



# E-NEWSLETTER

MEMBER: ASIA PACIFIC FEDERATION OF HUMAN RESOURCE MANAGEMENT

FOR MEMBER'S - PRIVATE CIRCULATION ONLY

APRIL - JUNE 2022

# HR

*the greatest  
asset of any  
enterprise*



IN HOUSE MAGAZINE OF NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT

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APRIL - JUNE 2022

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**Editorial Team:**

Mr. Vishwesh Kulkarni

Mr. M H Raja

Mr. Arup Chatterjee

Mr. K S Chandru



## Message from the National President



Dear Members,

Wishing you and the members of your family with happiness and prosperity in the days ahead. I am very happy to learn that an initiative has been taken to publish the 1st quarter of NIPM e-Newsletter during July 2022. Due to the Pandemic Covid-19, the process of regular publication of e-Newsletter has been disrupted.

The routine HR activities of various Chapters throughout the country has been adversely affected in this epidemic period. Only few Chapters have conducted their Webinars / HR programmes successfully by virtual mode for the safety of NIPM-Members in the Pandemic era. My congratulation to all of them for their noble initiative for the cause of HR profession as well as for the development of the Members on latest global HR trends. I take this opportunity to appeal to all the Chapters to conduct professional events regularly to maintain all the Covid protocol and safety measures and to intimate the same to National Office for publishing in the e-Newsletter.

It will be a great opportunity for the B-School Students / Management Students to participate in the forthcoming 4th Annual National Conference for Students (STUNA-2022) to be hosted by NIPM-Palakkad Chapter. On this occasion, I request to all our Student Members to attend this Conference, so that they can get the opportunity to update their professional knowledge and mindset ready by the valued deliberation of renowned speakers towards Post Pandemic HR Scenario, Future Work Environment and International Work Culture.

A circular containing the details of STUNA-2022, i.e. date, venue and theme of the conference will be sent to all Chapter Chairmen and Members as well as Students for their maximum participation in STUNA-2022.

I am delighted to inform you that under the able leadership of Ms. Amita Saha, Regional Vice-President (Eastern Region), the Eastern Regional Conference - 2022 of NIPM was successfully organized on the theme 'Remapping Organizational Boundaries : Role of HR' on 28th May, 2022 at Hotel Taj Bengal, Kolkata. My appreciation to Ms. Amita Saha, RVP (ER), Mr. Arup Chatterjee, Hon. Treasurer, Mr. S.K. Thakur and Mr. Sauvik Kumar Saha & also all the organizing Committee Members for hosting the Eastern Regional Conference in a grand manner.

With best wishes and warm regards,

**Vishwesh Kulkarni**  
*National President*

## Message from Hon. General Secretary



I am extremely happy to connect you through the revamped version of e-newsletter. At the outset I send my greetings to the Editorial Team of our Magazine and all the contributors from the Chapters for their contributions in producing this newsletter.

Special thanks to Mr. Chandru for taking up this initiative and playing an instrumental role in revamping the newsletter in terms of new look and feel.

At this opportunity, I would thank God Almighty for giving us the strength and the medical professionals for the selfless service that enabled us to come out from the pandemic. Pandemic is a setback for the new set of office bearers to start implementing the line items that were planned for the growth of NIPM and its members. Thanks to the digital routes, we were able to connect and able to do whatever we could to set the base and now working with complete focus with the priority.

My sincere thanks and appreciation goes to every one of you at our Chapters for the continuous efforts in holding meetings, monthly programmes. The team that organized Eastern Regional Conference deserves a special kudos for the professionalism with which the grand event was executed.

We are glad to inform you that Southern Regional Conference – SRC 2022 will be hosted by NIPM Trivandrum Chapter on 30th September and 1st October 2022 in Hotel O'by Tamara, Trivandrum. The Central Theme of the conference is "Human Capital in the world of metaverse". A galaxy of renowned Speakers from Corporate world, Consulting Firms and Academia will lead the deliberations during the Conference. The Conference will offer participants to exchange knowledge, experience and wisdom, learn and adopt latest HR practices and technologies and network with participants, leaders across the country. We request all your support to make SRC 2022 a grand success.

We all have another reason to celebrate as more than 1500 new members have joined NIPM in different chapters. Credit goes to the office bearers of all Chapters for owning this initiative of increasing the membership strength and make NIPM a force to reckon with. I'm sure that new members with freshness in thoughts will certainly enrich the professionalism of our forum in line with NIPM's VALUES AND VISION. Further, I'm very happy to share that an amount of approximately Rs.75 Lakhs has been generated as revenue through this membership initiative, in which 50% of the amount will be paid back to the Chapters as subvention.

I also visited Kolkata, Trichy, Madurai, Bangalore, Delhi, Pune, Vishakapatnam, Trivandrum, Nagpur & Madras Chapters and met the Chapter Executive Committee Members and interacted with them.

The National Council Team Members wanted to provide a complete package of information, happenings and knowledge sharing to all members and I believe this e-newsletter will provide us the connect and the improvement we all are looking for. While I appreciate the efforts of the Editorial team, I also invite the contribution from every member to make this e-newsletter as one of the best in terms of quality content and interesting read.

Season and festival greeting to all member and their family members

**M H Raja**  
*Hon. General Secretary*

# NIPM NHQ – National Council Team Members for the term 2021-23

- |     |                        |   |   |
|-----|------------------------|---|---|
| 1.  | Mr. Vishwesh Kulkarni  | - | National President                        |
| 2.  | Dr. Subir Bikas Mitra  | - | National Vice President                   |
| 3.  | Dr. M H Raja           | - | Hon. General Secretary                    |
| 4.  | Mr. Ranjeet R Pande    | - | Hon. Addl. General Secretary              |
| 5.  | Mr. Arup Chatterjee    | - | Hon. Treasurer                            |
| 6.  | Ms. Amita Saha         | - | Regional Vice President [Eastern Region]  |
| 7.  | Mr. A S Desai          | - | Regional Vice President [Western Region]  |
| 8.  | Mr. U Chittodu         | - | Regional Vice President [Central Region]  |
| 9.  | Mr. S K Wadhvani       | - | Regional Vice President [Northern Region] |
| 10. | Mr. Siddappa A Horatti | - | Regional Vice President [Southern Region] |

