nikhila B. Hiremath addressed the large gathering at a session organised by NIPM Karnataka Chapter on Monday, 18th December 2023 at ORAT Block, Kempe Gowda International Airport, Bangalore.



NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT
KARNATAKA CHAPTER
&
BANGALORE INTERNATIONAL AIRPORT LIMITED
Presents a
Session on
WELLNESS AT WORK

Monday, the 18th December 2023 3:30PM to 5:00PM

ORAT Block (Kaveri Conference Hall), Near Project Office,
Kempegowda International Airport, Bangalore

Wellness is "the active process of becoming aware of and making choices towards a successful existence, both as individuals within society and within the work environment".
Wellness enhances physical, mental and social well-being, and in one word, the "health".

A healthy workplace is one in which teams collaborate to use continual improvement process to protect and promote the health, safety and well-being of all and the sustainability of the workplace by considering the physical & psychological work environment, personal health resources in the workplace and ways of participating in the community to improve the overall health of employees.

Speaker
Dr. Nikhila B Hiremath
Ayurveda Practitioner & Yoga Therapist
MD (Swasthavritta & Yoga), MA (Sanskrit), YIC, &
YCB Level-3 Teacher

About the Speaker:
Dr. Nikhila is a unique personality blended with proficiency in integrating Ayurveda with Yoga. She is one among a few professionals of Yoga certified by Ministry of AYUSH and Yoga Certification Board of India. She has worked in several Ayurveda Clinics and currently serving as Consultant & Lead - Diet & Wellness at L'Oréal (Live Your Best Life). She is a Co-author of a book "Yoga & Health for Working Employees" under the guidance of SEG Automotive Management.

Dinesh A.U. Chairman - NIPM/KC
Sabitha S. Well. Chairman - NIPM/KC
Nagaraj G. Chairperson - Prog. Committee
Sheenappa Gowda M. Hon. Secretary - NIPM/KC

Dr. Nikhila said "Wellness is the active process of becoming aware of and making choices towards a successful existence, both as individuals within society and within the work environment. Wellness enhances physical, mental and social well-being, and in one word, the "health", she quoted.

She stressed on keeping a healthy workplace as it is a place in which teams collaborate to use continual improvement process to protect and promote the health, safety and well-being of all. The programme was well received by the record number of participants.



MANGALORE CHAPTER

HR SUMMIT 2023

The National Institute of Personnel Management (NIPM) Mangalore Chapter hosted a dynamic HR Summit, with Shri Unnikrishnan, Regional Provident Fund Commissioner, Mangalore, serving as the esteemed Chief Guest. The event, themed "Navigating the Future of HR in the Era of Artificial Intelligence (AI) for Organizational Excellence," attracted HR professionals, industry experts, and academics from across the region and was inaugurated at Saturday, 4th November 2023 9.30 AM at Hotel Ocean Pearl, Mangalore



Inaugural address by
Shri A P Unnikrishnan
Regional Provident Fund
Commissioner Mangalore

During his inaugural address, Shri A P Unnikrishnan shared his profound concerns regarding the evolving landscape of HR in the age of AI. He drew attention to the perspectives of visionary entrepreneur Elon Musk, who has notably emphasised the remarkable capabilities of AI in outsmarting even the most intelligent humans. On a lighter note, Shri Unnikrishnan reminded the audience of the pivotal role of the Employees Provident Fund Organization (EPFO) in promoting retirement savings. He highlighted EPFO's outreach programs, conducted on the 27th of every month, and encouraged all present to participate in these initiatives actively.

Shri Adika Rathna Sekar, Chairman and Managing Director of Balmer Lawrie and Co. Ltd, Kolkata, delivered a compelling keynote address during the summit. Shri Sekar reassured the audience that AI is not here to replace humans but to collaborate with them. He emphasised the symbiotic relationship between machines and human expertise. Shri Sekar also discussed AI's current impact on identifying emerging trends and opportunities, underlining the fact that predicting the future is not a matter of magic but rather a consequence of artificial intelligence



Shri Steevan Pinto, Chairman of NIPM, Mangalore Chapter, set the tone for the day by extending a warm welcome to the audience and recognising the generous sponsors for backing this remarkable initiative. Shri Ronald Sequeira, the Executive Director of VRA Solutions, launched the NIPM website and unveiled the first newsletter. Shri Basavaraju Hon. General Secretary, NIPM administered the code of ethics.

Key sponsors were acknowledged, including the knowledge partner Deloitte and the event partners Canara Bank, Sahyadri College of Engineering and Management, Nitte Deemed to be University, Karnataka Bank, ONGC MRPL, Manipal Academy of Higher Education, Cardolite Multi Speciality Chemicals Limited, NMPA, Yenepoya Deemed to be University and SKF Elixir.



The event also paid tribute to individuals who contributed to NIPM's achievements. Shri Laksmish Rai, Secretary of NIPM, Mangalore Chapter, gave a vote of thanks. Dr. Malini Hebbar compered the event. The HR students from the School of Social Work, Roshni Nilaya, actively volunteered during the event.

In the first technical session on the future of HR, led by Ms. Ashraya Belliappa from Deloitte Bangalore, the audience gained valuable insights into the evolving role of HR in the future within organisations. Ms. Belliappa emphasised the necessity for HR professionals to adapt to changing business dynamics, integrate emerging technologies, and foster sustainability in their approaches. Central to her presentation was the concept of "being digital" rather than just "doing digital." She highlighted the importance of imbuing a digital mindset into HR practices. Ms. Ashraya Belliappa's session provided a roadmap for HR professionals to navigate the ever-evolving landscape of their field. It emphasised the vital need for sustainability in transformation, aligning HR strategies with the dynamic needs of organisations, and embracing a "being digital" approach to stay ahead in the rapidly changing business world.

In the following session, which centred on AI's role in HR and was expertly led by Aditya Agarwal from Deloitte Bangalore, the audience was treated to an insightful exploration of AI's profound impact on HR processes. The session emphasised how AI can efficiently streamline routine tasks, elevate decision-making capabilities, and significantly boost employee engagement. One of the standout points of the session was Shri Agarwal's emphasis on avoiding the daunting task of "boiling the ocean." He underlined that one need not strive for immediate expertise but should instead focus on cultivating a receptive organisational culture and mindset. This approach encourages a shift toward logical and data-driven thinking. By instilling these fundamental mindsets, organisations can embark on a journey toward harnessing the power of AI effectively in their HR practices, thereby preparing for a future where AI and human ingenuity coexist harmoniously to drive HR success.



The panel discussion on the role of AI for organisational excellence, moderated by Samson Rodrigues from Deloitte Bangalore, featured panellists Ms. Saumya Chandraker, General Manager (HR), MRPL, Shri Pathanjali Bhat, Director (HR), Ivanti and Shri Sandeep Aaron D Silva, Prncipal /HR Head, Infosys. The discussion explored the potential benefits and challenges of implementing AI in HR processes, including the need for ethical considerations and the importance of upskilling HR professionals to work alongside AI.

Overall, the sessions provided valuable insights into the future of HR and the role of AI in enhancing HR processes and organisational excellence. The discussions emphasised the need for HR professionals to be proactive in adapting to emerging technologies and leveraging them to drive business success.

At the valedictory session, Shri Sudhir Kr Dixit, the esteemed chief guest from GAIL Mangalore Petrochemicals Ltd (GMPL), delivered a comprehensive address on the evolution of HR. He discussed HR's historical context, its current status, and its promising future. Shri Dixit stressed the critical need for stronger industry-academia connections, highlighting the role of academia in preparing students for the dynamic HR field. Moreover, he emphasised HR's shift toward specialisation and its growing importance. He also introduced the transformative potential of Artificial Intelligence (AI) in HR, illustrating how AI can enhance specialisation, streamline processes, and deliver personalised experiences to employees, ultimately contributing to organisational success. Shri Dixit's insights left the audience with a clear understanding of the evolving HR landscape and the pivotal role of AI in its future.



Shri P. Basavaraju, the General Secretary of NIPM, lauded the efforts of the NIPM Mangalore Chapter, especially the Chairman Steevan Pinto and Secretary Laxmish Rai, for the quality of the programs organised and promised all possible support from the national office of NIPM.

Chairman Steevan Pinto welcomed the gathering, Secretary Laxmish Rai proposed a vote of thanks, and Asha Albuquerque Pai compered.

Vinod Narayan, National Council Member, NIPM, NIPM Trivandrum Chapter Chairman Mr Elango and Secretary Mr Vipin Kumar, the past Chairmans of NIPM Mangalore Chapter Dr Devaraj, Shekhar Pujari, P A Jose, P Suresh, P P Shetty, Dr Sebastin K V were present during the occasion. More than 150 delegates participated.



WORKSHOP ON CHEMICAL DISASTER PREVENTION

Karnataka State Safety Institute (Department of Factories & Boilers) Hosts Insightful Workshop on Chemical Disaster Prevention during the Industrial Safety Meet on Tuesday, 26th December 2023 A J Grand Hotel, Mangaluru.

