



e-Newsletter

JANUARY - MARCH, 2019

NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT





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NATCON 2019



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 delighted to inform you that the countdown of 38th Annual National Conference (NATCON)-2019 of NIPM has already started. The Conference will be hosted by NIPM-Karnataka Chapter during 23rd, 24th & 25th September, 2019 in Bengaluru. I request all of you to kindly attend this event of International in nature for your professional rejuvenation

and to update your domain excellence at par with global standard. HR Professionals not only from Pan India but also from overseas will attend the Conference to update their knowledge on latest trends in the field of People Management and share their experiences and views for the mutual benefit. I also request the office bearers of all Chapters to extend full support to Karnataka Chapter by sending advertisement and sponsorship for success of the Conference.

You will be happy to know that we have purchased a new premises in New Delhi for liaison work of NIPM National Office. NIPM Delhi Office can coordinate with various Central Ministries like Human Resource Development; Labour & Employment, Commerce and Industry to orient them about NIPM and its activities. Necessary steps would be taken so that NIPM Members can get the opportunity to work in various committees of Central Government departments which are related to HR functions. NIPM will make close liaison with CII /FCCI / ASOCHEM/ Institute of CA / Institute of CS / Institute of Cost Accountants of India located in New Delhi for strengthen HR fraternity. NIPM also coordinate with Delhi based PSUs and other organizations towards Sponsorship, Advertisement and also other activities related to HR to strengthen NIPM.

I take the opportunity to update you in our Institute's initiatives related to International forum as a APFHRM Member Country. In the recent past, I visited Fiji along with Mr. Somesh Dasgupta, Immediate Past National President, NIPM and Vice-President APFHRM to attend the APFHRM Board Meeting on 16th March, 2019. The APFHRM Board meeting focussed on various HR related initiatives taken at the Asia Pacific level for the mutual benefit of APFHRM Member countries. During the APFHRM Board Meeting, Maldives Association of Human Resource Professionals (MAHRP) has shown their interest to start the Exchange Programme with NIPM-India for exchange of views and experiences of the members of both the countries with similar facilities. President of both the Institutes will be present in their respective Annual National Conferences as Honoured Guest.

On the invitation of BSHRM, I will also participate in the BSHRM-NSU 8th International HR Conference-2019 to be held on 19th April, 2019 at Dhaka Bangladesh. As per the Exchange Programme between NIPM-India & CIPM-Sri Lanka, a 8 Member Delegation of NIPM-India will attend the National HR Conference - 2019 of CIPM Sri Lanka during June 18-19, 2019 at BMICH, Colombo, Sri Lanka. The undersigned is likely to be present in the Conference.

I am glad to inform you that NIPM-Delhi-NCR Chapter successfully organized Northern Regional Conference - 2019 on the theme "HR Making the Business Future Ready" during March 08-09, 2019 in New Delhi. NIPM-Mumbai Chapter organized the Western Regional HR Conference - 2019 on the theme 'HR Challenges Decade-3' during March 15-16, 2019 in a befitting manner.

I am delighted to inform you that various Chapters of NIPM have successfully observed 'NIPM Foundation Day' on 15th March, 2019 and I congratulate all of them for strengthening the HR fraternity on this auspicious day.

At the end, with a heavy heart, I would like to share with deep sorrow that Mr. Hillole Sen, the Past Hon. General Secretary of NIPM had passed away. Mr. Sen rendered his dedicated services for development of the Institute. May the departed soul rest in peace in heavenly abode. I convey my deepest condolence to the bereaved family members and pray to the Almighty to give them strength to bear this great and irreparable loss.

With best wishes and warm regards,

(Vishwesh Kulkarni)
National President



Welcome to New Members

WELCOME TO NEW MEMBERS (during the period January 2019 to March 2019)

We are very pleased to welcome all the new Members of NIPM. 66 applicants were admitted as NIPM Members under different categories in different Chapters during the aforesaid period. The statistics of the new members are given below :

CHAPTER	NO. OF MEMBERS
ASANSOL	02
ASSAM	01
BARODA	01
COIMBATORE	01
DEHRADUN	04
DELHI-NCR	16
HOSUR	01
KARNATAKA	13
KERALA	02
KOLKATA	01
MADRAS	06
MANGALORE	03
MUMBAI	01
MYSORE	01
NASHIK	01
PONDICHERRY	01
PUNE	07
THANE	01
TRIVANDRUM	01
UPPER ASSAM	01
VISAKHA	01
TOTAL	66

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 and Trainings, conducted by various 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.



343rd National Council Meeting held on 10th February, 2019 at BEL Officer's Club, Bangalore

Mr P R Basavaraju, Chairman, NIPM-Karnataka Chapter informed that they have already briefed about the development of NATCON 2019 before the NC Members in presence of Mr. D R Nagaraj, Past National President and Mr. H N Srinivas, through PPT. Mr. Anand S. Toal suggested that separate Bank A/C for NATCON 2019 should be opened by the Chapter on priority. Dr. P K Sahu, Hon. General Secretary announced that Institute will grant Rs.3 lakh instead of 2 lakh out of the NIPM Patron fund. The host Chapter expressed their happiness about the announcement. It was also announced that similarly Rs 1 lakh shall be granted for Regional Conferences. National President agreed in consultation with Hony. General Secretary that the grant amount is increased to Rs 4 lakhs for NATCON2019 and 2 lakhs for Regional conferences. N C satisfied with the development report of the NATCON 2019.

