



e-Newsletter
July-December 2020 issue

***National Institute of
Personnel Management***

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Message from the National President



Dear Members,

At the outset, I convey my sincere best wishes to you and your family members for a happy and prosperous New Year 2021.

Due to the impact of Covid-19, the world around us has been changed abruptly and it has been affected almost all segments of our lives. The pandemic has led to a tragic loss of human life worldwide and presents an unprecedented challenge to public health and global economy. Most of the countries has been affected with unpredicted economic slowdown during the pandemic. At the beginning, HR Professionals have played a vital role to lead the enterprises towards the new world of work. As such, organizations were quickly forced to transform and adapt to the new normal in order to survive. This situation has illustrated the true value of HR and has proven the importance of investing in flexible and robust HR processes and structures. The pandemic Covid-19 has introduced a rare opportunity for HR Professionals to rebuild and take lead in driving organizational stability and strength.

On behalf of NIPM I congratulate, worldwide scientist and specially Indian Scientists to develop vaccine to overcome Corona virus. All over the world people have appreciated great work done by Indian Scientist. It is a proud moment for all Indians.

NIPM have regularly organize various webinars and web meetings on new labour code and other HR related issues arises due to Covid 19 on their own and also jointly with other HR professional bodies such as NHRD, ISTD etc. guidance and views shared by renowned speakers have immensely benefited to all HR professionals.

My heartiest congratulations to NIPM Madras Chapter Chairman, Executive Committee members and all members of Madras Chapter for successfully organizing 3rd Student National Conference and 1st virtual Stuna 2020 on the theme "HR 5.0" on 11th and 12th December, 2020. It was a remarkable decision of Madras Chapter under leadership of Mr. Raja to hold Stuna 2020 in Covid 19 pandemic and first ever virtual national Conference of NIPM. I am happy to share you that there was tremendous response form student members and young HR professionals. Appropriate theme, great speakers, hard work and passion of Madras Chapter team have really take "Stuna 2020" at its height.

With a view to strengthening NIPM, it is necessary to increase the membership growth which is not possible without the active support of our National Council Members / Office bearers of all Chapters and our valued members. To achieve the target, you have to motivate the Young HR Professionals / Institutions of your surrounding areas for taking the membership by online process through NIPM website : www.nipm.in or directly send the filled-up application form along with requisite fees to NIPM National Office for enrolment of membership. On behalf of the National Council, I appeal before all of you to extend your necessary help and support to make the Membership Drive a grand success.

I would like to share with deep sorrow the sad demise of our following veteran Members / dignitaries in the recent past :-

- (1) Shri R. K. Mukherjee, who was the Past National President of NIPM. He was a Fellow Member of NIPM and deeply associated with the erstwhile Indian Institute of Personnel Management (IIPM) as well as NIPM for many years. He was also the Past Chairman of NIPM-Kolkata Chapter. He rendered his dedicated services for the development of the Institute;
- (2) Shri Atul Srivastava, who was the Special Invitee to the National Council of NIPM. He was the Director (Personnel) of Steel Authority of India Limited, New Delhi;
- (3) Management Guru Dr. P. C. Shejwalkar, who was the Father of Management Education in Maharashtra. He was the Founder of IMDR and a Life Member of NIPM-Pune Chapter;
- (4) Management Guru Shri Sharu Rangnekar, who was a Famous Trainer and Author of "In the Wonderland of Indian Managers" & "In the World of Corporate Managers";
- (5) Shri Prakash Deshmukh, who was a senior Life Member of NIPM-Pune Chapter and the Past Chairman of NIPM-Raigad Chapter;
- (6) Shri V.V. Kulkarni, who was a Member of NIPM-Karnataka Chapter;
- (7) Shri Prakash Jagtap, who was a Life Member of NIPM-Pune Chapter and was the Manager HR- ISMT.
- (8) Shri Pradip Kumar Chatterjee, who was a Life Member of NIPM-Kolkata Chapter.

May their departed soul rest in peace in Heavenly abode. I convey my deepest condolence to the Members of the bereaved families and pray to the Almighty to give them strength to bear their irreparable loss.