The event featured a distinguished lineup of speakers and experts who addressed crucial safety measures and protocols. The main purpose of the seminar was to observe the Chemical Disaster Prevention Day and to raise awareness about the risks associated with hazardous chemicals and promote measures to prevent chemical disasters.

The workshop was inaugurated by Shri Srinivas K, Director of Department of Factories, Boilers, Industrial Safety & Health, Government of Karnataka and delivered his presidential address during occasion, emphasizing the importance of safety protocols.

The seminar included engaging sessions, such as keynote address by Shri. Nanjappa K G. Additional Director of Factories & Boilers, Government of Karnataka on Building Resilience for Disaster Preparedness and valuable insights shared by industry representative Shri Venu Madhav, General Manager – MLIF, HPCL.



Technical sessions covered topics such as disaster management legalities, safety in chemical storage and handling, and fire and explosion case studies. Experts from leading organizations provided in-depth perspectives on hazard identification, work permit systems, and emergency preparedness and response planning and protocols. The main purpose of the seminar was to observe the Chemical Disaster Prevention Day and to raise awareness about the risks associated with hazardous chemicals and promote measures to prevent chemical disasters.

Shri. Steevan Pinto, Chairman of NIPM Mangalore Chapter, delivered the welcome address, and Shri M. S. Mahadev, Deputy Director of Factories, Mangaluru Division proposed the vote of thanks. A moment of silence was observed to commemorate the Bhopal Disaster, setting a reflective tone for the Workshop.





Representatives from prominent industries like Total Energies, Syngene International, and IOCL presented insights into best safety practices. The event was compered by Alphonsa Paul and Shravya Naik and invoked God's blessings by Sindhoora, MSW students from the School of Social Work, Roshni Nilaya.

This insightful workshop served as a platform for industry professionals to exchange knowledge and experiences in promoting industrial safety and disaster prevention. The workshop witnessed the participation of more than 130 participants from across the region.



MYSORE CHAPTER

THE PROCEDURES & BENEFITS OF ESI

NIPM Mysore organized an evening program with Senior Officials of ESIC on Thursday, 5th October 2023 and the topic was aptly titled "The Procedures & Benefits of ESI".

Dr. Mallegowda P, – Senior Specialist, ESI Hospital, Mysore spoke on "Medical Aspects and Procedures" and presented various schemes and facilities available at ESI Hospital and also gave insights of Medical aspects and procedures to be followed while availing ESI benefits at the Hospital.

Mr. Rakesh Kumar Jha, Deputy Director of ESIC, Mysore addressed on "Administrative Aspects and Benefits".

Mr. C. V. Srinivasan, Chairman and Mr. Devaraja N, Hon. Secretary co-ordinated the entire programme.



KERALA CHAPTER

At a programme held on Friday, 27th October 2023, NIPM Kerala Chapter facilitated two of the former Chairmen of Kerala Chapter. During the event, a book written by Mr. V.N. Sreedharan Nair, former Chairman (1991-1993), Kerala Chapter & Former Head-HR, HMT Limited highlighting his experience in the field of HR & IR was released. Mr. P. J. Joy, Former Chairman (2008-2010) reviewed the Book "Anubhavam Guru" in detail and shared his views.



On 19th October 2023, the Chapter donated food for the inmates of Karunya Deepam Charitable Centre in Athirapally and arranged various cultural and musical programme to entertain them.



Mr. Sreejith P.R., Regional PF Commissioner, Kottayam addressed in the Knowledge Sharing Session on Tuesday 21st November 2023 and briefed about the PF Related Matter related to various sections of employees.



The NIPM Kerala chapter facilitated Mr. H. Rupesh, the First disabled L.R. Collector, Alappuzha on Wednesday, 18th October 2023.

On 11th October 2023, a programme was organized and Mr. Ramakrishnan T. B. MD & CEO, Sharewealth Securities Ltd, spoke about the Current Global Economic Changes.

Dr. Thushara James, Advocate, High Court of Kerala interacted with the members of Kerala Chapter Infopark Group on Wednesday, 1st November 2023 and spoke in detail on Shops & Establishment Act and POSH Act.

GEN AI IN HR

An interesting and the need of the hour topic "Gen AI in HR" was deliberated and discussed in detail at an event organized on Tuesday, 12th December 2023 at Reccaa Club, Kochi.

Five subject experts – Mr. Kenny Jacob, Tech Entrepreneur, Mr. Debi Kar, CEO & Co-Founder, HYRGPT, Ms. Labby George, Tech Entrepreneur, Mr. Priyesh Gopalakrishnan, Director-Cognizant, Mr. Shaju Raveendran Nair, Director at DCUBR AI Research & Develop. P Ltd. shared their views. Mr. Kenny Jacob spoke in common man language and made the topic esay to understand for everyone. Mr. Debi Kar talked about the Gen Ai Applications in Recruitment. Like a TED-Style Talk style panel discussion, Ms. Labby George, Mr. Priyesh Gopalakrishnan and Mr. Shaju Raveendran Nair shared their thoughts.



Mr. Shibu Sastyarajan, Chief Manaager (HR), MRF Kottayam presented to the members of the Chapter on Friday, 15th December 2023. Addressing on the topic "Navigating through Challenging Journey of wage Settlement", Mr. Shibu discussed intersting case-studies of MRF Kottayam.

TWO STUDENT CHAPTERS INAUGURATED

At an event held at MES Advanced Institute of Management & Technology, Marampally on Friday, 15th December 2023, two student Chapters were inaugurated.

MES College Marampally (Department of Human Resource Management) – 23 Student Members

MES Advanced Institute of Management & Technology (Department of Management Studies) (AIMAT) – 45 Students

At the end during the interactive session, all the Office Bearers of the Chapter addressed the student members.



Mr. Rajesh Nair, Partner-Markets EY LLP addressed in Knowledge Sharing Session on ESG – the Next wave of Corporate Transformation on Thursday, 30th November 2023.



PALAKKAD CHAPTER

Mr. Thomas George – Former Chairman NIPM Palakkad Chapter & Director Lead College of Management was felicitated for the achievement of Autonomous status of the college at the first Executive Meeting on Saturday, 18th November 2023 at ITI Guest House Palakkad.



TRIVANDRUM CHAPTER

OUTBOUND LEADERSHIP DEVELOPMENT EVENT

The NIPM Trivandrum Chapter innovatively endeavored an outbound leadership development event for the chapter members at Sivananda Yoga Vedanta Centres, Neyyadam on 1st October 2023. The Ashram campus being situated at serene Neyyadam, around 32 km from Thiruvananthapuram city where lies the natural vegetation in the form of the Neyyar Wildlife Sanctuary. It offered a rare chance to view flora and fauna alongside numerous natures-viewing options as the Neyyar Wildlife Sanctuary of which the dam is a part is the habitat of over a hundred species of fauna. The exotic view with the fragile slopes and flat meadows made for an enchanting sight and context for self-exploration through meditating yoga insights.



Members of the Trivandrum Chapter had a unique experience of visiting Trivandrum International Airport (TRV) - one of the airports managed by Adani Airports Holding Ltd. on Friday 27th October 2023 and experiencing the spots, which are restricted admissions. After the tour of the airport facilities, members excitingly engaged in the discussions with Mr. Sajiv Sankar- Head Human Resources, Trivandrum International Airport. Mr. Sajiv shared real-time and unique understanding about the aspects of people management in the Airports.



CONTEMPORARY INSIGHTS ON LABOUR LAWS

A one-day seminar on above subject to provide the latest Legal Updates for the fellow members, HR professionals and aspirants was organized on 15th November 2023 at Hotel Dimora, Trivandrum. The seminar was aimed to provide opportunity to fine-tune the practice of statutory compliance and make it more streamlined with proper rules and regulations in place.

Shri. Varkiachan Pettah, the HR Professional with an extensive and impeccable track record in industrial relations, the leading Labour Law Expert and Labour Consultant was the pilot faculty for the program. The session covered the recent amendments in The POSH Act, EPF Act, ESI Act, Maternity Benefit Act, The Kerala Shops & Commercial Establishment Act, Laws Relating to Working Women, Employee Disciplinary Procedures etc.

Dr. G C Gopalapillai, Trustee, NIPM TVM inaugurated the program and the Smt. Priyanka G. IAS, Director and Deputy Secretary, Programme Implementation, Evaluation & Monitoring Department, Government of Kerala delivered the key note address highlighting WOMEN AND EMPLOYMENT LAWS.

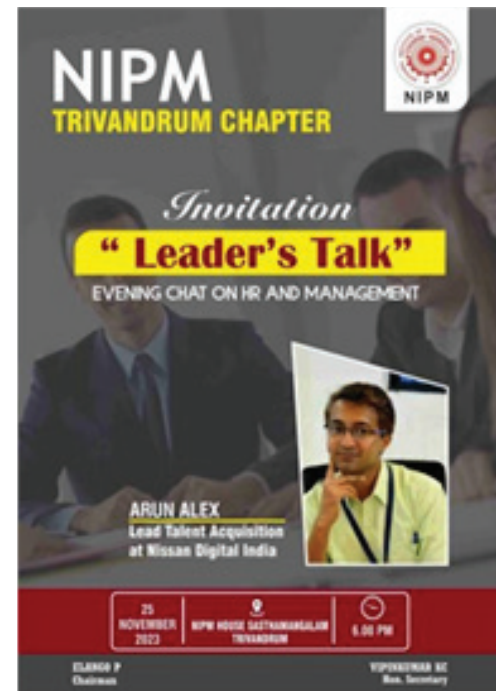
Sri. Nitish Singha, Enforcement Officer, EPFO, Regional Office, Trivandrum, Ministry of Labour and Employment spoke on Provident Fund Administration and Higher Pension Procedure. The sessions were well received by the HR fraternity in and around Trivandrum with exciting participation of 74 delegates from the Corporates and Business Schools.