## Members:

- |     |                           |   |  |
|-----|---------------------------|---|--|
| 11. | Mr. Sauvik Kumar Saha     | - | National Committee Member, Eastern Region  |
| 12. | Mr. Sanjay Kumar Thakur   | - | National Committee Member, Eastern Region  |
| 13. | Mr. Sunil Sutavane        | - | National Committee Member, Western Region  |
| 14. | Dr. Ulhas Deshpande       | - | National Committee Member, Western Region  |
| 15. | Dr. P R K Raju            | - | National Committee Member, Central Region  |
| 16. | Mr. Suhas Bhaurao Birewar | - | National Committee Member, Central Region  |
| 17. | Mr. S P Bansal            | - | National Committee Member, Northern Region |
| 18. | Mr. Satyendra Kumar Singh | - | National Committee Member, Northern Region |
| 19. | Mr. K S Chandru           | - | National Committee Member, Southern Region |
| 20. | Mr. I K Gomathisankar     | - | National Committee Member, Southern Region |

## Ex-officio Members:

- |     |                     |   |                                       |
|-----|---------------------|---|---------------------------------------|
| 21. | Mr. Somesh Dasgupta | - | Past National President               |
| 22. | Dr. P K Sahu        | - | Immediate Past Hon. General Secretary |

## Co-opted Members:

- |     |                     |  |  |
|-----|---------------------|--|--|
| 23. | Dr. S V Bhave       |  |  |
| 24. | Dr. C Jayakumar     |  |  |
| 25. | Ms. Meenakshi Davar |  |  |



# Welcome to New Members

*Welcome to New Members (During the period from October 2021 to June 2022) with Discounted Fee.*

We are very pleased to welcome all the new Members of NIPM during the aforesaid period. 1554 applicants/personnel were admitted as NIPM Members under different categories in various Chapters with Discounted Fee up to 30<sup>th</sup> June 2022. The statistics of the new members are given below:

S.NO	CHAPTER	CORPORATE	LIFE	INSTITUTIONAL	TOTAL
1	ASSAM	0	3	0	3
2	AURANGABAD	3	58	0	61
3	BOKARO	0	1	0	1
4	BARODA	0	3	0	3
5	BHILAI	0	3	0	3
6	COIMBATORE	3	91	3	97
7	DELHI-NCR	0	26	0	26
8	DEHRADUN	0	16	0	16
9	DHANBAD	0	7	0	7
10	GOA	0	5	0	5
11	GODAVARI	0	16	0	16
12	HOSUR	0	18	0	18
13	HYDERABAD	0	10	0	10
14	JAMSHEDPUR	0	1	0	1
15	JAIPUR	0	2	0	2
16	KARNATAKA	1	273	6	280
17	KERALA	9	120	2	131
18	KOLKATA	0	29	0	29
19	MADRAS	4	120	1	125
20	MADURAI	2	22	0	24
21	MAHANADI	0	1	0	1
22	MANGALORE	0	15	0	15
23	MUMBAI	0	47	0	47
24	MYSORE	1	40	0	41

*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.*

For more details you may please write to : [membership@nipm.in](mailto:membership@nipm.in)

25	NAGPUR	0	37	0	37
26	NASHIK	0	105	0	105
27	NEYVELI	0	17	0	17
28	NORTH KARNATAKA	0	15	0	15
29	ORISSA	2	0	0	2
30	PALAKKAD	0	15	0	15
31	P.C.C.	0	60	0	60
32	PONDICHERRY	0	3	0	3
33	PUNE	2	223	3	228
34	PUNJAB	2	13	0	15
35	RAIGAD	0	14	0	14
36	RANCHI	3	4	0	7
37	SURAT	0	2	0	2
38	THANE	0	5	0	5
39	TIRUCHY	0	12	0	12
40	TRIVANDRUM	0	29	0	29
41	U.P.	0	1	0	1
42	UTKAL	0	6	0	6
43	VISAKHA	0	19	0	19
	<b>TOTAL</b>	<b>32</b>	<b>1507</b>	<b>15</b>	<b>1554</b>

Those wish to join our association, please visit our website & you make use of on-line joining form & you make on-line payment also.

## The Brief of National Council Meetings:-

The 358<sup>th</sup> National Council Meeting was held on 2<sup>nd</sup> May, 2022 on virtual platform because of the pandemic situation,

The 5<sup>th</sup> Research Compendium on "Leveraging Talent Management to ensure Organization Growth" has been released on Foundation Day 15<sup>th</sup> March, 2022 at Pune by our National President in the presence of Dr. Santosh Bhawe at Pune. NC appreciated Dr. Santosh Bhawe for his successful and consistent publication of 5<sup>th</sup> research compendium. It was discussed and unanimously agreed that Dr. Santosh Bhawe will be felicitated during the Natcon 2022 for his sincere and dedicated efforts.

Dr. Santosh Bhawe informed the members that for the 6<sup>th</sup> Research Compendium have received & 39 Research Articles have been under review for the Research Compendium & for Personnel Today and this will be published at the end of June, 2022.

## The 359<sup>th</sup> Meeting of the National Council held on 29<sup>th</sup> May, 2022 at NIPM National Office, Kolkata



“ Excellence is a continuous process and not an accident ”





- Our Senior Staff **Mr.Sukamal** Dey retiring on 31<sup>st</sup> May 2022, being on honored, during our NC meeting.

## 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](mailto:info@nipm.in)



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

# Regional Conferences

## Eastern Regional Conference-2022

### // Theme: 'Remapping Organizational Boundaries: Role of HR'



The Eastern Regional Conference – 2022 of National Institute of Personnel Management was organized on 28th May 2022 at Hotel Taj Bengal, Alipore, Kolkata.

Shri Prabir Jha, renowned motivational speaker, was the keynote speaker. Shri Vinay Ranjan, Director (P&IR), Coal India Limited was the Chairman of the conference as well as one of the speakers.



The seminar was divided into two technical sessions and reputed speakers like Mr. Adika Ratna Sekhar, CMD, Balmer Lawrie & Co., Dr. Ratna Sinha of Tata Metaliks Ltd., Mr. Ajay Kumar Sahoo of RP Sanjiv Goenka Group, Dr. Santosh Bhawe of Bharat Forge Ltd., Mr. Asim Prasad of GAIL, Mr. Sujoy Banerjee of Gainwell Commosales, Dr. Rashmi Sharma of Webel Fujisoft Vara Centre, Dr. Chandrima Banerjee of Unigrow Solutions deliberated on the sub-themes. Mr. Ashutosh Ghosh, VC, Rani Rashmoni Green University, Hooghly was the Guest of Honor in the Valedictory Session.



A student debate was also conducted on the topic **"Covid-19 Killed the Traditional Workplace"** during the conference in which students from Heritage Business School, Army Institute of Management, United World School of Business and Bhavan Institute of Management Science participated.