With best wishes and warm regards,

Vishwesh Kulkarni
National President, NIPM

Welcome to New Members

WELCOME TO NEW MEMBERS (during the period July 2020 to December 2020)

We are very pleased to welcome all the new Members of NIPM. 46 applicants were admitted as NIPM Members under different categories in various Chapters during the aforesaid period. The statistics of the new members are given below :

<u>CHAPTER</u>	<u>NO. OF MEMBERS</u>
AURANGABAD	01
COIMBATORE	07
DEHRADUN	01
DELHI-NCR	01
GOA	01
HYDERABAD	01
KARNATAKA	02
KERALA	09
KOLKATA	03
MADRAS	02
MANGALORE	01
MYSORE	02
NAGPUR	04
NASHIK	04
PALAKKAD	02
PIMPRI, CHINCHWAD, CHAKAN	01
PUNE	01
PUNJAB	01
TRIVANDRUM	01
VISAKHA	01
TOTAL	46

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

SPECIAL ATTENTION

Members/new applicants are requested to kindly remit the annual membership subscription/new membership fees inclusive GST @18% by one Cheque/Demand Draft or through NEFT/RTGS/Online.

The National Council

Due to the situation of pandemic COVID 19, the 350th Meeting of the National Council held on 2nd August, 2020 by virtual mode through zoom :

Best Chapter awards shall be given and Fellowship awards shall also be given.

Chapters should conduct virtual AGMs and send their audit reports maximum by 30th September, 2020.

Dr. Thomas George K volunteered to be a member of BoS is accepted. Two more nominations by the members should be sent to NP/HGS.

Login by members is very vital and hence all chapters & NC members should make effort for more login.

Due to the situation of pandemic COVID 19, the 351st Meeting of the National Council held on 4th October, 2020 by virtual mode through zoom :

In regard to proposal for upgradation of Membership of the 835 Associate Members to Corporate Membership presented by Mr. G K Sastry, NC Member, 50% discount may be given so that they can come and join in NIPM as Corporate Members. It was suggested by the NC Members that a special discount may be given for the next three months who are willing to apply for Life Membership. Some Members also opined that it should be extended up to 31st March, 2021. Mr. A. S. Toal, Hon. Treasurer was of the opinion that 70% discount may be given to the Life Members and it will be extended up to 31st March, 2021. The National President suggested that since 70% is very high, 50% discount may be given to Life Members and it would be extended up to 31st march, 2021. National President also informed that he would take legal opinion in two separate cases and submit the report before the NC for conclusion. It was decided to seek legal opinion for concession of the Associate as well as Life Members from Dr. S.B. Mitra, RVP (NR).

Declaration of NIPM National HR Best Practices Award – 2019 adjudged by the Board of Jury of the award :-

Category ‘A’

Joint Gold Trophy

NMDC Ltd

L&T Hydrocarbon Engineering Ltd

The Hon. General Secretary informed the members that out of 8091 members, 2684 have logged in and 5407 have not yet logged in as on 30th September, 2020 and Chapter-wise status have already been uploaded in the website of NIPM which will enable them to exercise their franchise through e-voting in the Biennial Election of National Council as well as Chapter Executive Committees of NIPM to be held in the next year. The National President reiterated that we need to find out how the project will be cost effective in long run and hence a committee will be formed with 2/3 senior NC members internally and to submit the report to the National Council. NC members agreed to form a committee to review with 2/3 NC members as well as the members of HR Tech Committee and submit a report to the National Council. In the meantime a Committee consisting of followings are constituted for the purpose :

1. Mr. Ulhas Deshpande, Special invitee to NC
2. Mr. Sanjay Wadhvani, NC Member (NR)
3. Mr. Ranjeet Pandey, NC Member (CR)
4. Mr. G. Girinarayan, Co-Chairman of HR Tech Committee.