LEADER'S TALK

Members thoroughly enjoyed the Leader's Talk Session of NIPM Trivandrum Chapter with Mr. Arun Alex – Lead Talent Acquisition of Nissan Digital India Pvt Ltd., which is one of the proudest additions to the MNCs holding their India Head Quarters in the capital city.

His interesting and captivating address highlighted Talent Acquisition; Talent Grooming and Talent Retaining Challenges and Prospects. Held on 25th November 2023 at NIPM House, Thiruvananthapuram, this Lecture Series provided opportunity for the members, students & budding HR professionals in particular to meet and greet with one of the finest leaders and experts and learn from them.



OUTBOUND INDUSTRY INTERACTION

Members continued the delight of outbound tour in December too by visiting The Vizhinjam Port – an ambitious project being developed by Adani Ports and Special Economic Zone Limited (APSEZ) on December 2, 2023. Mr. Anil Bala, Head-CSR, Adani Vizhinjam International Sea Port welcomed the members, guided them to the facilities of the port and spoke on Operational Challenges of International Sea Port. Members closely observed and understood the development of the port along with the management process involved in it. Members expressed that the pleasant experience of touring India's first Mega Transshipment Container Terminal in the deep-sea water port will be cherished for ever.



Then NIPM chapter Trivandrum's Secretary Mr. Vipinkumar K.C , Mr. Vinod Narayan, NC Member South, and Mr. Elango P, Chairman participated in the HR Summit organized by Mangaluru Chapter on 4th November. Thanking the Mangaluru team for the excellent event and hospitality, they appreciated the insights shared by the galaxy of experts in the field.



34TH P N KRISHNA PILLAI MEMORIAL LECTURE

The 34th P N Krishna Pillai Memorial Lecture, the pride and esteemed annual event of the Chapter was organised on December 19, 2023 at Malabar Hall, Technopark, Trivandrum. Shri. APM Mohammed Hanish IAS, Principal Secretary, Government of Kerala graced the event as the Chief Guest and delivered the Keynote Address on topic Managing Human Minds. Dr. Sasidharan K renowned urologist and son of PN Krishnapillai was guest of honour for the event. HR Management professionals from PSU, IT and Academic sectors participated in the programme.



Late P.N. Krishna Pillai is a distinguished figure in the realms of law, journalism, and the freedom struggle, evolved into a revered labour leader, capable administrator, and organizer. With extensive studies in the UK and the USA, coupled with his profound association with the ILO, he possessed a wealth of experience and a broad perspective on human relations. The P.N. Krishna Pillai Memorial Lecture, organized by NIPM Trivandrum Chapter for the past 3 decades, has become a great legacy of the chapter which pays tribute to his exceptional leadership contributions in different management and leadership fields.



MADRAS CHAPTER

NEWLY ELECTED EC MEMBERS FELICITATED

Different HR Forums based out of Chennai joined NIPM's celebration held on 18th October 2023 at MMA Convention Centre, Chennai and greeted all Southern Heroes. Everyone expressed that this felicitation to the elected National Council of the National Institute of Personnel Management (NIPM) is a celebration of leadership and dedication. They also recognized their exemplary commitment to advancing the field of human resources and acknowledged the council's vision for fostering professional growth and excellence.

The felicitation event underscores the trust placed in the elected members to steer NIPM towards new heights, emphasizing collaboration, innovation, and inclusivity in HR practices. It serves as an inspiring moment for the entire NIPM community, reinforcing the importance of leadership in shaping the future of human resource management in India. Congratulations to the newly elected NIPM National Council!




BUSINESS AXLERATORS

Mr. Madhavan V, Managing Director, Axles India Limited addressed the members at the monthly meeting held on November 17, 2023 at Hotel Savera.

Sharing his knowledge about Business Accelerators in HR, he said that "this new trend represent a paradigm shift in the way organizations approach human resources. These accelerators are strategic initiatives and technologies designed to streamline HR processes, enhance efficiency, and drive overall business growth. By leveraging cutting-edge tools such as AI-driven recruitment platforms, performance analytics, and employee engagement software, businesses can optimize talent acquisition, management, and retention. HR accelerators not only expedite administrative tasks but also empower decision-makers with data-driven insights for strategic workforce planning. In today's dynamic business landscape, embracing HR accelerators is pivotal for organizations aiming to stay agile, competitive, and responsive to the evolving needs of the workforce," he narrated.

This fruitful session was well attended and highly appreciated.




17 NOVEMBER 23
FRIDAY

At 06.30 pm
with a High tea

SAVERA HOTEL
146 Dr Radhakrishnan Salai,
Chennai 600 004

Made with PosterMyWall.com

NIPM Madras Chapter
Monthly Meeting
November 2023

Business AXLERators

A perspective on...

- ▶ Sustainability in Operations & Business Process
- ▶ Excellence in Employee connect
- ▶ Profitable growth

Guest Speaker
Mr V Madhavan
Managing Director
Axles India Limited

- 35 years of diverse experience in Automotive Industry
- Established several Green Field Projects for both in India & MNC
- Turned around manufacturing companies by leveraging Technology, Employee Involvement & Operational Excellence.
- 20+ yrs of working experience with Japanese sensei for TQM, LPS and Business Excellence like Prof. Yasutoshi Washio, Dr Hiroshi OSADA, Prof Ayano, Prof Yoshida.
- Navigating the company for customers' Recognition through Performance awards.

T A Mathew Gunaseelan Chairman	M Thomas Prabu Vice Chairman	P Kannan Vice Chairman
S Ramesh Secretary	S Bhanu Kumar Addl Secretary	C Saravana Kumar Treasurer



ENDOWMENT LECTURE 2023

Chennai's famous entrepreneur and the most-sought-after speaker Mr. Sarathbabu E, Founder & CEO – Food King gave an endowment lecture on Tuesday, 19th December 2023 at Hotel Savera.

Quoting his vision "To see a Hunger free India" and his willing to work on a larger platform with fellow like minded people across the Globe to see a Hunger Free World, he narrated his early difficult days. Citing his mother's role in making him a successful entrepreneur, he inspired the members. Participants were mesmerized when he narrated his school, college days in BITS Pilani, early work life at Polaris Software and his mangement study at IIM-A.

Various anecdotes from the germination days of his FoodKing venture – a food catering service, he started in 2006 and his plan to offer employment to illiterate and semi-illiterate people through Food King had many management lessons.

Receipient of various awards and a real icon for the youth in India, he gracefully interacted with the members and answered their questions with aplomb.



NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT

MADRAS CHAPTER

cordially invites you for the

'ENDOWMENT LECTURE 2023'



Guest Speaker

Mr. E. Sarathbabu

Founder and CEO - FoodKing,
Founder & Managing Trustee -
HungerFree India Foundation

Presided over by

Dr. M. H. Raja

National President, NIPM



ABOUT THE SPEAKER

Mr. Sarathbabu is a Chemical Engineer turned Entrepreneur. After graduating from **BITS-Pilani and IIM-A**, he founded '**FoodKing**', a food catering service in 2006 to provide employment to those less fortunate. He is passionate about creating employment opportunities for underprivileged individuals and has won numerous awards for his work, including the **CNN-IBN Young Indian Leader Award** and **International Service Award - Lions Club International 2020**. Sarathbabu's vision is to see a '**Hunger-free India**' and he is an inspiring figure for many youngsters in India.



19-TH DEC 2023, TUESDAY
6.30 PM (WITH HIGH TEA)



HOTEL SAVERA,
RK SALAI, CHENNAI

T A Mathew Gunaseelan
Chairman

M Thomas Prabu
Vice Chairman

P Kannan
Vice Chairman

S Ramesh
Hon. Secretary

S Bhanu Kumar
Hon. Addl Secretary

C Saravana Kumar
Hon. Treasurer

NEYVELI CHAPTER

OCTOBER 2023

Mr. Jatinder Kumar Jha, Professor at XLRI discussed the latest trends in HR at the meeting organized on October 12, 2023. He did a deep dive on the significance of artificial intelligence and elaborated its impacts in HR domain. He also touched upon the big data analytics and its usage in HR field much to the delight of the audience. The members had an interactive session and Mr. Jatinder provided the contemporary examples.