The National President informed that four Trustees e.g. Mr. D Raychaudhuri, Mr. Manoj Gupta, Dr. G L Muralidharan & Dr. P C Panigrahi will be completed their first term on 28th February 2019. However as per Constitution they are eligible for reappointment for another term of three years. It was decided that Mr. M H Raja in place of Dr. G L Muralidharan and Mr. K C Das in place of Dr. P C Panigrahi would be appointed for three years w.e.f. 1st March 2019 and Mr.D Raychaudhuri & Mr. Manoj Gupta will be continued for another term of three years. N C approved the decision.



The National Council

Mr. Ashoka T, Chairman, Mr. G Girinarayan, Co-Chairman and Mr. Anish Arvind Convenor of the HR Tech Committee jointly presented on use of Technology in digitizing all the processes of NIPM including Membership matters, online voting process etc and implementing the same in a timely manner which was presented in NC. The committee informed the house that the suggestions and action plan was also discussed with Election Reforms Committee over video conferencing during which shortlisted vendor has been finalized. National President assured the committee that resource shall not be a constraint to implement all the measures in digitizing all processes as suggested by the committee for implementation. National Council approved the decision.

Mr. P Sudeep gave a presentation on bringing quality improvements in NIPM. NC noted the presentation.

Dr. S V Bhave gave a presentation about STUNA 2019. He informed that ten students from different Institutions will be the speaker in each Session under the Chairman of the Senior members of Pune Chapter. NC was satisfied with the presentation given by Dr. S V Bhave.

Achievement

Dr. Ram Kumar Lodha, a Life Member of NIPM (Membership No. L 33839) has been awarded Ph.D degree in Management from the Career Point University Kota, Rajasthan.

Assam Chapter





Chapter Round UP

Assam Chapter



The AGM (2016-18) of NIPM , Assam Chapter was held on January 29, 2019 at the premises of Oil India Limited, Duliajan, Assam from 10 am.

The AGM was presided over by Prof Pranjal Bezborah (CMS, Dibrugarh University), Vice-Chairman of NIPM - Assam Chapter.

Vice Chairman welcomed all the members of the NIPM fraternity and expressed happiness to be together with NIPM members from different organizations. He spoke about the genesis of NIPM as a body of professional HR practitioners and academia and reiterated that the Assam Chapter will grow from strength to strength only with the active participation of each member of the NIPM fraternity.

He mentioned that the election of new committee for the NIPM Assam Chapter for 2018-2020 has been completed and the results has been announced by the Adviser of NIPM(Assam Chapter), Shri B P Bakshi, who was the election officer for the term. The new Chairman, Shri Pranjit Deka, ED (HR &A), OIL addressed the august gathering . He shared his valuable experience of HR in OIL and emphasized the role of HR in organizational building. He emphasized the need to network with other organizations and learn from each other to sustain the HR energy.

The Chairman's, address was followed by 2 (two) presentations. Ms Kumari Neelam, Manager (Personnel - OIL) shared a thought provoking presentation of a learning intervention on 'HRSE Summit & Expo 2018 'attended at Dubai. Ms. Aishwarya Banerjee, Manager (ER - OIL) presented an interesting topic titled ' The Millennium Mindset- Work styles and aspirations of Millennials'.

The meeting ended with the vote of thanks offered by Dr. Shyamal Baruah, DGM Personnel - OIL and Hony. Secretary for session 2018-2020.

Asansol Chapter

NIPM-Asansol Chapter conducted 2 days Seminar from 2nd March to 3rd March, 2019 at N K international Hotel, Port Blair, Andaman & Nicobar Islands. The theme of the programme was "The HR Paradigm Shift : New Ways to work & Live". The programme also included sightseeing on 4th & 5th March, 2019. Most of the delegates / Members attended the seminar with their families. The programme was successful and very effective to the participants.

Aurangabad Chapter



NIPM-Aurangabad Chapter organized an Evening Lecture programme on the topic "Capability Building : The Mantra that Strengthens Transformation in Business" on 24th January 2019 at Windsor Castle Hotel, Aurangabad. Mr Sunil Sutavane, Chairman of Aurangabad Chapter welcomed the speakers and all the dignitaries to the event. Mr Puneet Dhingra, Hon. Secretary anchored the event and also presented the format vote of thanks. This programme was attended by over 100 HR professionals representing various industries in and around Aurangabad which included senior professionals and committee members.



Aurangabad Chapter organized a full day workshop on "Self Actualization & Self Management" on 27th February, 2019 at Hotel Srushti and Agro Tourism Center, Aurangabad - Pune Highway. The session was conducted by Corporate Trainer & Director of Ask Training Solutions, Mr Sachin Dabhade. 46 participants participated in this programme



Chapter Round UP

Aurangabad Chapter



Aurangabad Chapter organized a Student Chapter Training programme on the topic "Key Habits of a Successful Student" on 2nd March, 2019 at MGM's Institute of Management. 76 participants participated in this event.

Inauguration



Aurangabad Chapter



Session 1 : Getting Ready for Corporate World
 Speaker : Mr. Sunil Jogdeo
 Schedule : 8th March 2019, 10 am to 1 pm



Session 2 : Attitude and Behaviours
 Speaker : Mr. Jatin Chandarana
 Schedule : 8th March 2019, 2 pm to 5 pm



Session 3 : Emotional Intelligence & different ego states
 Speaker : Mr. Sachin Dabhade
 Schedule : 9th March 2019, 10 am to 1 pm



Session 4 : Goal Setting Speaker : Mr. Arun Mishra
 Schedule : 9th March 2019, 2 pm to 5 pm



Aurangabad Chapter organized 2 Days Conference on the topic "Employability Enhancement" on 8th & 9th March, 2019 in 4 Sessions at Acharya Vinoba Bhave Hall, MGM's IOM, Aurangabad. 40 participants participated in this Conference.