The Hon. General Secretary requested the members that the Chapter, who is interested to conduct the Student Annual National

Category 'B'

Joint Gold Trophy

Coromandel International Ltd
Kalpataru Power Transmission Ltd

Joint Silver Trophy

V-Guard Industries Ltd
Aeques Private Ltd

Joint Bronze Trophy

RITES Ltd.
Kirloskar Ferrous Industries Ltd

Special Commendation Award

Lokmat Media Private Ltd

Category 'C'

Gold Trophy

L&T Shipbuildings Ltd

Joint Silver Trophy

Teejay India Pvt. Ltd
IFFCO Lalol

Joint Bronze Trophy

Reliable Autotech Pvt. Ltd.
COSMO Films Ltd

Conference – STUNA-2020 through virtual mode, may please volunteer. Mr. M. H. Raja informed the House that Chennai Chapter is interested to host STUNA in virtual mode in 2020. Mr. Raja requested to support Chennai Chapter for the STUNA Conference. All the members agreed to extend possible help and support to Chennai Chapter for the Conference. NC members thanked Mr. M. H. Raja for agreeing to host the STUNA Conference in virtual mode.

Chapter Round Up

Coimbatore Chapter

Due to the situation of pandemic Covid 19, NIPM-Coimbatore Chapter conducted the Annual General Meeting by virtual mode through Zoom on 31st August, 2020 and presented the Activity report & the Audited A/cs. of the Chapter for the financial year 2019-2020.

Kerala Chapter

NIPM-Kerala Chapter organised a Web-Meeting on 25th November, 2020 in which V Guard Industries Ltd (Kerala) who won the Silver Trophy in the NIPM National HR Best Practices Competition 2020 had presented their Case Study titled – Getting VUCA World Ready : The story of Smart HR Digital Transformation.

Madras Chapter

Activities during July-2020 :-

Student Learning Sessions through Online

Sl. No.	Date	Speaker	Theme
01.	01.07.2020	RAMAKRISHNAN .K.R.	Story Telling for Business Professionals
02.	08.07.2020	VIGNESH RAJA R	Speak with Confidence
03.	10.07.2020	N.C. BALA CHANDRAN	Reimaging Employability skills Counselling for Students in Covid 19
04.	24.07.2020	NIKHIL JAIN	Resume Building

Collaborative Programme of NIPM-Madras Chapter with other Professional bodies

05.	02.07.2020	Kanishk Madhavan	Covid 19 Impact on the Mobility Industry — Recovery and Growth Opportunities
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NIPM-Madras Chapter and Razor Sharp HR

06.	25.07.2020	DR.C. VENKATARAMAN	A Life Changing must attend Programme for all HR Professionals. (Paid Webinar Prog.)
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Activities during August, 2020 :-

Online Activities

01.	04.08.2020	Members Meeting	Panel Discussion on Best Practices and Challenges on Managing the People Processes before and after Covid 19
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Student Learning Series

02.	25.08.2020	Akash Mahagoankar	Top 8 – Key Changes – Payroll / Compensation in 2020-2021
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Collaborative Programme of NIPM-Madras Chapter with other Professional bodies

Sl. No.	Date	Speaker	Theme
03.	01.08.2020	Shiv Khera	Turn set back into come back
04.	22.08.2020	Harrish Sairaman	Stay Strong Stay Positive (sssp)
05.	27.08.2020	Ravi Shankar K.K.	Work Remotely Lead Effectively

NIPM-Madras Chapter and Razor Sharp HR

Sl. No.	Date	Speaker	Theme
06.	01.08.2020	Dr. G. Venkataraman	Paid Webinar Programmes
07.	08.08.2020		A Life Changing must attend programme
08.	15.08.2020		For all HR Professionals

Activities during September, 2020 :-

NIPM-Madras Chapter & ARR Associates

01.	05.09.2020	VIGNESH RAJA .R	Using Linked in for Recruitment
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NIPM-Madras Chapter & MMA – OD – B2 – Pending Sessions

Sl. No.	Date	Speaker	Theme
02.	05.09.2020	DR. ANAND GOPALAN	
03.	12.09.2020	DR. M. RAMAKRISHNAN	
04.	19.09.2020	DR. M. RAMAKRISHNAN	

Due to the situation of pandemic Covid 19, NIPM-Madras Chapter conducted its Executive Committee Meetings on 08.07.2020, 05.08.2020 & 09.09.2020 respectively through zoom.

North Karnataka Chapter

NIPM-North Karnataka Chapter conducted its Executive Committee Meeting on 25th July, 2020 through Zoom. In the said meeting, the agenda points were discussed including the presentation on **Career Growth & Planning** by M/s. Kirloskar Ferrous Industries Limited, Koppal for the benefit of HR Colleagues.