The conference was attended by about 150 participants from Industry and Academia. On this occasion, many stalwarts of NIPM like Mr. Vishwesh Kulkarni, Present National President of NIPM, Mr. Dipankar Dasgupta, Director IISWBM, Dr. MK Maheshwari, Mr. MH Raja, Honorary General Secretary of NIPM were present. Ms. Amita Saha, Regional Vice President – ER of NIPM, Mr. Arup Chatterjee, Mr. Partha Chowdhury, Mr. SK Thakur, Mr. Sauvik Kumar Saha & others played an important role in organizing the event.



# Upcoming Conference Southern Region

All the members are requested to join SRC & make it grand success. For more details you may please contact :

**Mr. Vinod Narayanan (Chairman)**  
NIPM Trivandrum Chapter,  
Ph: +91 98478-29651,  
Email id: vinodpriya@gmail.com  
**NIPM trivandrum Office:**  
NIPM House, Jawahar Nagar,  
Sasthamangalam,  
Thiruvananthapuram,  
Kerala - 695 010.

**NIPM**  
NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT  
SOUTHERN REGIONAL CONFERENCE

30 September &  
1<sup>st</sup> October

Venue: O by Tamara  
Thiruvananthapuram

**NIPM SRC 2022**  
SOUTHERN REGIONAL CONFERENCE

**Conference Theme**  
**HUMAN CAPITAL IN  
THE WORLD OF  
METAVERSE**

Organized by  
NIPM Trivandrum Chapter

Financial  
Wellness Partner  
**jify**

Diamond Sponsor | HR Tech Partner | Connectivity Partner | Sponsor

**darwinbox** | **i hits** | **Asianet** | **YASHASWI**

www.nipmtrivandrum.in



## Theme for SRC 2022

### Human capital in the world of metaverse


The pandemic has given rise to a whole new work culture while accelerating the virtual world of work, and officially entering the two-dimensional workplace. Companies have now adopted a hybrid workforce model or remote working to stay ahead of the curve. Today, this has become an ongoing challenge for most companies trying to bring the entire human experience back to life. But as per the latest acquisitions, developments and investments happening in the Metaverse, the HR gamut has extremely high potential to transition itself into this space. Furthermore, the adaptability of Gen X as compared to the Millennials and Gen Z generations of the workforce to the Metaverse will be the real challenge. This conference will explore the nuances of Human capital in the world of metaverse there by helps the organizations and companies to reimagine the HR for creating an efficient collaborative work culture.

### Sub Themes


- 01 Future of the workplace: Redefining the normal
- 02 Future Technologies for HR: AI & Robotics
- 03 Transformative HR: Intuitive to data-driven decision making
- 04 Embracing Change through inclusion: Women in metaverse
- 05 Legal and Policy frameworks: Impact on Industrial Relations
- 06 Role of HR in Startups

# Upcoming Conference


## Southern Region



**NIPM**  
NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT



**NIPM**  
**STUNA 2022**  
STUDENTS NATIONAL CONFERENCE



Conference Theme  
**AGILE HR**

Hosted by  
**NIPM Palakkad Chapter**

**Date: 25<sup>th</sup> & 26<sup>th</sup> November 2022**

**Venue: LEAD College of Management  
Palakkad, Kerala**

+91 984 716 5434 | nipmpkd@gmail.com



# CENTRAL REGION:

## Chapter Activities



### NIPM-BHILAI CHAPTER

#### Activities of Bhilai Chapter

NIPM Bhilai Chapter elected new team & taken over on May 07, 2022 and the team members are :



Chairman

Mr. K K Singh



Vice Chairman

Mr. J N Thakur

Mr. Sanjeev Kumar Shirvasatava



Hon. Secretary

Mr. Ajay Kumar



Hon. Additional Secretary

Mr. Vikash Chandra



Hon. Treasurer

Ms. Priyanak Meena

#### Attention : Chapter Chairman / Secretary

Chapter Activities can send their event photographs and articles to [info@nipm.in](mailto:info@nipm.in) and the same will be published in the magazine.

To publish your article in our next issue kindly send us on or before 7<sup>th</sup> October 2022.

# WESTERN REGION:

## NIPM-MUMBAI CHAPTER

### Event Details from September 2021 to April 2022

Twenty-Ninth Naval Tata Memorial Lecture  
3rd September, 2021  
Zoom Webinar

"Never Normal"  
**Mr. Shekhar Bhandari,**  
President, Kotak Mahindra Bank, Mumbai

Conference  
9th October, 2021  
DES's J S Kothari Business School

"HR Summit 4.0"  
**Mr. Vinay Deshpande**  
Chairman & Chief Trustee  
Mahindra Finance CSR Foundation & plenary Panel  
Discussions by eminent Academicians and Industry  
Professionals

Webinar  
29th January, 2022  
Zoom Webinar

"The True Essence of Leadership-  
The Intuitive Presence!!"  
**Ms. Suman Nair,**  
**Executive Group VP & Chief**  
People Officer, MO Alternate Investment  
Advisors Pvt. Ltd., Mumbai

Webinar  
24th February, 2022  
Zoom Webinar

"Better Be Well Than in The Well"  
**Dr. Rajendra Barve Parivartan**  
The Turning Point  
**Dr. Mickey Mehta,**  
Global Leading Holistic Health and Wellness Guru

Signing of MOU between NIPM Mumbai Chapter &  
SMES'S Smt. Maniben MP Shah Womens College of  
Arts & Commerce, (SNDT) Mumbai  
15th March, 2022  
Sofitel Hotel, BKC

"42nd NIPM "Foundation Day"  
**Hon. Chairman**  
**Mr. Salil Desai**  
Apex Team of Office Bearers of NIPM Mumbai Chapter  
**Dr. Leena Raje,**  
Principal & Apex Team of SMES's Smt. Maniben MP Shah  
Womens of Arts & Commerce, Mumbai

Webinar  
16th April, 2022  
Zoom Webinar

"Inner Awakening- Confidence is the Key"  
**Ms. Rachna Pednekar,**  
Founder Drishti Manthan.