Valedictory



Chapter Round UP

Aurangabad Chapter



10 participants from Aurangabad Chapter participated in the Western Regional Conference on the theme "HR Challenges Decade-3" organized by NIPM-Mumbai Chapter during 15th & 16th March, 2019 at Sofitel Hotels & Resorts, BKC, Mumbai.



Aurangabad Chapter



On the Foundation Day Celebration Aurangabad Chapter of NIPM organized a programme on the topic - Felicitation of past Chairmen, welcoming new members & Session on "Formulae for living a stress free life" on 17th March, 2019 at Hotel Grand Kailash, Near Automotive, Cidco, Aurangabad. 42 participants participated in this programme.



On 22nd March, 2019, Aurangabad Chapter organized an Evening Lecture Meeting on the topic "Recent SC Judgment regarding EPF & other important developments" at Aryabhata Hall, JNEC College, Aurangabad.

Aurangabad Chapter held its EC Meeting on 7th March, 2019 at LIPL, CIDCO, Aurangabad. 9 members participated in this meeting.



Chapter Round UP

Delhi-NCR Chapter



Delhi-NCR Chapter



Delhi NCR Chapter organized two days NIPM Regional Conference on the theme "HR ... Making the Business future ready on 8-9 March, 2019.

The inaugural session was addressed by Honourable Justice Dipak Misra, Former Chief Justice of India. In his inaugural address, Justice Misra emphasized upon the importance and role of HR professionals in building up the culture of an organization.

Dr. Ashis Sen of the Ashis Sen Coaching and Consulting as a Key note speaker spoke about his research work at Harvard Business School highlighting the impactful role of Leaders as creating the climate of the organization and its linkage and benefits on the Top line and bottom line of the organisations.

Mr. Prabhat Singh, as Guest of Honour and MD Petronet - LNG, spoke about his views in transforming the performance management system while dealing with the people and performance. He spoke of machine and artificial intelligence and algorithms to assess the performance but at the same time be intelligent to inspire and empower people to enhance their contribution to the organization.

Delhi-NCR Chapter

Mr. Dinesh Jain as the Chairman of NIPM, Delhi NCR Chapter and President Uflex Limited welcomed the Honourable Chief Guest, Justice Dipak Misra and highlighted the breakthrough landmark judgements including some crucial mid-night judgements in his role as Chief Justice of India. He also shared the changing role and expectations of the leadership from the HR. Mr. Jain shared the NIPM's role and contribution to the HR fraternity and how it is evolving with the times.

Mr. Sushil Kr Srivastava as Conference Director and Chief-HR & Administration, Tata Power Delhi Distribution Limited, highlighted the context and relevance of this Regional Conference. He talked about the importance of aligning the HR function to the Functional and Business Strategy of the business.

Dr. S. B Mitra, Regional Vice President (Northern Region), NIPM and Executive Director-Law & HR of GAIL (India) Limited expressed his vote of thanks to the distinguished guests in the inaugural address and his commitment and passion for contributing to the HR fraternity through NIPM and the tremendous learnings and wisdom brought in by the learned and luminous dignitaries.

Mr. Sushil Kumar Srivastava, as Conference Director and Chief HR & Administration - Tata Power Delhi Distribution Limited, in his valedictory address, summed up the key take-away and thanked Chapter Chairman - Mr. Dinesh Jain and the other Executive Committee members to come together to organize such a wholesome conference giving broad perspectives to HR and showing the way forward to the fraternity.

Mr. Shantanu Mitra, Hon. Secretary - NIPM and DGM-GAIL, gave vote of thanks to the Executive Committee, Speakers, Coordinators at various levels, sponsors, delegates and SCOPE Complex administration for making the program successful.



NIPM - Delhi NCR Chapter celebrated the 39th NIPM Foundation Day at IFFCO Sadan, Saket, New Delhi on Friday March 15, 2019. Regional Commissioner, EPFO, New Delhi Mr. Amit Vashist and Director (HR), ONGC Dr. (Mrs.) Alka Mittal were present as guests.

Mr. Dinesh Jain, Chairman, NIPM Delhi NCR Chapter after congratulating all for 39th Foundation day of NIPM highlighted the growth of NIPM and its presence in various national and international fora as a representative body of HR professionals. He addressed the extremely recent and landmark Supreme Court Judgment on Provident Fund Deduction titled, "Regional Provident Fund Commissioner,



Chapter Round UP

Delhi-NCR Chapter

West Bengal versus Vivekananda Mandir & Ors." He presented a Power Point Presentation to explain the ratio and principle involved in the judgment in detail and to provide clarity in minds of HR professionals regarding the implications of judgment on Companies and on EPFO.

Mr. Amit Vashist, Central Provident Fund Commissioner, also spoke on the Supreme Court PF Judgment and addressed the queries of the delegates on the same and also informed the audience that Implementation part of the Supreme Court Order is under process and circulars will be issued so that all Organizations comply with the Provisions of PF Act as clarified vide Hon'ble Supreme Court dated 28.02.2019.

Dr. (Mrs.) Alka Mittal, Director (HR), ONGC, as the guest of honor for the event, shared her experience on the immense contribution made by the NIPM members in the field of human resources and industrial relations.