PROF. JATINDER KUMAR JHA
XLRI

AN INTERACTIVE SESSION ON
LATEST TRENDS IN HR
ON 12.10.2023 FROM 6PM

ALL HR EXECUTIVES & SLWs
ARE WELCOME

@ LDC, Block 20, Neyveli



DECEMBER 2023



Office bearers and the EC members of the NIPM Neyveli Chapter gathered on December 20, 2023 to discuss and firmup the arrangements for the proposed Family Day Festival and brainstormed about the Southern Regional Conference which is being jointly organised by the NIPM Neyveli and Pondicherry Chapters.

A UNIQUE DEBATE CONTEST

A debate session entitled "In current IR scenario, are we travelling in right track?" was organized on Friday, 29th November 2023.

Two teams comprising of HR Executives of NLCIL were debating with a lot of humour and punch dialogues. Mr. C. Thiagaraju, Advisor, NLCIL moderated the debate with his inimitable style. This one of its kind first programme was thoroughly enjoyed by the members and the audience, who gathered in large numbers to witness the debate.





LET'S DEBATE

IN CURRENT IR SCENARIO, ARE WE TRAVELLING IN RIGHT TRACK?
தற்போதைய IR சூழ்நிலையில், நாம் சரியான பாதையில் பயணிக்குகிறோமா?

November 29, 2023
4pm to 6pm
@ LDC, Block 20, Neyveli

Moderated by: Shri C Thiagaraju, Advisor
HR folks from our own fraternity will debate.
Cheer them & enrich yourselves....



NO..... vs YES.....

All HR Executives & SLWs are invited



TRICHY CHAPTER

OCTOBER 2023

The fourth NIPM, Trichy chapter monthly meeting held on Thursday, 19th October 2023 at AVS Imperiaa Hotel, Karaikal. Shri. S. S. C. Parthiban, Former Executive Director – Chief CSR, ONGC, New Delhi, delivered on "Mantras for Successful HR career". The session started with the welcome address and presidential address by the Chairman Mr. S. S. Josephraj, Chairman – NIPM, Trichy. The guest was honoured with a memento and a shawl by Mr. S. S. Josephraj. Mr. Jude EC member handled the photography. At the end, Dr. Senthil K. Nathan Secretary gave away the vote of thanks.



Shri. S.S.C. Parthiban in his deliverance shared the mantras – Lead others from the back, Honesty & Integrity are the essential skills an HR has to possess. He not only shared the mantras, but he also shared his wonderful experiences. He has handled many labour union issues – strikes, possession, issues in hospitality industry and son. The wonderful part is, the mantras are not from any books but his practices. His session was full of experience sharing, concepts and anecdotes. He gathered the entire audience attention by his attractive and informative deliverance.

Dr. Senthil K. Nathan gave away the vote of thanks. He thanked the resource person and the audience for their presence and active participation in this session. NIPM Trichy chapter members : Dr. Mangaleswaran – Vice-Chairman, Mr. Arulselvan – Treasurer, Dr. Sivakumar, and Mr. Jude – EC members were also present in this session in Karaikal. More number of ONGC professionals were present during the session. The participants were very attentive and interactive in this session. More than 40 participants attended this session.

WORKSHOP ON EMPLOYER'S EXPERIENCE AND EXPECTATIONS ON LABOUR LAWS

NIPM, Trichy organised a one day workshop on Employer's Experience and Expectations on Labour Laws on Saturday, 25th November 2023 in Breeze Residency, Trichy. The workshop started with Thamilthai Vazthu. Mr. Jude – EC Member – NIPM and the lead organizer welcomed the gathering. Shri. S. S. Josephraj, Chairman - NIPM on his presidential address insisted the importance and relevance of labour laws knowledge and practice in organisations. Dr. A. Divianathan, Joint Commissioner of Labour, Trichy Region inaugurated the session and delivered the first session on Bonus, Gratuity & Workmen Compensation. The second session was handled by Shri. S. Sridharan, Deputy Director – DISH, Trichy – (Formerly Inspector of Factories) on Know your Contract Labour Laws. After lunch the third session was handled by Shri. T. Jagadeesh Raja, Social Security Officer, ESIC Salem on Facts & Facilities in ESIC and the last session was handled by Shri. M. Rajendran, Enforcement Officer – EPFO, Regional Office, Trichy on Issues & Challenges in EPFO. More than 50 participants from various parts of Tamil Nadu and from various industries and institutions participated.





Dr. A. Divianathan during his session, explained and clarified the queries raised by the participants. He has shared real-time cases too, and also shared the ways both the employers and employees can get benefited. While explaining the Workmen Compensation Act 2009 he shared the history, objectives, applications, amendments, and calculating wages. Later while handling gratuity he insisted upon the word 'Gratuity' has been derived from the word "Gratuitous" which means 'Gift' or 'Present', and now it is mandatory for the employer to provide gratuity to the employees. He shared about the eligibility, calculations, nominations, and penalties of the gratuity. During the session of handling payment of bonus act 1965, he covered the areas - objective, eligibility, calculation, disqualification, maintenance of records.

Shri. S. Sridharan handled Contract Labour Regulation and Abolition Act 1970, & Tamilnadu rules, also threw some light on Inter-State Migrant Workmen act & Tamil Nadu Rules, and Factories Act & Tamilnadu Factories rules. During CLRA, he covered application for licenses, refusals, welfare facilities to be provided by the principal employer if not provided by contractor and registers to be maintained. While handling Inter state Migrant workmen (Regulation and Conditions of Service) Act & Rules, he explained the duties and obligations of contractors - hours of work, disallowance of allowances, rest rooms, etc. Atlast he explained Factories Act 1948 & Tamilnadu Factories rules 1950, he also explained the differences between CLRA and Migrant Workmen. He explained about the various forms to be maintained in hard copy during inspections.



Shri. T. Jagadeesh Raja handled ESI, during his talk he covered the benefits for the employees, also insisted that the ESI Act, 1948, absolves the liability of the Employer under Employees Compensation Act, 1923 and Maternity Benefit Act, 1961. The ways of employer registration, employee registration, ESI contribution breakup, ESIC compliance handling procedure, benefits of Aadhar updation, nominee updation, eligibility norms, employment injury, dependent benefits and dispensary benefits. The participants actively involved during the session, and the interaction was very effective. This session was very much information and useful to the participants, as they face many issues in online.

Shri. M. Rajendran while handling Employees' Provident Funds and Miscellaneous Provisions Act, 1952, he covered Employees' Provident Fund Scheme, 1952, Employees' Deposit Linked Insurance Scheme, 1976 and Employees' Pension Scheme, 1995. During his session he explained on the applicability, membership process, eligibility, contribution and administrative charges, penalty in case of default in payment of dues by employer and the consequences. He also explained the benefits an employee can get out of PF. He insisted upon the e-nominee and the ways to check the balances. Also guided the participant on availing loans especially for housing - plot, building and renovation. He gave more importance on pension process.





Dr. Senthil K. Nathan, Secretary, NIPM during his vote of thanks thanked all the office bearers and insisted upon their individual contributions towards this workshop. Especially the coordinator – Mr. Jude. He thanked the participants, their organisations, institutions, master of ceremony team and the sponsors – Aswin sweets, Tharagai silks, Jas bags, Vedha milks, and BG Naidu sweets. The certificates were distributed to all the participants. The session ended with group photos and National Anthem. Master of Ceremony was done by SRM students. The overall positive feedback through online about the workshop was overwhelming. Many participants expect similar kind of workshops and also suggested workshops required on performance management, exclusive CLRA, employee engagement, shops and establishments, and so on.



Students of Hallmark Business School and SRMIST (deemed to be University), Trichy



ONGC participants

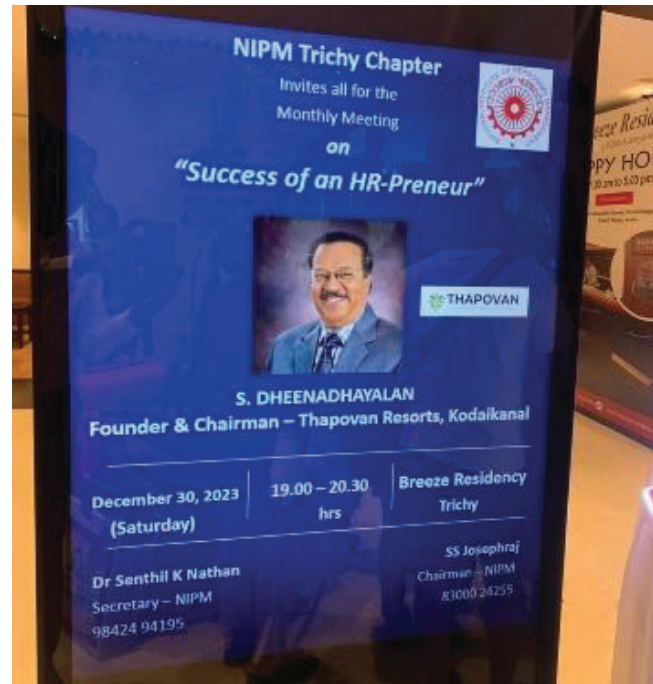
Group photo with the participants



DECEMBER 2023

NIPM, Trichy organised the December Monthly Meeting on Success of an HR – Preneur on Saturday, 30th December 2023 in Breeze Residency, Trichy. Mr. Balamurugan, Executive Committee Member – NIPM welcomed the gathering and highlighted the credentials of the resource person. Mr. Anbarasu, Advisor – NIPM in his presidential address shared the progress & importance of NIPM and about the resource person. He honoured the chief guest with the memento. Dr. Senthil K. Nathan, Secretary of NIPM, in his introduction of the guest, emphasized about the title "HR-Preneur" and the appropriateness of the same for the resource person – Shri. S. Dheenadhayalan, Founder & Chairman, Thapovan Resorts, Kodaikanal. He also shared the experiences and the professional connectivity with the resource person. Dr. Sivakumar, Executive Committee Member gave away the vote of thanks.