## **NIPM-NASHIK CHAPTER**

### **Activities of Nashik Chapter**

The newly elected team for the term 2022-24 taken over on June 24, 2022 & the team members are:



Chairman

**Prakash Bari**



Vice Chairman

**Rajaram Kasar**

**Rahul Borse**



Hon. Secretary

**Hemant Raakh**



Hon. Additional Secretary

**Prakash Gunjal**



Hon. Treasurer

**Vinayak Patil**



Committee Members

**Rajendra Rasal**

**Rajendra Achari**

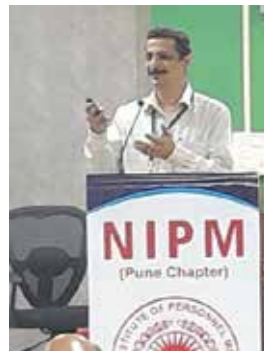
**Ramesh Gawali**

**Sushmit Dalvi**

# NIPM-Pune Chapter

## Activities of Pune Chapter

8/04/2022 - Interactive Session with Shri Rajeshji Tope, Minister for Health, Skills Employment Entrepreneurship and Innovation, Entrepreneurship and Innovation, Maharashtra State on the Topic **"INDUSTRY EXPECTATION - SKILL DEVELOPMENT & EMPLOYMENT"**



23/04/2022 - HR Conclave in Coordination with MITCON Institute of Management on the Topic **"DEVELOPING TALENT IN THE POST PANDEMIC TIMES"**

13/05/2022 - Evening Lecture on **"HR INNOVATION"** by Nilesh Puntambekar

2/07/2022 - HR Summit at Suryadatta Group of Institutes on **"CHANGES IN HR AND ORGANISATIONAL NEEDS : IN NEW NORMAL"**



10/08/2022 - Felicitation of the Contributors of Research Compendium & Welcome to Mr. Sadashiv Patil, New Chairman of Pune Chapter

4/06/2022 - Panel Discussion on **"COMPENSATING TOP BRASS KEY TO HAPPINESS....."**





# NIPM-SURAT CHAPTER

## Activities of Surat Chapter for the Q1 of 2022-2023

NIPM-Surat Chapter organized an Evening Session on 22nd June, 2022 on the theme "In Pursuit of Excellence - Unleashing the Potential in you and your organisation" with the help of Shri Nikhil Desai, an eminent faculty from Mumbai having rich experience as International Trainer, Motivator and Coach at Auro University, Surat. 50 Participants from various HR departments of giant industries like Essar, Reliance, Kribhco, NTPC, ONGC, Adani, L&T, DCM Sriram, Torrent Power and other diamond and textile units, universities and colleges in and around Surat. Shri J K Nair, Secretary, Surat Chapter welcomed all and introduced the faculty and welcomed him with a bouquet. Shri Rajesh Shah, Chairman, Surat Chapter while giving his chairman's speech, reiterated the services provided by NIPM and the importance of joining all youngsters of HR, L&D, IR fraternity in NIPM Surat Chapter to update their knowledge. He has also welcomed them to be a part of the Surat Chapter Committee. Shri Nikhil Desai, in his speech deliberated the insights for unleashing the potential of a human being. Shri Sudhanshu Sharma has proposed vote of thanks and presented a memento to Shri Nikhil Desai as a token of love and affection from NIPM Surat Chapter. The session was concluded followed by High-tea.



# NORTHERN REGION:

## NIPM-PUNJAB CHAPTER

### Activities of Punjab Chapter for the Q1 of 2022-2023

#### HR Conclave

Punjab Chapter in association with KC Group organised HR Conclave on the theme "Leveraging HR to take Business organisations to next level." The panellist were very experienced personnel from the field of HR from manufacturing and service industries. More than 200 students attended the Conclave. The students actively participated and had the opportunity to interact and gain from the experiences of panellists.

#### Session On New Labour Codes

NIPM Punjab Chapter organized an Interactive Seminar on the Topic: New Labour Codes – Objectives and Challenges on 30th April, 2022 at Chandigarh Haveli, Chandigarh. Mr. Anupam Malik, Additional Labour Commissioner, Haryana (Retd.) and Mr. Jorawer Singh, Director and CEO – Olympus Management Consultancy Services. were the guest speakers. The speakers made the audience aware about the objectives of the New Labour Codes to be implemented in the future and stressed on the associated challenges for the industry. The executives from more than 30 business organisations attended the program. Both the new dimensions added to the code and their practical implications were discussed at length. The program would go a long way in preparedness of the executives to adapt and implement labour codes seamlessly who attended the program.



“

**All the clever strategies and advanced technologies in the world are nowhere near as effective without great people to put them to work.**

”

## **NIPM-RAJASTHAN CHAPTER**

### **Activities of Rajasthan Chapter :-**

Evening Lecture Meeting

12.05.2022

Arjun Bagh, Udaipur, Rajasthan

Unlock during Lockdown & Converting Adversities into Opportunities

**Shri R. P. Srivastava,**

**Head-HR, J.K. Tyres Ltd.**

People Officer, MO Alternate Investment

Advisors Pvt. Ltd., Mumbai

# NIPM-U.P. CHAPTER

## Activities of U.P. Chapter

A lecture meeting was organised by NIPM-U.P. Chapter on the topic "Dimensions of Maturity" on 15th April, 2022 at Auditorium Royal Group, Neo Square Building, Behind Wave Mall, Vibhuti Khand, Lucknow. Mr. Nirma Kumar, Former GM HR, Hindalco and Corporate Trainer conducted this valuable session and was very well taken by the audience present.

NIPM-U.P. Chapter conducted a lecture meeting on the theme "New Dynamics for High Achieving Managers" on 12th May, 2022 at Conference Hall, Institute of Cooperative and Corporate Management Research and Training (ICCMRT), Ring Road, Indira Nagar, Lucknow. Dr. Vikram Singh, Former DGP- UP and Chancellor, Noida international University, Noida was kind enough to spare his valuable time for the benefit of the students and faculties of ICCMRT.

A lecture meeting was conducted by NIPM-U.P. Chapter on the theme "Client Handling Skills" on 19th June, 2022 at Auditorium Royal Group, Neo Square Building, Behind Wave Mall, Vibhuti Khand, Lucknow. Dr Tripti Bharthwal, Director LBSIMDS, shared her practical insights for the audience present during this highly interactive session.



*Glimpses of Annual General Meeting of NIPM-U.P. Chapter held on 31st July, 2022 at Hotel Gomti, Lucknow*

# SOUTHERN REGION:

## NIPM-KARNATAKA CHAPTER (BENGALURU)

Activities during April-2022



Mr. Robert Cutinha, Chairman, Karnataka Chapter addressing in the Training Session on the theme "Compensation Management in Industries" held on 29.04.2022 at the Chancery Pavilion, Bengaluru.



Glimpses of Workshop on "Industry Practices on Compensation and Benefits for Managerial Employees and Non-Managerial Employees" organized by Karnataka Chapter on 30.04.2022 at ISBR Auditorium.



BENEFITS

## Activities During April-2022 :-

**National Institute of Personnel Management  
- Karnataka Chapter & Wellercare**  
*Presenting a Webinar on*

**Revolutionizing Employee Engagement** wellercare  
*Through the Best Years Program*

**On April 8, 2022 at 06:30 pm in the Zoom Platform**

**Program Guide**

**Mudit Saxena, Life Transformation Expert, Coach and Facilitator.**  
Mudit has empowered clients across the globe using a blend of neuroscience, mindfulness, spirituality and his own life experiences that transformed him from a C-suite executive building & running businesses in 5 countries into an internationally certified ICF Coach whose mentors include Tony Robbins, Blair Singer and Steve Jobs' coach John Mattone. Now he leads Wellercare's Best Years Program - the result of 3 years of collaborative research with various subject matter experts. He'll guide your employees' parents to find purpose and meaning in life, helping them create an ideal future by design.