North Karnataka Chapter also conducted its Executive Committee Meeting on 25th September, 2020 through zoom. In the said meeting, the agenda points were discussed including the presentation on **“Overview & Best Practices to control Covid-19”** by M/s. Aequus Private Limited, Belagavi for the benefit of HR Colleagues.

North Karnataka Chapter organised the Three Decade Celebration of the Chapter on 17th October, 2020 through Zoom. The founder Members, Past Chairmen and Mentors of the North Karnataka Chapter have shared their experiences for the benefit of HR professionals.

Palakkad Chapter

NIPM-Palakkad Chapter began its journey w.e.f. 11.03.2020. Within the short time, the Chapter gained its line towards developing the HR professionals and empowering the professionals through organizing various sessions especially using webinars platforms.

Webinars of Palakkad Chapter for the period 01.04.2020 to 30.08.2020 :-

Sl. No.	Date	Speaker	Theme
01.	03/04/2020	Mr. Santhosh Kumar P, Life Skill Coach	TEA BAG LEADERSHIP
02.	05/04/2020	Mr. Soma Sajeev, HR Professional and Trainer	CONNECTING THE DOTS IN HUMAN RESOURCE

03.	07/04/2020	Advocate Dinesh A	LINE OF LIFE
04.	10/04/2020	Dr. Thomas K George, Director, LEAD College of Management, Palakkad	HOW TO MAKE YOUR STAFF WORK COMMITTED
05.	12/04/2020	Mr. Sreelal M. R.	UNDERSTANDING PRACTICAL ASPECTS OF POSH ACT
06.	13/04/2020	Mr. H. N. Shrinivas	ENGAGING EMPLOYEES IMPACTING BUSINESS RESULT
07.	15/04/2020	Mr. Gopan S, Manager (HR & IR), AVP Ltd.	OBJECTIVE BASED PERFORMANCE APPRAISAL
08.	17/04/2020	Mr. A. S. Girish, HR Advisor, Apollo Tyres Ltd.	HR PROFESSION: YESTERDAY, TODAY & TOMORROW
09.	19/04/2020	Moderator: Mr. Lenin M S, HR Manager, Precot Panel Members: Mr. K I Raphael, Mr. Babunath V, Mr. S. Guruvayurappan, Mr. Jimmy J Nalappat	PANEL DISCUSSION : INDUSTRIAL UNIONISM & NEED OF INDUSTRIAL RELATION IN INDIA
10.	20/04/2020	Mr. Brijesh Vappala	NOVEL INSIGHTS INTO PERSONAL MONEY MANAGEMENT
11.	30/04/2020	Dr. Ravindran K A, GM - HR & GD, India Steel Summit Pvt. Ltd, New Delhi	MANAGING YOUR ORGANIZATION DURING/POST COVID-19 LOCKDOWN: HR CHALLENGES
12.	02/05/2020	Mr. Baburaj V Nair, Chief mentor & Founder, P2B Consultancy	SECRETS OF HR EFFICIENCY: HOW TO BE A FUTURE READY HR PROFESSIONAL
13.	03/05/2020	Mr. Arun Nair, Mentor, Life Coach and Success Guru	BUILDING THE BRAND YOU
14.	09/05/2020	Mr. Kochouseph Chittilappilly, Founder, V-Guard Ltd, Wonderla	LEADER IN YOU
15.	30/05/2020	Hon'ble Justice B Kemal Pasha	RIGHT TO LIFE
16.	06/06/2020	Mr. Cherian M George, MD -HML an RPG Enterprises	CHALLENGES OF EMPLOYEES MANAGEMENT POST COVID-19 ERA
17.	11/07/2020	Mr. Justin Thomas, Trainer, Counsellor, Life Coach and Author	NLP FOR HAPPY LIFE
18.	15/08/2020	Mr. Varkiyachan Petta	THE CODE ON WAGES RULE 2020

Pune Chapter

Due to the situation of pandemic Covid 19, NIPM-Pune Chapter conducted its online Annual General Meeting on 26th September, 2020.

NIPM-Pune Chapter organised a Webinar on the topic “Cyber Security Awareness” on 11th November 2020. Dr. Dipti Lele was the Speaker of the programme.