Dr. S.B. Mitra, Regional Vice President, NIPM, Northern Region underlined the emphasis of Constitutional Law vis a vis Service Laws and informed that Sr. Manager (Law) Gail wil give a detailed presentation.

Mr. A.V.S. Subramanyan, Senior Manager (Law), Gail (India) Ltd. presented a detailed presentation emphasizing on "Constitutional Framework of Service Laws" specifically talking about Articles 12 and 13 of the Indian Constitution.

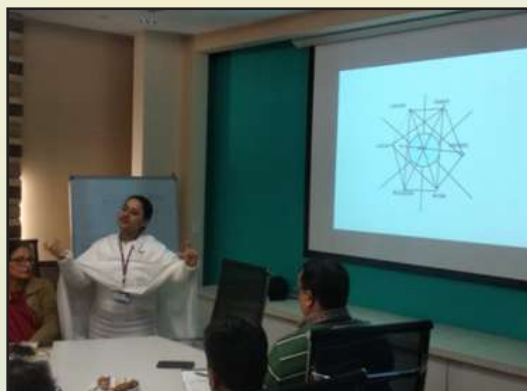
Lastly, Mr. S.C. Gupta, Vice Chairman, NIPM Delhi NCR Chapter, wrapped up the event by giving concluding remarks and vote of thanks.

The programme was concluded by Mr. Shantonu Mitra, Secretary NIPM Delhi NCR Chapter. During the Programme Mr. S.C.Kulshreshtha, Mr. S.N. Singh, Mr. Mukesh Jain, Mr. Ranbir Singh, Mr. Panigrahi and all other Executive Committee members were present.

The programme was followed by a High Tea. Executive Committee members as Delegates and HR professionals from various industries and PSUs such as GAIL, IFFCO, ONGC and Industries such as Uflex Limited, Montage, etc. were present.

Delhi NCR Chapter held its Executive Committee Meeting on 3rd March, 2019 at GAIL Centre

Dehradun Chapter



A meeting of the Executive Body of Dehradun Chapter was held on 18th February, 2019. Chapter welcomed five new Life Members and presented the NIPM badge to the three members who were present on the occasion.

A talk on "Happy Workplaces" by Ms. Nidhi Agarwal associated with Brahmkumaris was organized on 27th February, 2019 at Tel Bhavan Dehradun. The talk was attended by more than 20 HR professionals and members.

Goa Chapter



NIPM-Goa Chapter organized NLP-Speakcellence (Excellence in Public speaking skills using new impactful NLP - techniques) training programme on 18th January, 2019 at the Conference hall, Smartlink Network systems Ltd., Verna Industrial Estate. This was specially designed public speaking seminar for corporate, managers, officers, engineers, employees, entrepreneurs and industry professionals. Programme content was well crafted and delivered in unique way so as to experience powerful lessons in personal change using advanced techniques of Neuro-Linguistic Programming (NLP). The programme was conducted by one of the leading corporate trainers, professional public speaker, management consultant and peak performance leadership & teambuilding coach Mr Dileep Parab. Excellent feedback was received from the participants for NLP-Speakcellence. NLP-Speakcellence was inaugurated and warm welcome speech was delivered by Chairman of Goa Chapter, Mr Manoj Kharde.

Goa Chapter



The workshop on "Labour Laws" was held at the NIPM - Goa Chapter Hall on 9th February, 2019. The topics covered were Labour Laws with recent Amendments.



NIPM-Goa Chapter released its bi-annual newsletter 'Vision' on 9th March, 2019 at the hands of Labour Minister, Hon'ble Rohan Khaunte. Senior NIPM members along with the Executive Committee members of NIPM were present on the occasion.



The workshop on "Making and Delivering Winning Presentations" on 15th March, 2019 was conducted by professional corporate trainer, Mr. Rajesh Gaonkar for NIPM at the Don Boscoss College of Engineering, Fatorda. The program was aimed to deliver presentations with appropriate body language, stimulate interest of audience, use a structure for presentations. Participants were made to make their own presentations and delivered them in the second half of the program.



On 15th March, 2019 NIPM Foundation Day was celebrated with a difference at SRK Spice farms, Khandepar - Ponda, Goa. All NIPM members and their families were invited for a day long picnic at the farm. Family games were organized by one of the NIPM members and rest of the day spent together in the pool or the other activities at the farm. It was well received by all the members.

Karnataka Chapter

Karnataka Chapter held its EC Meeting on 9th January, 2019 at Century Club on the following topics :

Deliberations on NATCON 2019

Preparations for HR Professional Day 2019

Review of Committee Performance.

The Chapter also held its EC Meeting on 6th March, 2019 at Century Club, Bangalore.

On 11th January, 2019, an Evening Talk was held by Karnataka Chapter on "Employee Engagement & Sustainability" at Capitol Hotel, Bangalore.

On 13th January, 2019 Sports day for members of NIPM was organized by the Chapter at HAL Sports ground. 100 professionals attended in this programme. HR Professional Day 2019 on the theme "Building Self - in VUCA World" was observed on 25th January, 2019 at NIMHANS Convention Centre.

NIPM-Karnataka Chapter organized two day International Conference on "Innovative Practices in Business Management, Human Resources, Productivity & Environment - IC-IPBSE-2019" during 24th & 25th January, 2019 at SSMRV College.



Karnataka Chapter organized an Evening Lecture Meeting on the topic "Digital Learning" on 20th February, 2019 at St. Joseph's Institute of Management, Bangalore.