**All the members of NIPM are cordially invited to join the webinar by using the Zoom Web-link.**

Karnataka Chapter organized an Webinar on 08.04.2022 on the theme "Revolutionizing Employee Engagement".

**NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT**  
- KARNATAKA CHAPTER

In Association With...  
*Students Chapters of*

- Nagarjuna Group of Institutions, Yelahanka, Bangalore
- RR Institute of Advanced Studies, Chiklabanavara, Bangalore
- NITTE Meenakshi Institute of Technology, Yelahanka, Bangalore
- ISBR Business School, Electronics City, Bangalore

Organizing an Online Session on  
**Corporate Culture**

**DATE: 09.04.2022 (SATURDAY) & TIME : 04.00 P.M. TO 05.30 P.M.**  
**FACULTY: DR.SANKARAN NAMBOODIRI DGM (RETIRED), BOSCH LIMITED**

**Qualification**

- 1995: Ph.D. in Rubber Technology, IIT Kharagpur
- 1986: M.Tech - Rubber Technology, IIT Kharagpur
- 1984: M.Sc. Chemistry, IIT Madras
- 1982: B.Sc. Chemistry St Thomas College, Tondiar

**Professional Experience**

- 1988 - Engineer-Product Development - Madcon Engg Pvt Ltd
- 1988 to 2005 - Plant Manager, SRF Sealing Solutions, I
- 2006 to 2022 - Held different Leadership Roles at Bosch Limited, I

**Key Knowledge Areas**

- Setting Up Manufacturing Facility and Optimizing Process
- Production System & Environment Management System
- Quality Management System
- Cost/Process Improvement Process
- Organizational Practices for Employee Experience - Creating Great Place to work
- People Management & Process
- Union Management & Negotiation

**Platform** **webex**

**Student Members are requested to actively participate in this session**

**Chairman - NIPM KC**  
Robert Castrillo

**Head Secretary - NIPM KC**  
Dinesh A. H.

**Pratibha**  
Vice Chairman - NIPM KC  
Chairman - Academics & Students Welfare Committee

**Dr Harish Babu S, Director Management Studies, Nagarjuna Group of Institutions**

**Dr Janardhan G Shetty, Director Management Studies, RR Institute of Advanced Studies**

**Dr Shilpa Ajay, HOD MBA, NITTE Meenakshi Institute of Technology**

**Dr Narasimha Venkatesh, HOD HRM & General Management, ISBR Business School**

Karnataka Chapter organized an Online Session on 09.04.2022 on the topic "Corporate Culture". Executive Committee Meeting of NIPM-Karnataka Chapter held on 25.04.2022 at Century Club, Bengaluru.

## Activities During May-2022 :-

**NIPM EXPLORRA**  
KARNATAKA CHAPTER

**EXPLORRA CONSULTING**  
Presents one day workshop on  
**"DESIGN THINKING & DESIGN CLINIC"**  
Date: 18th May 2022, Wednesday  
Time : 9:30am to 5:00pm  
Venue : Chancery Pavilion, Residency Road, Bengaluru

**NIPM EXPLORRA**  
KARNATAKA CHAPTER

**EXPLORRA CONSULTING**  
Presents one day workshop on  
**"DESIGN THINKING & DESIGN CLINIC"**  
Date: 18th May 2022, Wednesday  
Time : 9:30am to 5:00pm  
Venue : Chancery Pavilion, Residency Road, Bengaluru

Glimpses of One Day Workshop on the theme "Design Thinking & Design Clinic" held on 18.05.2022 at the Chancery Pavilion, Bengaluru by Karnataka Chapter.



Executive Committee Meeting of NIPM-Karnataka Chapter held on 13.05.2022 by virtual mode through zoom.

### Activities during June-2022 :-



Karnataka Chapter organized an One Day National Level Symposium on the theme "Future of Work, Work Force & Work Place" on 18.06.2022 at Seshadripuram Institute of Management Studies, Bengaluru.

*Office Bearers of Karnataka Chapter, Speakers/Guests and Delegates of the Symposium are seen in the pictures.*

**Train people well enough so they can leave.  
Treat them well enough so they don't want to leave"  
- Sir Richard Branson**



Mr. Robert Cutinha, Chairman, NIPM-Karnataka Chapter delivering Speech before the Members during 62nd Annual General Meeting of the Chapter on 24th June, 2022 at Capitol Hotel, Bengaluru.



Mr. Robert Cutinha, Chairman, NIPM-Karnataka Chapter welcoming the Members while Ms. Jahnvi Gurjer, the Speaker delivering speech on the topic "Presence in Absence : In & Out at Work" during Evening Lecture Programme on 24.06.2022 at Capitol Hotel, Bengaluru.

Celebration of 62nd Annual Day of NIPM-Karnataka Chapter on 2nd July, 2022 at Century Club, Bengaluru in presence of Mr. Robert Cutinha, Chairman of the Chapter, Mr. Vishwesh Kulkarni, National President, NIPM, Mr. S.N. Sethuram, the Chief Guest, Mr. M. H. Raja, Hon. General Secretary, NIPM, Mr. Dinesh A.U., Hon. Secretary, NIPM-Karnataka Chapter and audience of the programme are also seen. Executive Committee Meeting of NIPM-Karnataka Chapter held on 02.06.2022 at the Chapter Office.



Executive Committee Meeting of NIPM-Karnataka Chapter held on 02.06.2022 at the Chapter Office.



# NIPM-KERALA CHAPTER (KOCHI)

## Activities of Kerala Chapter :-

### SCHEDULE

07.04.2022	I'd rather be honest than impressive, in job interviews – HR in Kerala-NIPM	NIPM-Kerala Chapter Team
22.04.2022	NIPM Legal House Session – Kerala Headload Worker's Act Legality Vs Legality	Mr. Vimalan K.N., Former Joint Labour Commissioner Government of Kerala
22.04.2022 (Alappuzha Group)	Skill Matrix & Multiskilling	Dr. Adarsh Ambady
26.04.2022	Kerala HR & IR – A Leadership Journey of Organizational Transformation	Mr. Sanjiv K. Menon Former Managing Director Nitta Gelatin India Ltd.
18.05.2022 (Thrissur Group)	Felicitation to Adv. Benny P. Thomas & Knowledge Sharing Session on New Labour Codes	Adv. Benny P. Thomas, Advocate, Kerala High Court, Managing Partner, Thomas & Thomas & Non-Executive Director, South Indian Bank Ltd.
19.05.2022	NIPM Club House – HR in Kerala – Performance Management	NIPM Club House Members and participants
20.05.2022	Managing Stress to Enjoy Better Work Life Balance in your Leadership Journey	Dr. Meera Abhimanyu, Ph.D. in Psychology, South Keisie University, Wellness Trainer & Life Coach

## Full Day Session – Offline Legal Update 2022

Annual Flagship Program 'Legal Update 2022' of NIPM-Kerala Chapter was conducted in a grand way on 25<sup>th</sup> June, 2022 at Radisson Blu Kochi.