On 30th December 2020, Pune Chapter organized another Webinar on the topic "Secrets of Leadership Success", Mr. Atul Bapat, Founder & MD of CATS Academy was the Resource Person of the programme.

Punjab Chapter

NIPM-Punjab Chapter organized its Annual General Meeting on 27th September, 2020 at Hotel KC Residency, Sector 35, Chandigarh. The meeting was attended by Past Chairmen and Capt. Naresh K. Kakkar, National Council Member, NIPM. On this occasion, in addition to agenda, presentation on chapter activities was made and new members were inducted.

Punjab Chapter held its Executive Committee Meeting on 27th September, 2020 at Hotel KC Residency, Sector 35, Chandigarh.

Raigad Chapter

NIPM-Western Region successfully organized a Webinar / HR Conclave in collaboration with ICSI – WIRC on 23rd December, 2020 on the theme “**New Labour Code 2020 and Latest Amendment in Company Act with reference to CSR**”.

Trivandrum Chapter

Evening Lecture Meetings

NIPM-Trivandrum Chapter organized an online Lecture Meeting on the topic “**Reimagining your Careers**” on 25th September, 2020. Sri Gopal Ananthanarayana Iyer, Associate Director, Talent Ey GDS was the Speaker of the meeting.

Trivandrum Chapter conducted an online Evening Lecture Meeting on 27th November, 2020 on the topic “**My Life, My Story “A Journey of Passion & Possibilities”**”. Shri Hari Namboodiri, a Health Care Professional, Community Leader and Motivational Speaker was the Resource Person of the programme.

Certificate Program on Contemporary HRM

NIPM-Trivandrum Chapter organized a Certificate Programme on **Contemporary HRM** with the objective of providing basic knowledge to those who are currently engaged in HR functions and not HR qualified in start ups and other similar organizations. The first class in the series was held on 5th September, 2020 followed by the classes on Saturdays and Sundays as per schedule. The classes were completed on 18th October, 2020 followed by an evaluation of the performance of the participants on 24th October, 2020. A valedictory function was arranged on 25th October, 2020 in which **Shri Vishwesh Kulkarni, National President, NIPM** was the Chief Guest and Smt. Brinda Rani of Tata Consultancy Services was the Guest of Honour.

Corporate Mentoring Programme

Trivandrum Chapter organized a **Corporate Mentoring Programme** in association with T K M Institute of Management on 31st October, 2020 by extending the services of panel of experts. Each of the Panel members were allotted with 16 students, conducted one to one interview with them, rated them in terms of placement potential from a fresher's perspective. The candidates were ranked to facilitate placement related purposes. The candidates were also provided with necessary advice as to the areas where they have to make improvements based on their professional aspirations, goals and objectives.

Felicitation Programme

Dr. G C Gopala Pillai Founder Chairman of NIPM-Trivandrum Chapter and currently Managing Trustee of the Chapter Trust took over as the Chief Executive Officer of the Kottakkal Arya Vaidya Sala, a century old charitable institution engaged in the practice and propagation of Ayurveda. Dr. G. C. Gopala Pillai served five terms as the Chairman of Trivandrum Chapter and he is a mentor, leader and Guru for many of the Chapter members and hence the Executive Committee of Trivandrum Chapter organized a meeting on 4th December, 2020 and felicitated Dr. G. C. Gopala Pillai on his new assignment.

HR Professional Day

On 27th September 2020, the HR Professional Day was observed by Triandrum Chapter online sharing the professional experience of senior Members like Dr. G. C. Gopala Pillai, Dr. Babu Thomas and Shri P. Sudeep.

31st P N Krishna Pillai Memorial Lecture

NIPM-Trivandrum Chapter organized the 31st P N Krishna Pillai Memorial Lecture on the topic **“Emerging Challenges & Opportunities in HR Management”** on 30th December 2020. Dr. Jebamalaivinchiarachi, who served as Senior Economist with the United Nations Industrial Development Organization from 1987-2009 was the Speaker of the programme.

Executive Committee Meeting

Due to the situation of pandemic Covid 19, NIPM-Trivandrum Chapter conducted its online Executive Committee Meetings on 12.09.2020, 30.10.2020 and 6.12.2020 respectively.