Shri. S. Dheenadhayalan during his session, shared his real-time cases to the audience. The session was full of fruitful information – HR mantras for the HR professionals and future HR students to practice in their corporate world. His transformation from Personnel Manager – HR – Consultation – Entrepreneur was well conveyed to the audience. He explained each and every process of his transformation in an interesting manner. He insisted upon thirst for new things, ability to take risks, and so on. His success both as an HR and as an Entrepreneur made him to achieve many accolades. His current venture in Thapovan on agro farming leads to be engaged him effectively. He concluded by insisting on converting the challenges into opportunities. The session ended with the formal vote of thanks by Dr. Sivakumar EC member and the group photos.



ERODE CHAPTER

NOVEMBER 2023

Mr.Karthik Senthilkumar – HS, NIPM – Erode Chapter gave a Guest Lecture at Department of MBA, Velalar Engineering College (Institutional Member) on 16th November 2023.

He presented his ideas and suggestions for young students to excel and reach heights under the topic "Employment & Business Opportunities for MBA's". Around 115 participants comprising students and faculties participated



DECEMBER 2023

Mrs.Mythili, a distinguished Life Member of NIPM Erode and Mr.Narayanan Arunachalam, Chairman of NIPM – Erode Chapter delivered an impactful session at the monthly meeting held on December 21, 2023.

Mr.Narayanan highlighted the significance and benefits of NIPM and introduced the guest speaker Dr. C.Santhanamani, VP & HR – Head at Ultra Tech Cements Ltd. Mr. Santhanamani captivated members with his expertise in Industrial Relations (IR) and a focused discussion on "Standing Orders." He also interacted with 45+ participants and clarified their doubts on the subject.

The meeting concluded on a high note with the vote of thanks delivered by Mrs. Priyadharshini, an EC Member of NIPM.



Mr. Narayanan Arunachalam, Chairman, NIPM – Erode Chapter delivered a Guest Lecture on 22nd December 2023 at Department of MBA, Vivekanandha College of Arts & Science for Women (Institutional Member) and presented on "Basic Leadership Traits". Around 104 participants mainly the students immensely benefitted by his session.



WRITE-UP / ARTICLES

chapter activities can send their articles to coordination@nipm.in and the same will be published in the magazine, it should not exceed more than a page To publish your article in our next issue kindly sent us on or before 10th April 2024.

STUDENT CHAPTER ACTIVITIES



WESTERN REGION: PUNE CHAPTER

Student Chapter at Dr. D.Y. Patil B-School Inaugurated

Members of the NIPM Executive Committee at Pune Chapter participated in the launching ceremony of Dr. D.Y. Patil B-School on October 13, 2023. Enthusiastic student members listened to the mentors with great attention and assured for active involvement in the chapter activities.



CENTRAL REGION: VISAKHA CHAPTER

OCTOBER 2023

A new students' chapter at Waltair Business School, Visakhapatnam was formed on October 18, 2023 with a membership of 30 students. At the installation ceremony, EC members delivered lectures and briefed about the advantages of the Forum to the large gathering of the students.



NOVEMBER 2023

Another Student Chapter was inaugurated at GITAM School of Business, GITAM University, Visakhapatnam with 105 student membership. On November 3, 2023, EC Members formally met and explained about NIPM, its features and the multiple advantages students can derive with their active involvement.



DECEMBER 2023

On December 9, 2023, School of Commerce & Management, Andhra University, Visakhapatnam invited EC members to form a student chapter at the college.



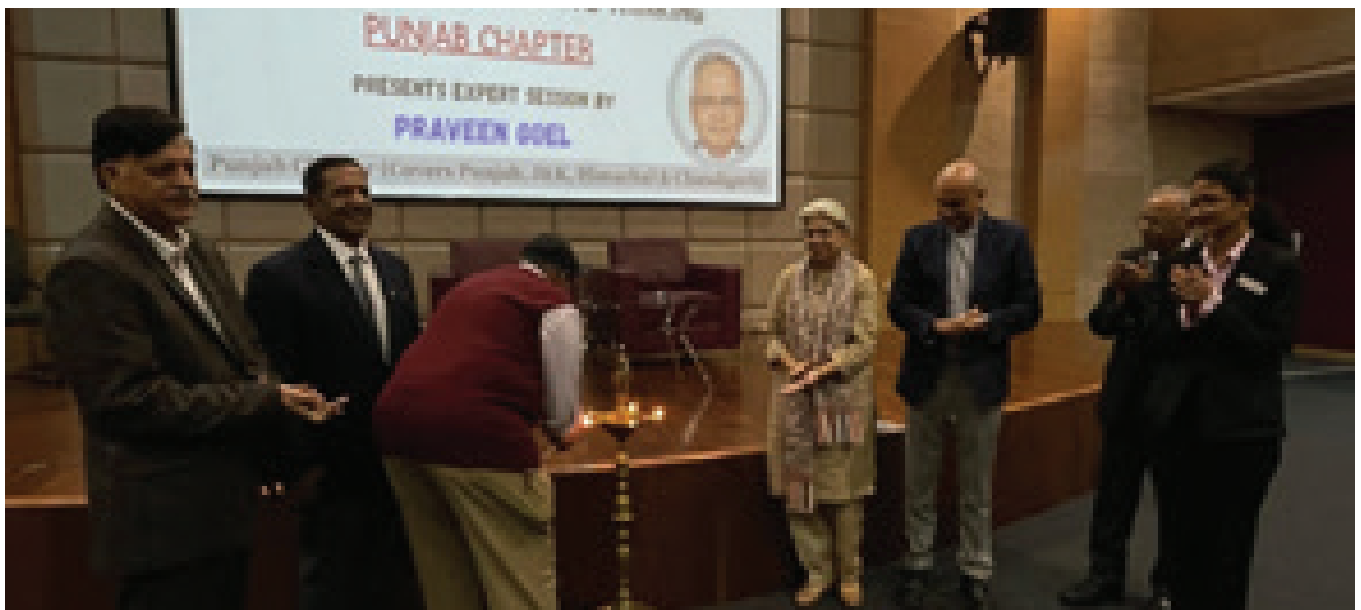
NORTHERN REGION: PUNJAB CHAPTER

A new student chapter was launched for the Management students in L.M. Thapar School of Management, Dera Bassi on December 1, 2023. The function was kick-started with the lighting of the lamp by Prof. Sreekumar, Head of Management along with Mr. S. P. Bansal RVP (North), Ravinder Chadha, Chapter Chairman, Mr. Jasbir Singh, Hon. Secretary along with Dr. Karminder Singh, Training and Placement Head, L.M. Thapar School of Management.

Mr. Chadha shared the activities being carried out and planned by the Punjab Chapter such as HR Summit, interactive sessions which includes launching more student's chapters at Amity University and UIAMS, Chandigarh. Mr. S. P. Bansal, Regional Vice President of NIPM, while congratulating Thapar students reiterated need of more such chapters as it will go a long way in strengthening Academia-Industry interface while sharing NIPM activities at National Level.

On this occasion, an interactive session on The Power of Positive thinking was organized. Mr. Parveen Goel, Ex - Vice President, Reliance Industries illustrated how positive thinking leads to better collaboration improving results and bottom line of the organizations. NIPM E-News Letter "HR Today", showcasing NIPM activities was released on this occasion and 30 student members were enrolled by pinning badges.

NIPM Past chairperson Ms. Renu Singh, Mr Jorawar Singh, Hon Treasurer besides faculty and large number of Students were present on this occasion. Dr. Karminder Singh thanked NIPM for the event while assuring all help in organizing various activities like Expert sessions and HR Summit being planned.



SOUTHERN REGION: TRIVANDRUM CHAPTER

Trivandrum Chapter, launched a new student chapter at Rajadhani Business School on Thursday, 26th October 2023 at a function organised at RBS Mini Auditorium. Mr. Vinod Narayanan, Member, NIPM National Council inaugurated the chapter. The function was presided over by Dr. S. Suresh Babu, Principal RBS. Mr. Rajit Karunakaran Director RBS & NIPM Senior Member, Mr. K. C. Vipin Kumar – Secretary, NIPM TVM Chapter, Ms. Nayana S.Rajeev, Asst. Professor and NIPM member, Mr. Sonu J. Suresh, Chairperson, Ms. Sonu S. Jiji Secretary NIPM Student Chapter were present on the occasion.