*The following were the Resource Persons for the event :*



Key Resource Person



Adv. Abhay S. Nevagi,  
Managing Partner,  
Nevagi & Associates, Mumbai



Resource Person



Adv. Patha Pati



Resource Persons for  
Interactive/QA Session



- Sri P. Pramod Director, Factories & Boilers, Govt. of Kerala
- Sri Varkiachan Pettah Former GM (HR & IR), English India Clays Ltd.
- Adv. Benny P. Thomas Advocate, Kerala High Court – Moderator
- Sri T. I. Babu Former GM (IR), Cochin Shipyard Ltd.

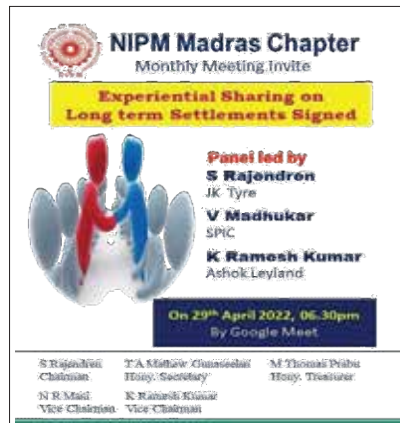
The Program was inaugurated by Mr. Joe Varkey, Chairman, NIPM-Kerala Chapter. Mr. N. V. Ravidev, Hon. Secretary proposed vote of thanks.

# NIPM-MADRAS CHAPTER

## Monthly Meeting (online) – April 2022

The monthly meeting for April 2022 was held on 29.04.2022. There was a panel discussion on “Experiential Sharing on Long Term Settlements Signed”.

Mr. S. Rajendren, Head-HR, IR & EHS who is the Chairman of Madras Chapter of NIPM shared the challenges faced and the experiences in the journey the JK Tyre Management travelled before signing the Long Term Settlement with the Union. Close to 50 members participated in the virtual event.



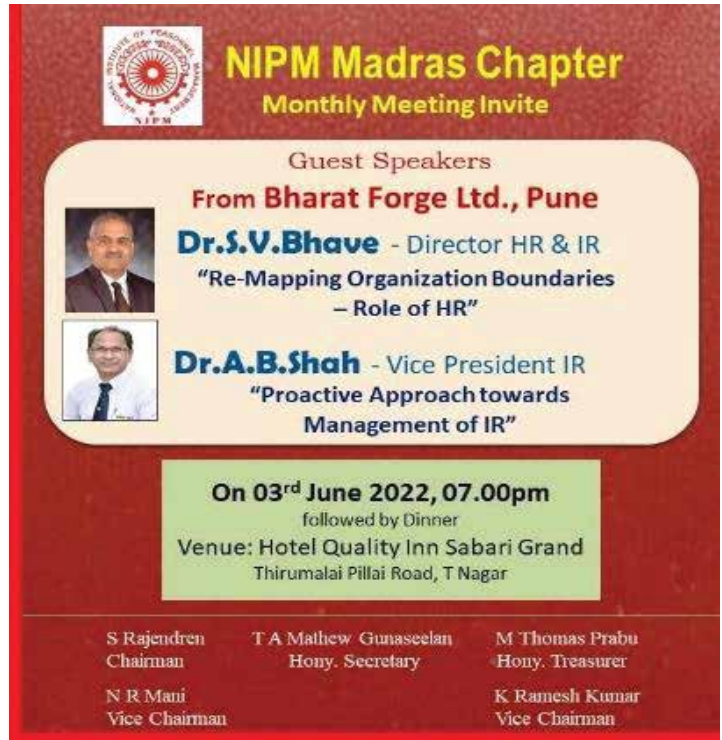
## Monthly Meeting – May 2022



The monthly meeting for May 2022 was held on 20.05.2022. The Guest Speaker Mr. Murali Sundaram, “Happiness Coach” kept the audience fully charged with his techniques to boost the energy and productivity. The entire session of the program was filled with cheers and enthusiasm from the participants. Close to 100 members participated in the event.

# Monthly Meeting June 2022

The monthly meeting for June 2022 was held on 03.06.2022. There were two Guest Speakers on two different topics viz. Dr. S. V. Bhave on "Re-Mapping Organization boundaries–Role of HR" and Dr. A. B. Shah on "Proactive Approach towards Management of IR". Both the speeches were contemporary, informative and thought-provoking. Close to 100 members participated in the event.



**NIPM Madras Chapter**  
Monthly Meeting Invite

Guest Speakers  
From **Bharat Forge Ltd., Pune**

**Dr.S.V.Bhave** - Director HR & IR  
"Re-Mapping Organization Boundaries  
– Role of HR"

**Dr.A.B.Shah** - Vice President IR  
"Proactive Approach towards  
Management of IR"

**On 03<sup>rd</sup> June 2022, 07.00pm**  
followed by Dinner  
Venue: Hotel Quality Inn Sabari Grand  
Thirumalai Pillai Road, T Nagar

S Rajendren  
Chairman

T A Mathew Gunaseelan  
Hony. Secretary

M Thomas Prabu  
Hony. Treasurer

N R Mani  
Vice Chairman

K Ramesh Kumar  
Vice Chairman




# Annual General Body Meeting – June 2022





The Annual General Body Meeting of NIPM Madras Chapter was held on 03.06.2022. All the items as listed in the Agenda were taken up for discussion. The Meeting was concluded with Vote of Thanks

# NIPM-MANGALORE CHAPTER

## Activities of Mangalore Chapter





**ST JOSEPH ENGINEERING COLLEGE MANGALURU**  
Department of Business Administration

In Association with  
**NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT**  
Mangalore Chapter

One Day Management Development Programme (MDP)  
ON  
**HR ANALYTICS**  
(For HR professionals, Line Managers, Data Analysts,  
Entrepreneurs, Academicians & Students)

**Resource Person**  
**Mr. Manamohan R**  
CEO – Kronax Engineering & Pressure Vessels LLP,  
Bengaluru

Date: 31<sup>st</sup> May 2022, Tuesday  
Time: 10 am to 5 pm  
Venue: Spoorthi Hall, St. Joseph EC, Vamanjoor, Mangaluru

Registration fees : Rs.500/- (Professionals, Corporates & Academicians)  
Rs. 200/- for Students  
Participants are requested to bring their Laptops.  
Software and Data will be provided



Event : One Day MDP on HR Analytics – Future of HR

Date : 31st May 2022, 10 am to 5 pm

Venue : St. Joseph Engg College, Mangaluru

Trainer : Mr. Manamohan R, CEO – Kronax Engg

One Day Management development Program on “HR Analytics – Future of HR”, was organized by NIPM, Mangalore Chapter in association with St. Joseph Engg.College, Mangaluru on 31st May 2022.