The Chapter held its EC Meeting on 6th February, 2019 at the NIPM Conference Hall. On 10th February, 2019, the Chapter conducted NC Meeting at Bangalore in BEL Officer's Club.

NIPM-Karnataka Chapter in association with UNIQ Academy organized Public / Industry awareness programme across industrial areas on "Compliance of CCTV & Access Control in Industries" under new Karnataka Public Safety (Measures) Enforcement Act 2017" and DEPAM (Disaster & Emergency Preparedness and Management) Awareness programame

was conducted in active participation of Department of Police, Officer Commanding, Civil Defence (GOK) on 5th March 2019 & 28th March, 2019.

Karnataka Chapter



Karnataka Chapter celebrated its Foundation Day on 15th March, 2019 at St. Joseph's Institute of Management, Bangalore.

An Evening Talk was organized by Karnataka Chapter on the theme "Beyond Empowerment" on 22nd March, 2019 at R V Institute of Management. Karnataka Chapter in collaboration with Auto Liv, a short movie on Safety "Emergency Exit" was released on 24th March, 2019.

Karnataka Chapter of NIPM organized one-day interactive programme on "Effective Performance Management & Business" on 25th March, 2019 at Hotel Trinity Isle, Sheshadripuram, Bengaluru.



Karnataka Chapter



Karnataka Chapter conducted one day workshop on the topic "HR for Non HR" on 28th March, 2019 at Electronics City, Bangalore.

The Chapter organized a programme on "DECODING EPF & Application of PF for Trainees under NEEM Scheme on 29th March, 2019 at Hotel Capitol.

Kerala Chapter

NIPM-Kerala Chapter held its EC Meeting on 28th January, 2019 at NIPM House, Kochi.



NIPM-Kerala Chapter has started 10 days Short Terms Certificate Course on "Essential Competencies & Skills for HR Managers" on Saturdays. Mr M. Thomas Kadavan, Former Chairman of Kerala Chapter inaugurated the programme on 19th January, 2019. The first session was held on the topic "Tech HR and HCM Measurement Skills". The resource person was Mr Anish Aravind, Hon. Secretary, NIPM-Kerala Chapter.

Kerala Chapter



On 28th January, 2019 Kerala Chapter organized a knowledge sharing session on the topic "Executive / Organizational Coaching as a Career Progression for Human Resource Leaders" at NIPM House. The resource person was Mr M R Rajeshkumar PCC, Managing Partner and Coach, Gateways Global LLP.



On 30th January, 2019 a Student Chapter was formed at Bhavn's Royal Institute of Management, Kochi. Total 59 Students enrolled as Student Members from the College. The NIPM Student Chapter was inaugurated by Dr. K. Anilkumar, Vice-Chairman, NIPM-Kerala Chapter. The Inaugural Session was followed by a 2 hour Interactive Session with the students.

NIPM-Kerala Chapter organized one day Workshop on the "Compensation & Benefits Planning" on 9th February, 2019 at PGS Vedanta, Kaloor, Kochi.

The Chapter held its EC Meeting on 6th February, 2019 & 28th February, 2019 at NIPM House, Kochi.

Kerala Chapter



On 9th February, 2019 NIPM-Kerala Chapter in association with NIPM Infopark Group organized a One Day Workshop on "Compensation and Benefits Planning" at Hotel PGS Vedanta, Kochi. The resource persons were Mr Sanjay Paul Antony & Ms. Jayeta Jithu of Abanel Consulting Services, Bangalore. Total 45 participants from various industries all over Kerala Participated in the workshop.

NIPM-Kerala Chapter Calicut Group organized a Half Day knowledge sharing session on 12th February, 2019 at Hotel Hyson Heritage, Calicut on the topic :Fall in Love with Analytics". The resource person was Dr. Manoj Varghese, Strategy/People/Process Consultant, Former Director, XIME, Former Director of User Operations, Facebook and Former HR Director at Google.



NIPM-Kerala Chapter has started 10 days Short term Certificate Course on "Essential Competencies & Skills for HR Managers" on Saturdays. On 2nd February, 2019 the Session was held on the topic "Social Networking Skills" by Dr. K Anilkumar, Vice-Chairman, Kerala Chapter and Head(MHRM), Rajagiri Centre for Business Studies. On 16th February, 2019, the Session was held on the topic "Reward and Recognition Skills" by Mr Prasad M George, Former Chairman, Kerala Chapter and Former Dy. GM (HR), BPCL, Kochi/Mumbai and Mr K M George, Former Director & Chairman, Kerala State Productivity Council. On 23rd February, 2019, the Session was held on the topic "Performance Management Skills" by Dr. A J Augustine, Hon. Addl. Secretary, Kerala Chapter and Sr. GM (HR, Admin. & Training), Kochi Metro Rail Ltd.

NIPM-Kerala Chapter released the quarterly issue (October-December, 2018) of its publication Kerala Personnel.

Kerala Chapter held its EC Meeting on 15th March, 2019 at Hotel PGS Vedanta, Kochi.

Kerala Chapter



Kerala Chapter celebrated its Foundation Day on 15th March, 2019 at Hotel PGS Vedanta, Kochi. 70 participants from various industrial sectors in and around Kochi attended the programme.



On 8th March, 2019, NTPC, Kayamkulam organized a half day session was held on "Women Empowerment" for their women staff members and family members as part of Women's Day Celebration. Ms. Kshama Sandeep, EC Member, Kerala Chapter was the resource person for the programme.