At another event the student chapter of Loyola College of Social Sciences, Trivandrum was inaugurated on Friday, 27th October 2023 by Shri. Elango P, Chairman of the Chapter. Dr. Saji Jacob – Principal, Dr. Prakash Pillai – IQAC Coordinator, Dr. Anitha S Nair- Faculty Member and Vice Chairperson of Trivandrum Chapter, Mr. Kishore .G, GM Innoval Digital Solutions and EC Member Trivandrum Chapter were present on the occasion.



ERODE CHAPTER

Mr.Karthik Senthilkumar, Honorary Secretary of NIPM Erode Chapter delivered a special lecture for the students of Department of MBA, Nandha Engineering College (Institutional Member) on Thursday 12th October 2023. He discussed about "Business Ideation and Opportunities" for the benefit of 155 students and faculties of the college.



WRITE-UP / ARTICLES

student chapter activities can send their articles to coordination@nipm.in and the same will be published in the magazine, it should not exceed more than a page To publish your article in our next issue kindly sent us on or before 10th April 2024.

Living in the digital era, where our lives are intricately intertwined with computers and smartphones, escaping the constant barrage of text messages, email notifications, and aimless email browsing seems almost impossible. The consequence of this digital immersion is a drastic reduction in attention spans, a phenomenon that has unfolded over the past two decades. In the year 2000, the average attention span was recorded at 12 seconds, only to plummet to 8.25 seconds by 2023, according to various research studies. This article delves into the intricacies of attention spans, exploring the factors contributing to their decline and proposing strategies to safeguard cognitive capabilities.

TED talks, renowned for their dissemination of ideas in fewer than 18 minutes, reflect an acknowledgment of the diminishing attention spans. The 18-minute rule is grounded in the belief that this duration is sufficient for a speaker to convey their ideas effectively. However, even this timeframe is now under threat as the pervasive influence of the internet and technological devices continues to shape our daily lives.

Before delving deeper, it's essential to comprehend what attention span entails. It is the amount of time an individual can devote to a particular task without succumbing to distractions. The statistics on attention spans serve as a barometer for our ability to focus and engage in meaningful tasks amid the digital cacophony. The primary culprit behind the shrinking attention spans is the omnipresent influence of the internet and various technological devices. People of all ages, genders, and backgrounds find themselves spending substantial amounts of time in front of screens. This trend is especially disconcerting in the case of young children, whose developing brains may face adverse effects from prolonged exposure to digital stimuli.

The rise of shorter formats, such as videos, advertisements, and status updates, exacerbates the problem. Constant bombardment with bite-sized stimuli leaves little room for sustained concentration on more complex or profound matters. In the pursuit of engagement, content creators and platforms vie for attention in a hyper-competitive digital landscape.

Picture a scenario where a website visitor is left waiting for a webpage to load for 4-5 seconds. With every passing second, the likelihood of the visitor losing interest and trust in the brand grows significantly. The increase in page load time has a tangible and adverse effect on the conversion rate. A compelling infographic vividly illustrates the intricate connection between conversion rates and page load speed, emphasizing the critical role of swift webpage loading in maintaining user engagement and fostering positive brand perception. As attention spans dwindle, concerns about their impact on cognitive abilities become more pronounced. Deep thinking, critical analysis, and the ability to engage with complex ideas are all potentially compromised. The need for strategies to counteract this trend and safeguard cognitive capabilities becomes imperative.

If grappling with persistent concentration challenges or a dwindling attention span, it's crucial to investigate potential underlying causes. Factors such as ADHD (attention deficit hyperactivity disorder) can persist into adulthood, manifesting as difficulty in attention, time management issues, and communication struggles. Depression, affecting both well-being and concentration, requires professional intervention for symptom management. Head injuries, encompassing trauma or seizures, often lead to attention deficits, alongside symptoms like headaches and memory loss. Learning disabilities, such as dyslexia, dysgraphia, and dyscalculia, impact reading, writing, and focus. Dehydration, even for a short duration, hampers focus, emphasizing the importance of staying adequately hydrated. Autism Spectrum Disorder (ASD) contributes to challenges in attention, focus, and social interaction. Understanding these factors allows for targeted interventions and improved cognitive well-being.

To counter the decline in attention spans and preserve cognitive capabilities in an era dominated by screens, proactive strategies are essential. Parents can play a pivotal role in mitigating these effects by encouraging off-screen activities for children. Practices such as meditation, yoga, and physical activities offer a respite from screens, rejuvenating both body and mind. Prioritizing human interactions over excessive screen time, minimizing distractions, and reconnecting with nature serve as effective avenues. By fostering a balanced approach, incorporating these mindful practices can contribute to sustained attention and overall well-being in the face of modern technological challenges.

Addressing the attention span challenge necessitates a collective effort from both individuals and societies. Educational institutions can play a vital role in incorporating mindfulness practices into curricula, emphasizing the importance of

sustained focus in an era of constant distraction. Additionally, creating awareness campaigns and initiatives that promote a balanced approach to technology usage can contribute to a cultural shift.

In a country like India, renowned for its intellectual prowess, the concern is not rooted in evolutionary changes but in the swift technological revolution. It is essential to be mindful of the tools and technologies that shape our lives, making deliberate choices to use them wisely. Preserving India's legacy of human computers and super brains requires a conscious effort to strike a balance between embracing technological advancements and safeguarding cognitive abilities.

The battle against the short-lived attention span is a multifaceted challenge that demands collective action. Individuals, parents, educators, and society at large need to actively seek strategies to reclaim and sustain their focus in an increasingly distracting world. As we navigate the digital landscape, understanding the nuances of attention spans and implementing measures to mitigate their decline is crucial for fostering a society that thrives on deep thinking, creativity, and meaningful engagement.

Navigating the Ephemeral Landscape: Unravelling the Enigma of Shrinking Attention Spans in the Digital Era



Abishya M G

RB Site Abishya M G
S3 MBA 2022-2024 Batch

In the ever-evolving landscape of the contemporary workforce, the emergence of Generation Z has precipitated a fundamental shift in HR strategies. Born between the mid-1990s and early 2010s, Gen Z introduces distinctive characteristics and expectations that mandate innovative approaches from HR professionals. This article elucidates the pivotal role of HR in not merely attracting but also retaining and engaging Gen Z employees in today's fiercely competitive world.

Understanding Gen Z:

Before embarking on an exploration of HR strategies, it is imperative to grasp the intricacies of Gen Z. In contrast to their predecessors, Gen Z is characterized by digital nativism, a predilection for diversity and inclusion, a robust entrepreneurial spirit, and an earnest desire for meaningful work. HR practitioners must adeptly tailor their approaches to resonate with these values for efficacious talent acquisition and retention.

Attracting Gen Z Talent:

• Digital Recruitment Platforms:

In a milieu dominated by technology, HR must adeptly harness cutting-edge digital platforms for recruitment. Engaging Gen Z through visually compelling and interactive mediums, such as virtual job fairs and gamified recruitment processes, can indelibly impress potential candidates. For example, a pioneering tech company seamlessly integrated a virtual reality-based recruitment process, affording Gen Z candidates an immersive experience of the company culture. This not only attracted top-tier talent but also underscored the company's unwavering commitment to innovation.

• Brand Authenticity:

Gen Z places a premium on authenticity and purpose. HR professionals must prioritize transparent communication regarding company values and commitments. Authenticity becomes a potent tool in attracting Gen Z, given their proclivity for aligning with organizations reflecting their personal beliefs. For example, a forward-thinking fashion retailer accentuated its sustainable practices and ethical sourcing commitment in recruitment campaigns. This authentic messaging resonated with Gen Z's values, resulting in a surge of applications from socially conscious individuals.

Retaining Gen Z Talent:

• Flexible Work Arrangements:

The conventional 9-to-5 model may not align with Gen Z's expectations. HR should adeptly adopt flexible work arrangements, including remote work options and flexible hours, to accommodate their ardor for work-life balance. For example, a progressive finance firm instituted a flexible work policy, empowering employees to define their work hours within defined parameters. This not only enhanced employee satisfaction but also positively impacted retention rates among Gen Z staff.

• Continuous Learning Opportunities:

Gen Z is distinguished by an insatiable appetite for continuous learning. HR must invest in robust training and development programs, cultivating a culture of skill enhancement and career growth. For example, an innovative pharmaceutical company implemented a personalized learning platform, enabling Gen Z employees to access courses tailored to their career aspirations. This strategic investment in professional development significantly heightened employee loyalty.

Engaging Gen Z Talent:

• Feedback-driven Performance Management:

Regular feedback is imperative for Gen Z employees who ardently seek continuous improvement. HR should adroitly adopt feedback-driven performance management systems to ensure seamless communication and perpetual growth. For example, an industry-leading e-commerce giant seamlessly integrated a real-time feedback app, empowering managers and peers to provide instant feedback. This not only augmented performance but also enriched the overall job satisfaction of Gen Z employees.

• Inclusive Company Culture:

Gen Z places high value on diversity and inclusion. HR must actively foster an inclusive culture, celebrating differences and nurturing a sense of belonging among employees. For example, a global technology company spearheaded diversity and inclusion workshops, fostering open dialogue. This proactive approach not only attracted diverse talent but also elevated the overall workplace culture, contributing to heightened employee engagement.