The trainer Mr. Manamohan R, CEO – Kronax Engg & Pressure Vessels LLP, Bengaluru engaged about 100 participants with theory and practical sessions on HR Analytics.

# NIPM-MYSURU CHAPTER

Event Details from April 2022 to June 2022

## “Safety in the Industry” - 14 May 2022



An Evening Session on “Safety in the Industry” by Chief Guest & Key Speaker, Shri Balaji Arunachalam, Cluster Head (South), Carlsberg India Pvt. Ltd., held on Saturday, 14 May 2022 @ Hotel Preethi International, Five Lights Circle, Mysuru.



## “Building & Driving High Performance Culture in Complex Multi- Business Conglomerate” - 27 May 2022



An evening interactive session on Building & Driving High Performance Culture in Complex Multi- Business Conglomerate by Chief Guest & Key Speaker, Shri Nishith Mohanty, Group President - HR & Academia, Manipal Education & Medical Group, held on Friday, 27 May 2022 @ Hotel Le Ruchi The Prince, Hunsur Road, Mysuru.

## 40th Annual General Meeting



40th Annual General Meeting of NIPM, Mysuru Chapter held on 29th June 2022, 4.30 pm at Hotel Nalpak, V V Mohalla, Mysuru

# NIPM- TRIVANDRUM CHAPTER

## Brief Report on the activities for the month of April 2022

The meeting of the Executive Committee of Trivandrum Chapter was held on 02.04.2022. As decided in the last meeting the Leaders' Talk by Shri Murthy Chaganti was held on 8th April, 2022 on the topic "Evolving Role of HR in the New Economy". A large number of members of Trivandrum Chapter, B School students and well wishers have attended the program.

Shri Murthy Chaganti is the Managing Director & Chief Executive Officer of M/s. Asianet Satellite Communications Limited. Prior to Asianet, he served in different positions at AirtelTigo, a Joint Venture between Bharti Airtel and Tigo (part of Millicom, a Europe-based telecommunications company). During his stint, led the merger and integration of the two brands, and lead the company subsequently. Held different positions there such as Business Head, COO & CEO.

The Executive Committee decided that for the Leader's Talk for the month of May 2022, Shri Sunil Gupta, Founder Director & CEO of M/s. Innoval Digital Solutions (P) Limited may be approached.

## Brief Report on the activities for the month of May 2022

The Executive Committee meeting of Trivandrum Chapter was held on 23.05.2022 and it discussed various aspects regarding the Chapter hosting the Southern Regional Conference 2022 at Trivandrum. The Chapter has already communicated its interest in organizing the Southern Regional Conference to the NIPM-National Office. The meeting also discussed about the themes and sub themes to be included in the Conference, if approved, and it was decided to make the presentation by the Chairman before the National Council scheduled for 29th May, 2022.

The Leader's Talk for the month of May 2022 was held on 28th by **Shri Sunil Gupta, Founder & Managing Director, M/s. Innoval Digital Solutions (P) Limited**, Technopark, Trivandrum and the topic was **A New Way of Managing Talent – Post Pandemic**. The members of Trivandrum Chapter including Student Chapter members, their Faculty Members etc. attended the talk online.



**NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT**  
TRIVANDRUM CHAPTER  
NIPM House, Sasthamangalam, Trivandrum 695 512  
E: [trivandrum@nipm.org](mailto:trivandrum@nipm.org)  
Ph: 0471-2316495 website: [www.nipm.org.in](http://www.nipm.org.in)

**LEADER'S TALK**

By **Shri. MURTHY CHAGANTI**  
Managing Director & Chief Executive Officer,  
M/s. Asianet Satellite Communications Limited

**TOPIC: EVOLVING ROLE OF HR IN THE NEW ECONOMY**

Date & time  
7.00 p.m  
on Friday  
the 08th April  
2022 online

Meeting ID: 837 8583 1934 | Passcode: 851421

VINOD KARANJAN  
Chairman

MANISH L S  
Hrs. Secretary



**NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT**  
TRIVANDRUM CHAPTER  
NIPM House, Sasthamangalam, Trivandrum 695 512  
E: [trivandrum@nipm.org](mailto:trivandrum@nipm.org)  
Ph: 0471-2316495 website: [www.nipm.org.in](http://www.nipm.org.in)

**LEADER'S TALK**

By **Shri SUNIL GUPTA**  
Managing Director  
M/s. Innoval Digital Solutions (P) Limited  
Technopark, Trivandrum

**TOPIC: A NEW WAY OF MANAGING TALENT - POST PANDEMIC**

**SATURDAY, 28th MAY 2022**  
@ 7.00 PM ONLINE

Meeting ID: 845 5498 0359 | Passcode: 981343

VINOD KARANJAN  
Chairman

MANISH L S  
Hrs. Secretary



## NORTHERN REGION:

### **NIPM-PUNJAB CHAPTER**

#### **Student Activities of Punjab Chapter**

Punjab Chapter formed a New Student Chapter at Management School of KC group of colleges, Nawanshahron 23rd April, 2022. The chapter was inaugurated by Mr Ashutosh Gautam, Engineering Head-Asia, Pfizerin august presence of Mr Arvind Singh, Campus Director, Mr S P Bansal, NC Member-NR, Chapter Chairperson Ms. Renu RP Singh and the Vice Chairmen Mr AK Bakshi and Mr Ravinder Chadha. 20 Student Members were inducted on this occasion.

# SOUTHERN REGION:



## NIPM-KARNATAKA CHAPTER

### Student Activities of Karnataka Chapter



Inauguration of NIPM Student Chapter of SVIT, on 23.04.2022 at Seminar Hall, SVIT in presence of Mr. Robert Cutinha, Chairman, Karnataka Chapter along with Student Members and others.

Student Chapter Members & Colleges can send their event photographs and articles to [info@nipm.in](mailto:info@nipm.in) and the same will be published in the magazine.