Kerala Chapter



NIPM - Kerala Chapter, Kottayam Group organized a one day Training Programme for the staff members of Paragon Group, Kottayam on 23rd March, 2019.



NIPM-Kerala Chapter, Trissur Group organized an Evening Session on "Innovative HR Practices" on 8th March, 2019 by Mr Edwin James, General Manager (HR), VKC Group at Joy's Palace, Trissur.



On 22nd March, 2019, NIPM-Kerala Chapter, Alappuzha Group organized an Interactive Session with Mr Ajith Haridas, Chairman, Kerala State Pollution Control Board at Alappuzha on Environmental Aspects. Members from Alappuzha Group took part in the Session.

Madras Chapter

On 11th January, 2019 Madras Chapter in association with MMA organized joint video workshop on the topic "Empowering Manager" at NIPM Madras Chapter Office. Mr R. Venkatasubramaniam was the speaker. NIPM - Madras Chapter & MMA also organized Joint meeting at MMA Hall on the topic "Responsible Business Conduct in Supply Chain Intermediaries". Mr A S Girish was the speaker of the programme.

NIPM-Madras Chapter held its EC Meeting on 5th January, 2019, 13th February, 2019 & 13th March, 2019.

On 14th February, 2019 NIPM-Madras Chapter and MMA organized joint Video Workshop at NIPM Office on the topic "Middle Manager as Innovator". Mr K. Victor, General Manager - HR, TVS Logistics Services Limited was the speaker. On 18th February, 2019, Madras Chapter-ISTD-NHRD organized a joint meeting at Hotel Savera on the topic "How to Calculate ROI of your Training?" Dr R. Karthikeyan, National President, ISTD was the Guest Speaker.

On 15th March, 2019, Madras Chapter celebrated Foundation Day meeting at Hotel Savera on the topic "Good is not Good Enough". The speaker of the programme was Dr. R. Natraj I.P.S. DGP (Retd.) M.L.A. Madras Chapter & MMA jointly organized a video workshop on the topic "Everyone can be a Leader" on 22nd March, 2019 at NIPM Office of Madras Chapter. The speaker of the workshop was Mr. T.A. Mathew Gunaseelan, General Manager - HR, Nippo Batteries Ltd.

Mysore Chapter

NIPM-Mysore Chapter held its Executive Committee Meetings on 5th January, 2019, 21st February, 2019 at Rio Meridian, Mysore & on 27th March, 2019 at NIPM House, Mysuru.



48th National Safety Day Celebration was conducted by NIPM, Mysore chapter in association with NIA & Dept. of Factories and Boilers, Mysore on 7th March 2019. Around 1000 workers from various industries participated in the safety Rally. Safety skit & quiz competition was conducted as part of the celebration and the winners of the skit and quiz were awarded.

Mysore Chapter



Workshop on "ESI & PF Acts Recent amendments" was conducted by NIPM Mysore chapter on 15th February 2019 at RIO Meridian Hotel, Mysore. It was highly interactive programme. The resource persons were RPF Commissioner, Mysore and Dy. Director of ESIC, Mysore.



Celebrated International women's day on 8th March 2019. On this occasion NIPM, Mysore chapter in association with JSS women's Polytechnic signed the MOU. Under this MOU, JSS PW and NIPM will establish mutually beneficial links with the aim of enhancing knowledge, skill and employability of students and staff.

Mysore Chapter of NIPM celebrated its 39th NIPM Foundation Day & Leader Speak Insight on 15th March, 2019 on the theme "HR & Business : The Way Forward - Gearing up to the next level" at GRS Fantasy Park, Metagalli, Mysore. The programme was inaugurated by Chief Guest Dr. N Muthukumar, Chairman, CII Karnataka, President & Whole time Director, Automotive Axles Ltd. Business Heads, HR Managers, IR Managers, Management Faculties & Students participated in this programme.

Mumbai Chapter



NIPM-Mumbai Chapter conducted Western Regional Conference on the theme "HR Challenges Decade-3" along with a Symposium of HR products & Services on 15th & 16th March, 2019 at Sofitel Hotels & Resorts, BKC, Mumbai.

Mangalore Chapter



NIPM - Mangalore Chapter organized a workshop on " National Employability Enhancement Mission " in association with the BSA Corporation at Hotel Ocean Pearl, Mangalore on 11th January 2019.

Mr. Bopanna, a freelance leadership consultant from Bangalore was the resource person. The program covered various aspects of the NEEM including statutory provisions, benefit of implementing it for the industries and its contribution for the skill development. Around 80 participants who were HR professionals and business owners participated in the programme.

Mangalore Chapter

Mr. Divakar Kadri, Chairman NIPM, Mangalore Chapter presided over the programme and welcomed the gathering. Mr. Chethan Mendonca, Member, Mangaluru Chapter was the Master of Ceremony, Mrs. Swapna, Member, NIPM Mangaluru Chapter introduced resource person to the gathering. Mr. Prabhoda K S, Hon. Secretary NIPM - Mangalore Chapter rendered the vote of thanks.



Mangalore Chapter organized a workshop on "Latest Supreme Court judgment on EPF contribution and its impact on Industries" at Janani Homes, Mangalore on 16th March, 2019.

Mr Prashanth B K, Advocate and Management Consultant from Bangalore was the resource person. The implication of judgment on employers and employees was discussed and deliberated during the workshop by specifically focusing on Impact of judgment - prospective/retrospective, Salary components to be considered for EPF contribution, Splitting of wages - minimum wages - PF contribution, Restructuring process and Way forward. Around 90 participants who were HR professionals and business owners participated in the programme.