Conclusion:

In the fiercely competitive arena of today's workforce, the role of HR in attracting, retaining, and engaging Gen Z talent is pivotal. By adeptly embracing digital recruitment platforms, prioritizing brand authenticity, implementing flexible work arrangements, offering continuous learning opportunities, adopting feedback-driven performance management, and nurturing an inclusive company culture, HR professionals can adeptly navigate the challenges and opportunities presented by the newest

generation in the workforce. In doing so, organizations can not only attract top-tier Gen Z talent but also position themselves as premier employers in an ever-evolving and competitive business landscape.

Navigating the Next Frontier: The Strategic Role of HR in Attracting, Retaining, and Engaging Gen Z Talent



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Master of Business Administration
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WRITE-UP / ARTICLES

student members can send their articles to coordination@nipm.in and the same will be published in the magazine, it should not exceed more than a page. To publish your article in our next issue kindly send us on or before 10th April 2024.

In the ever-evolving landscape of today's workplaces, the necessity for organizations to foster a culture of inclusion has never been more paramount. This piece delves into the essential strategies and practices within the realm of Human Resources (HR) that play a pivotal role in advancing diversity and equity. Drawing upon my firsthand experiences gained during my internship at Adeeb Group, UAE, this narrative aims to provide practical insights into creating an inclusive work environment. To begin with, the onboarding and orientation phase establish the foundation for an employee's journey within an organization. During my internship, I actively contributed to these processes, ensuring the seamless integration of new hires into the company culture. Inclusive onboarding practices extend beyond mere paperwork, emphasizing the significance of introducing employees to a diverse and welcoming workplace right from their first day.

Close collaboration with cross-functional departments exemplified how HR aligns with various facets of an organization. By incorporating diversity and equity considerations into these collaborations, HR becomes an active contributor to building an inclusive ecosystem. This comprehensive approach not only nurtures a sense of belonging but also amplifies efficiency and productivity across the entire organization. My role in addressing employee concerns and facilitating conflict resolution underscored the importance of effective communication and interpersonal skills in HR. Inclusive practices in conflict resolution entail considering diverse perspectives, ensuring that each employee feels heard and valued. This approach not only resolves issues but also contributes to a harmonious work environment.

Active engagement with employees forms a cornerstone in fostering a positive work culture. This involvement reinforces the significance of cultivating a supportive and inclusive workplace environment. The article explores how direct interaction with employees contributes to establishing a culture where diversity is celebrated, ultimately leading to heightened satisfaction and productivity. Direct interaction with employees serves as a powerful tool in establishing and reinforcing this culture. Regular one-on-one meetings, team-building activities, and open forums for discussion create spaces for employees to express their thoughts, share their experiences, and contribute to the organization's growth. In this environment, diversity is not just acknowledged but celebrated as a source of innovation, creativity, and strength. Celebrating diversity goes beyond token gestures.

It involves recognizing and appreciating the individual strengths, skills, and qualities that each employee brings to the organization. This celebration manifests in policies that promote equal opportunities, a commitment to fair representation at all levels, and the creation of a workplace where everyone feels seen and heard. The outcome of this deliberate focus on engagement, support, inclusivity, and celebration of diversity is a workplace where satisfaction and productivity thrive. When employees feel a genuine connection to their work and their colleagues, they are more likely to be motivated, engaged, and committed to the organization's mission. This, in turn, has a direct impact on productivity, as individuals who feel valued and included are more likely to contribute their best efforts to the collective goals of the organization. Delving into the complexities of international HR functions, particularly in visa management and

documentation, highlighted the necessity for meticulous attention to detail and adherence to legal regulations. This section explores how HR can implement fair practices in a global context, acknowledging and respecting the diversity within its workforce.

The celebration of diversity is not a mere checkbox on an organizational agenda; it is an ongoing commitment to recognizing and appreciating the richness that diverse perspectives bring to the workplace. HR professionals should actively promote diversity through recruitment practices, leadership development, and fostering an environment where employees' unique strengths are acknowledged and celebrated.

An inclusive and equitable workplace directly contributes to employee satisfaction. When individuals feel respected and included, they are more likely to be engaged, motivated, and committed to their work. This, in turn, leads to heightened productivity and a positive impact on organizational success.

My internship experience served as a dynamic and enriching journey, deepening my understanding of the multifaceted role of HR in an organization. This article acts as a guide for HR professionals, providing actionable strategies to instill a culture of inclusion, celebrate diversity, and advocate for equity. Through the implementation of these practices, organizations can not only attract top talent but also establish a workplace where every individual feels esteemed and included.

Fostering Diversity and Equity: A Blueprint for Building a Culture of Inclusion in HR Practices



Sabura Saheen A

TEACHER STUDENT RELATIONSHIP



Dr Senthil K Nathan

Secretary – NIPM, Trichy Chapter
Associate Professor – Management Studies
Associate Dean – Public Relations
SRMIST (Deemed to be University), Trichy

The contact between a teacher and a student is a beautiful relationship. There are various combinations to be considered to have a healthy relationship. Normally any student can be categorized one among these four.

It is very easy for the teacher to deal with a few students who will be very much interested to learn and also have the ability to learn. Whereas there are a few students who will be very much interested to learn, but do not have the ability to learn. In some cases, a few students will not be interested to learn but have the ability to learn. In the last case, a few students who will not be interested to learn and also do not have the ability to learn. As the saying goes "All students can learn and succeed, but not in the same way and not in the same day".

Keeping these four categories of the students in mind, the teacher should take a stand. The teacher cannot deal with all the students in a similar way. Nowadays teaching is not the only task adequate to be a teacher. The teacher has major roles in attracting the student and making the students understand the reality. A teacher takes a hand, opens the mind and touches the heart. The teacher has to apply his / her own thumb rule in making the student follow it.

The role of a teacher differs in various aspects – Teacher while teaching, Coach while coaching, Father while guiding, Mother while caring, Friend while sharing, Trainer while training and so on. "Students don't care how much you know until they know how much you care".

A student feels great about the teacher not during his or her studies, but after a few years, while reaping the benefits of the actions did during his or her early years. "The secret of education lies in respecting the student and vice versa".

Keeping this into consideration, the way the teacher deals with the students differ, and the best approach to be followed are given below:

- Willing to learn + Unable to do - Train the student.
- Unwilling to learn + Able to do - Motivate the student.
- Willing to learn + Able to do - Reward the student.
- Unwilling to learn + Unable to do - Get rid off the student.

A good teacher knows how to bring out the best in students.

Labour Laws form an integral part of a nation's economy. From regulating the relationship between the employer and employee to ensuring that the standards of human rights and working conditions are followed by the employers, Labour Laws are essential towards the growth of the economy, in terms of its financial as well as social capital. As it stands today, Labour laws are considered one of the most complicated subjects in India when it comes to regulatory compliance. As the subjects Labour, Social Security and Industrial Disputes are in the concurrent list of the Indian Constitution, the Center as well as the States and Union Territories have their own set of laws, covering the subjects on Employee Provident Fund, working conditions of employees in factories, Shops and establishments, payment of wages, minimum wages, contractual labour and their abolition and regulation, payment of bonus, medical health, safety, social security, employee state insurance etc. Presently, India has approximately more than 44 Central laws and more than 100 State laws, with corresponding State rules, schemes, policies etc. One of the biggest reforms in the field of Labour laws which has been introduced by the Government are the Labour codes, which were passed through the years 2019 and 2020 (Code on Wages was passed in August 2019 followed by Occupational Safety, Health & Working Conditions Code, Code on Social Security and Industrial Relations Code which were introduced in September 2020). The Codes have been formulated keeping in mind the empowerment and prosperity of the labour in India. The plan to consolidate the current Labour Laws into the four codes began with a discussion in 2002 by the Second National Commission of Labour. The Codes will ensure the following:

1. Wage Code – Wage Security, Social Security and health security will be provided to over 50 Crore workers. The minimum wages will be reviewed every 5 years to ensure that the wages keep up with the rising economy. There will be timely payment and equal remuneration to both male and female.

2. Code on Social Security – The new Code will ensure that the benefits of Social Security is being availed by workers from all sectors, whether organized, unorganized or self-employed. This will be done by creation of a fund specifically for the unorganized sector. No discrimination in terms of social security will be made between fixed term and permanent employees. Vacancies will be reported online.

3. Occupational Safety, Health & Working Conditions Code –The implementation of OSH Code will ensure better working conditions for the Inter-State Migrant workers. The Code provides for self – registration of the employees as Inter – State Migrant workers and therefore, the registration will not be dependent on the Contractor. Providing an Appointment Letter will be made mandatory. Along with the above, it will be compulsory for the Employers to provide for free annual health check-ups. Ration Card will be provided to the Inter – State Migrant workers for the state they are currently employed in. It has also established a random Web Based Inspection System to withdraw the alleged Inspector Raj.