To publish your article in our next issue kindly send us on or before 7<sup>th</sup> October 2022



# NIPM-MADRAS CHAPTER

## Student Activities of Madras Chapter



## Inauguration of Student Chapter – April 2022

NIPM's Student Chapter was inaugurated on 26.04.2022 at Dept. of Business Administration, Kalasalingam Business School, a Unit of Kalasalingam Academy of Research and Education at Srivilliputhur, Tamil Nadu. Mr. Ramesh Kumar delivered a motivational speech on "Planning for Future" which was well received by the students and others.



## Inauguration of Student Chapter – May 2022

NIPM's Student Chapter was inaugurated on 13.05.2022 at Indian School of Science and Management (ISSM) Business School at their Chennai Centre.

The event began with lighting of lamp by NIPM Madras Chapter Chairman, Mr. S. Rajendran followed by Mr. M. Thomas Prabu, Treasurer. Motivating speeches by Mr. Rajendran and Mr. Thomas Prabu enthralled the audience especially the enthusiastic students, who are the budding business leaders of tomorrow.



# NIPM-MANGALORE CHAPTER

## Student Activities of Mangalore Chapter

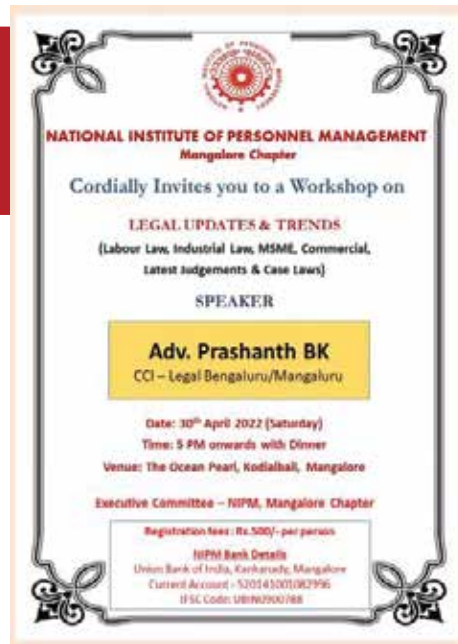


- NIPM Student Chapter of Sahyadri College was inaugurated under the Aegis of NIPM, Mangalore Chapter on 30th April 2022 at Sahyadri College of Engineering and Management, Mangalore.
- About 183 Students were given the oath of NIPM Membership.
- Mr. Dheeraj Shetty, Chairman, NIPM Mangalore Chapter conducted a session on "HR as a Business Partner" to the MBA Students.

Event : Inauguration of NIPM Student Chapter under NIPM, Mangalore Chapter  
Date : 30th April 2022  
Venue : Sahyadri College of Engineering & Management, Mangaluru

Event : Workshop on Legal Update and Trends  
Date : 30th April 2022, 5 PM Onwards  
Venue : The Ocean Pearl, Mangalore  
Speaker : Adv. Prashanth BK, CCI – Legal, Bengaluru

- NIPM, Mangalore Chapter organized a Workshop on Legal Updates and Trends on 30th April 2022 at The Ocean Pearl, Mangalore.
- Adv. Prashanth BK discussed some of important case laws under various industrial laws and enlightened the participants regarding some of the latest trends in Industrial Law.
- About 85 participants including HR Professionals, Academicians and Students were benefited out of this workshop.



# NIPM-TRIVANDRUM CHAPTER

## Student Activities of Trivandrum Chapter

A new Student Chapter was inaugurated at Rajadhani Business School, Attingal. Shri Ajish M J, Executive Committee member delivered the key note address on the occasion. Shri Vinod Narayanan, Chairman of Trivandrum Chapter also addressed the students on the occasion. More than 100 students have enrolled themselves as members of the new Chapter.

# Members Column

## CONDOLENCES

We would like to share with deep sorrow the sad demise of :-

(1) Mr. Parimal Sinha, who was the Past Hon. General Secretary of NIPM for the terms 1999–2000 and 2000–2001. He was the Hon. Treasurer of NIPM for 1997–98 and 1998–99. He was the Regional Vice-President (Eastern Region) of NIPM for the term 2002–2004. Mr. Sinha was also the Past Chairman of NIPM-Kolkata Chapter for the term 2012–2014. He served the NIPM-National Office and NIPM-Kolkata Chapter with full of devotion. He showed his keen interest and made significant contribution for the development of NIPM-Kolkata Chapter as well as for the Institute as a whole;

(2) Mr. Babu Nath B, who was a Life Member of NIPM-Palakkad Chapter. Mr. Babu Nath served the NIPM-Palakkad Chapter with full of devotion. He showed his keen interest and made significant contribution for the development of NIPM-Palakkad Chapter as well as for the Institute as a whole;

(3) Mr. Vikram Hebbar, who was a Life Member of NIPM-Mysore Chapter. Mr. Hebbar served the NIPM-Mysore Chapter with full of devotion. He showed his keen interest and made significant contribution for the development of NIPM-Mysore Chapter as well as for the Institute as a whole.

(4) Dr. A. Balachandran, who was a Life Member of NIPM-Salem Chapter. Dr. Balachandran served the NIPM-Salem Chapter with full of devotion. He showed his keen interest and made significant contribution for the development of NIPM-Salem Chapter as well as for the Institute as a whole.

(5) Smt. Sesha Kumari, who was the Vice-Chairman of NIPM-Godavari Chapter. She served the Godavari Chapter with full of devotion. She showed his keen interest and made significant contribution for the development of NIPM-Godavari Chapter as well as for the Institute as a whole. 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.

### WRITE-UP / ARTICLES

Members can send their articles to [info@nipm.in](mailto:info@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 7<sup>th</sup> October 2022

**WE WELCOME YOUR FEEDBACK & SUGGESTIONS**  
**MAIL TO [info@nipm.in](mailto:info@nipm.in)**

# NIPM members can now **login** to update their profile



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The following are the steps to be followed to validate access:

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- Click on Login
- Give your eMail Id that was shared at the time of registration – even if the eMail ID has changed now, please use the eMail ID registered with NIPM and change email ID after the login is confirmed
- Give your member number (without the alphabet before the number) for password
- Click Signin –you should go to the page that has your details
- Should some information / Photo be changed, click on edit and make necessary changes and save

**NEWSLETTER PUBLISHED BY:**  
**M.H.RAJA, HON. GENERAL SECERATARY, NIPM**

**NEWSLETTER DESIGNED BY:**  
**K.S. CHANDRU**

**NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT**  
**Southend Conclave, Tower Block (3<sup>rd</sup> Floor)**  
**1582, Rajdanga Main Road, Kolkata – 700 107**

**Phone: +91-033-2441 7255**  
**Email ID: [info@nipm.in](mailto:info@nipm.in)**  
**[www.nipm.in](http://www.nipm.in)**