Mr. Divakar Kadri, Chairman NIPM, Mangalore presided over the programme and welcomed the gathering. Mr. Santhosh K, Treasurer, NIPM Mangaluru was the Master of Ceremony, Mr. Steven Pinot, Member, NIPM Mangaluru introduced resource person to the gathering. Mr. Prabhoda K S, Secretary NIPM Mangalore rendered the vote of thanks.

Mangalore Chapter held its EC Meeting on 18th January, 2019 at Hotel Ocean Pearl, Mangalore and 29th March, 2019 at St. Joseph Engineering College, Mangalore.

Nashik Chapter



NIPM-Nashik Chapter organized monthly programme with Shaydri Group & NIPM Mumbai WRC Team on 15th February, 2019 at Hotel BLVD, Trimbak Road, Nashik.



Nashik Chapter also organized monthly programme with Progenesis Group on "Life Style Management" on 1st March, 2019 at Hotel SSK Solitare, Nashik.

Neyveli Chapter

NIPM- Neyveli Chapter & NLC India Limited jointly organized National HR Conference on the theme "Paradigm Shift for Next-Gen HR in VUCA World" on 1st & 2nd March, 2019 at Learning & Development Centre, Neyveli.

Punjab Chapter





Chapter Round UP

Punjab Chapter

To mark NIPM Foundation Day on 15th March, 2019, Punjab Chapter organized 1st Annual Conference & Workshop on "Labour Legislation Compliances and POSH" at PCA Auditorium, Mohali. The Conference began with National Anthem. 60 participants participated in this programme. The Chapter Chairman Mr. SP Bansal in his welcome note congratulated all Members on Foundation Day and emphasised need and significance of Statutory Compliances for Industry and upcoming HR Professionals. He shared Chapter achievements and Plans to organize knowledge sessions on Contemporary HR and Compliance issues like recent Supreme Court Judgment on Coverage of Allowances under EPF and other Labour Laws. The workshop saw more than 50 participants from Various MNCs and Corporates such as Claas India, Max India, John Deere, NFL, Steel Strips, Sharp Chucks, Milkfed, Punjab, IFFCO, Hero Group, PCPL, Molson Coors, Highway Industries and prominent academic institutes like LPU Jalandhar and Amity. NIPM Past Presidents Dr Som Saini, Mr. P C Sharma, Mr. Darshan Kumar, CEO of Khosla Machines along with Student Chapter Convener Dr. Babita - Dean, Amity Business School and Dr. Sunil Budhiraja, Head HRM from LPU Jalandhar participated in the Workshop which covered subjects such as: POSH, Labour Laws compliance, recent amendments and Case law on various subjects by practicing Labour Law Advocates and experienced HR and IR professionals from Industry.

Dr Surabhi Dhingra, President and Founder of NGO POSHCA, from Delhi School of Economics shared her vast experience in implementation of various provisions under Prevention and Redressal of Sexual Harassment at Work Place Act 2013 in the light of various Court Judgments. Mr SPS Bhalla, ex GM of Gail India and a prominent Disciplinary Laws Consultant dwelt at large with the issue's employers face wrt Misconduct and Disciplinary actions and Contractual Labour Act.

Mr. PC Sharma, former GM HR and IR from DCM and Past Chairman of Chapter along with Advocate A K Bakshi, deliberated on Industrial Adjudication and Conciliation Machinery under Industrial Disputes Act .1947.

Dr Som Saini, a Melbourne based HR Professional and Past Chairman and Member of National Membership Committee stressed the role of Leadership and shared from his vast experience on the Eight key aspects of the same.

On the Occasion, Punjab Chapter covered one major milestone in its journey towards fulfilling the needs and aspirations of practicing HR managers of the region by launching the quarterly e-Newsletter HR Today. NIPM Student Chapter members from Amity Global Business School also Participated in a big way in organizing the conf.

NIPM Chapter Executive comprising Mr. AK Bakshi- Honorary Secretary, Dr MM Singh, Mr. Ravinder Chadha - Vice Chairmen and other members were present on this occasion. Capt. Naresh Kakkar National Council Member, co-ordinated the days proceeding with élan, Mr. Jasbir Singh - Hon .Treasurer and HR head of Molson Coors closed the day's proceeding with a vote of thanks.

NIPM-Punjab Chapter held its EC Meetings on 31st January, 2019, 16th February, 2019, 2nd March, 2019 & 29th March, 2019 at Chandigarh.

Pune Chapter



Pune Chapter of NIPM organized National Students Conference -STUNA 2K19 on 23rd February 2019 on the theme "New Vistas of Opportunities: Growth Ladder for Millennials" at College of Engineering, Pune.

The Conference, which was attended by over 700 students from all India basis began with the Homage to martyr of Pulwama, National Anthem and NIPM Song. Dr. Santosh Bhave, the convener of STUNA 2K19, addressed the Dignitaries and the students who contributed in this event, proceeding with welcome address by Mr. Vishwesh Kulkarni, National President of NIPM.

The special highlight of this conference was the involvement of Management students in different roles like Speakers, Master of Ceremony, Stage Management, Session Summarizing and Preparation of Conference Synopsis. This was done with a view to develop leadership amongst Management Students pursuing their education and going to be future managers.

Before start of Inaugural session all students Involved in this conference were introduced by names and responsibilities to delegates. They received thunderous welcome and compliments. Dr. Bhave



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acquainted delegates with the conference theme and rationale. He also expressed that how Executive Members of NIPM, Pune Chapter came up with this theme and rationale of the conference. He also informed to all delegates that Speakers of this conference were advised expected deliverables for each session.