4. Industrial Relations Code – It has streamlined provisions for representations of employees as well as adjudication of their grievances are given. Industrial Tribunals to have 2 members to facilitate faster disposal of cases. Workers disputes to be resolved within a year in the Tribunal. It also provides the worker, at the time of retrenchment, to be provided for 15 days' wages for re – skilling.

The Labour Codes, as drafted currently, are expected to greatly reduce the current volume of the transactional compliance activities; bring about uniformity in its application (since common definitions for individual concepts), simplify regulatory compliance (since major assistance provided by

technological advancements) and increase the scope of application (would be applicable to unorganized sector along with organized sector). It will also promote transparency, accountability and a higher degree of compliance, when a single code or lesser number of regulatory compliance provisions are present. The implementation of the Labour Code will ensure that it is easier to follow the law, with uniform definitions. There will be ease in interpretation as any term would be applicable across the code. The use of technology and online portals will eventually reduce the cost of compliance. The manner in which the Labour Codes have been drafted does not impede the spirit of the Labour laws of the nation. The hiring process will be clearer and transparent, the working conditions would then be applicable uniformly across the nation without any gaps or loopholes and no employee would be unilaterally terminated. Another factor which is to be considered in terms of regulatory framework is that the Code will not just be applicable to the workers / Labour in organized sector but will cover the unorganized sector, securing the rights of Labour across the board, with a wider scope.

LABOUR CODES – A BRIEF



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WRITE-UP / ARTICLES

student members can send their articles to coordination@nipm.in and the same will be published in the magazine, it should not exceed more than a page To publish your article in our next issue kindly send us on or before 10th April 2024.

Think a moment.

Whether you like or not to live, you have to connect with well known / unknown too at times. Your first ever relationship for 99% of us starts with Dad who is seeing first and then your mother. All others are next, from Baby sitter/ Prekg/ Lkg etc., say from age 2 you see kids of your age and others in your living place and neighbour's. Then, from a particular age 18+ you get connected to the world whether you like it or not. Everybody is unique right from parents / other relatives / Society. In this travel, if one says the journey is with zero conflicts, it's a lie.

The current trend in industrial relations in India involves a shift towards greater emphasis on collaborative approaches between employers and employees. HR professionals are increasingly focusing on fostering a positive work environment, employee engagement, and effective communication to prevent conflicts.

The union disputes / misunderstanding with the management not concerned about productivity resorting to strikes including illegal strikes and from the Management side not looking the union on the right perspective declaring lookout hire and fire the ways in the past and sceneries changes totally and both sides respect each other especially in external affiliated unions too, the Management and the Union travels together to achieve the ultimate objective of the organisation and resilience welfare salary best in the market are order of the day.

However number of individual disputes like absenteeism Negligence of duty abuse and assaults are increasing among the workmen and needs a lot of orientation to the employees and L&D plays a vital role in this issue and few Corporate have counselling session too.

Case Study:

An automobile company implemented a comprehensive employee engagement program, encouraging open communication channels and regular feedback sessions. This initiative resulted in improved relations between management and staff, leading to increased productivity and reduced instances of industrial disputes. The company's proactive approach to addressing employee concerns showcases the evolving trend in Indian industrial relations towards a more collaborative and inclusive model.

Collaborative and Inclusive Model Examples:

1. Joint Decision-Making Committees:

- Companies are establishing joint committees comprising both management and employee representatives to discuss workplace issues and make decisions collectively.

2. Open Communication Channels:

- Emphasis on transparent and regular communication through forums like town hall meetings, suggestion boxes, or digital platforms to address concerns and gather feedback.

3. Employee Resource Groups (ERGs):

- Establishing ERGs that bring together employees with common interests or backgrounds to promote inclusivity and diverse perspectives in decision-making processes.

4. Flexible Work Policies:

- Adoption of flexible work arrangements, acknowledging the diverse needs of employees and promoting a healthier work-life balance.

Role of Labour Unions:

1. Negotiation and Bargaining:

- Labour unions play a crucial role in negotiating collective bargaining agreements, ensuring fair wages, benefits, and working conditions for their members.

2. Conflict Resolution:

- Unions often serve as mediators in disputes between employees and management, working towards resolution and maintaining a harmonious work environment.

3. Advocacy for Employee Rights:

- Labour unions advocate for workers' rights, pushing for better working conditions, job security, and protection against unfair treatment.

4. Skill Development:

- Unions contribute to skill development by negotiating training programs and opportunities for their members, ensuring a skilled and competitive workforce.

In the evolving landscape of industrial relations in India, a collaborative and inclusive model involves a cooperative relationship between employers, employees, and unions, fostering a balanced and productive work environment.

Industrial Relations (IR) Bill 2020.

IR Bill 2020 is part of the new wage Code 2019. what will be the IR trend with the new wage code 2019, particularly the impact of IR Bill implementation (said to be in July 2024) is the burden of court will be reduced, and both sides can have out of court settlement, membership with 51% to be the recognized union for discussions with the management and if no one is 51% unions with 20% can collectively represent to the Management, changes in the SO Act etc

Article on present trend in IR with a Case Study Human Relations / Industrial Disputes / Relations Without relationships / Friendship



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Crafting CSR Success: Where Strategy Drives Impact!



Dr. Basavaraju R Shreshta

Executive Director of Grassroots Research And Advocacy Movement, a leading Think-and-Act think in India. Vice Chairman of Mysore Chapter in Karnataka)



In the realm of Corporate Social Responsibility (CSR), success is not merely measured by the number of initiatives undertaken but by the strategic alignment of these endeavours with the core values and objectives of the business. Human Resource Professionals play a pivotal role in shaping and executing CSR programs in many corporates, and their approach must be meticulous, informed, and geared towards fostering real impact. This article explores the critical components that make a CSR strategy successful and delves into the importance of understanding the true needs of the community, illustrated through a unique focus group discussion conducted in the Nanjanagudu industrial area of Mysuru district. The Unveiling of Unconventional Insights: A Tale from the Nanjanagudu Industrial Area.

In the serene backdrop of Mysuru, a district that boasts development and progress, the issue of open defecation still persists in its rural pockets. Conventional understanding attributes this challenge to a lack of awareness and inadequate household toilets. However, the focused group discussion conducted by me with the youth in the Nanjanagudu industrial area revealed a nuanced dimension to this predicament. To cut the long story short, despite having toilets at home, the youth engaged in open defecation, not due to a lack of facilities, but as a form of socializing with their peers. In an era, where the demands of modern life limit opportunities for gatherings, the act of open defecation became an unexpected socialising opportunity for the youth. This revelation emphasized the need for a deeper understanding of the causes behind social issues, transcending the surface-level assumptions that often guide CSR planning.

Crafting CSR Success: A Strategic Blueprint for HR Professionals

- 1. Align with Business Values:** A successful CSR strategy must seamlessly integrate with the core values of the business, becoming an intrinsic part of its identity. HR professionals should ensure that social initiatives not only align with company values but also contribute to the overall mission and vision bilaterally.
- 2. Stakeholder Engagement:** Identifying and engaging key stakeholders, both internal and external, is paramount. HR professionals should collaborate with employees, community members, NGOs, and government agencies to tailor CSR initiatives that create value for all parties involved.
- 3. Comprehensive Needs Assessment:** Before launching any CSR program, a thorough needs assessment is crucial. Understanding the social, economic, and environmental dimensions ensures that

initiatives address real needs, yielding positive and sustainable outcomes.

4. Strategic Partnerships: Forge strategic partnerships with NGOs, government agencies, and other businesses to amplify the impact of CSR initiatives. Leveraging collective resources enhances effectiveness and extends the reach of social programs.

5. Employee Engagement: Empower employees to actively participate in CSR initiatives, fostering a sense of pride and purpose. HR professionals play a key role in creating an environment that encourages employee engagement, tapping into the collective strength of the workforce for meaningful change.

6. Measurable Metrics: Establish clear, measurable metrics to gauge CSR success. Whether reducing the carbon footprint, increasing community engagement, or improving employee wellbeing, having quantifiable targets helps track progress and demonstrate the impact of initiatives.

7. Adaptability and Innovation: Embrace adaptability and innovation in CSR strategies to address emerging challenges while staying true to core objectives. HR professionals should encourage a culture that welcomes new ideas and approaches to address evolving societal needs.

8. Embrace Learning: Continuous monitoring and evaluation of CSR programs are essential. HR professionals should be proactive in understanding changes in the CSR landscape, staying informed about new trends, and embracing a culture of continuous learning and improvement.

Conclusion: "Driving Meaningful Change with Strategic CSR" In conclusion, the success of CSR initiatives lies in a strategic approach that goes beyond superficial solutions and addresses the root causes of societal challenges. The unique insight gained from the focus group discussion in the Nanjanagudu industrial area highlights the importance of understanding the true needs of the community. Human Resource Professionals, as custodians of CSR programs, have the responsibility to craft strategies that not only align with business values but also create positive, lasting impacts on society. By following the principles outlined in this article, HR professionals can strategically drive impactful CSR initiatives, contributing not only to the well-being of communities but also fostering a culture of continuous learning and improvement within their organizations. In doing so, they play a crucial role in shaping a future where CSR success is not just a metric but a transformative force for positive change.

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