Dr. Bhavne mentioned in his address that the thinking process behind this theme were people of all generation are social, political and economist and they have all experience including millennial, they are pre-adult phase. He mentioned that each individual has different values, beliefs, behavioural pattern and then each generation develops its distinct personal and group identity. He further emphasized on the thought process of the people about millennial and they are recognized as Gen Y, Gen Millennial, and Generation Movers etc. He also discussed about SHRM (Society For Human Resource Management) a USA based organization, In its study in 2009, concluded on four important points about Millennial that they are Scholars, Thinkers, Researchers, Mean about what to do and what not to do. In his speech he said that the Millennial are tend to focus on individual needs then organizationally. They understand the intensity of every requirement and they do everything which is of million dollars, this is the reason they are called as Millennial. He referred important conclusion from the research report given by Dr. Preetham Singh. First is six demographic variables i.e. status, parental occupation, parents employment, employment status, place of upbringing, educational stream and approach of father and mother which plays an important values on young generation. Second, Variables like Gender, Family type, Family decision making process, how millennial are involved in family decision making process, autocratic, democratic process which has maximum influence on millennial. Third, research says millennial are more tend towards entrepreneurship.

Fourth, Millennial are more achievement oriented people. Fifth, they are considered as Self-Starters. He also divulged about objectives of the conference and updated the delegates with rationale of conference as working population of tomorrow is going to be Gen Z and the bosses in future are going to be millennial. According to Dr. Bhavne, Corporate would be expecting millennial to work continuously as a catalyst agent, they are going to be a centre core heart of future business. The inaugural session was addressed by Mr. D.R. Nagaraj who is connected with NIPM from past several years. Mr. Nagaraj in his address stated that corporate is very different from real world but the situation is entirely different for today's generation especially for the millennial as there are lots of opportunities for them especially in public sector.

He gave noteworthy presentation on millennial starting with their etiquette towards society, corporate and lifestyle from the reference of "Plato 4th Century". He said millennial have different expectation and agendas and their key agenda is to become "Millionaire". He stressed on different ingredients of millennial i.e. they are too ambitious, have unrealistic dreams and they have their own ideas. They seem to possess too high fantasies. Millennial are struggling just to keep their head above water but they don't know how to get out of water, they are the struggler. According to him, 100% Millennial are stereotype, they don't have hands on experiences, they lack on skills required in corporate. He



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talked about top reason why millennial consider leaving their jobs as they are confused about their career. Millennial are quick towards the social media that is the reason of increasing popularity of Facebook, Instagram, Twitter etc. Millennial needs leadership, mentoring and coaching. Their perception of business is either business must change or millennial must change. Millennial largely depends upon technology and they want to do something innovative which include some practicality, they possess "can do attitude". Mr. Nagaraj stated that there are ample of opportunities available for millennial. He delineated real time example which was observed by him which reinforce all his statements about millennial.

Dr. T V Rao, founder president of national HRD network and Indian society for applied behavioural science gave his best wishes through video conference that the future of the nation depends upon the performance of the millennial in next 30-40 years. He conveyed that they are creative, impatient, tech savvy and restless. People from past with all the wisdom had created a new world of technology, internet for the millennial which they are using today. Ultimate purpose of life is to be at peace upon self and to create peace for others, in his message he urged to work together which will create a peaceful world.

The entire conference was divided in three technical sub sessions:

1. Paradigm Shift in Mind-set.
2. Is present student generation ready to take future challenges: Cultural fit and misfit.
3. Is present system competent enough to produce entrepreneurs.

After each session, students delegates were encouraged to express their views and seniors present in the meeting helped them to understand on their queries by giving appropriate answers.

The session started with the importance of fundamentals and its impact over the work style of the younger generation. It also covered the importance of knowledge over experience. It gave the insights to the millennial about the interview, the work place and work life balance. It put the inspiration for the millennial to have confidence over their competence.

Ms. Ashavari Roy spoke about whether Paradigm shift is within mind-set or need in time, but it takes both to be successful. The session focused on how the relentless hard work and one's magnitude of seriousness will be helpful to be unique and successful for the millennial. The session stated about how millennial both advantage and disadvantage to the organization are.

The Paradigm shift is also be the impact of the growing pace of the millennial generation which changes the work culture. Over the time how the work culture has been changed and which can be proved that with the help of technology changes and fast pace work life can make future generation to take business in to its next level. The discussion gave insight about the hurdles due to emerging changes for Gen Y. The session mentioned about the present academic system failure of bringing out the talent in the generation. Speakers talked about the challenges for the millennial such as exponential of technology, also how the culture has been playing an important role in the business.

The culture fit and misfit depends on the millennial communication skills. Session gave insight about the new advanced technology like AI (artificial Intelligence) and how this will change the future and

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challenge the future generation. Speakers talked about the values and ethics which were changing as per the millennial.

Mr. Piniseti talked about diversity and inclusion between millennial and older generation supporting his statement with the case study of Nike Shoes. Lastly, speakers stressed on the advantages of the habit of socializing which is helping a lot to the present generation.

Mr. Kuldip Joshi and Mr. Krishnakumar Srinivasan gave various examples of Millennial becoming entrepreneurs' and encouraged delegates to place their ideas for thought provoking discussion.

Mr. Srinivasan talked about the importance of ideas which leads to innovation and innovation leads to business. He also talked about mantra for success i.e. be passionate, be humble, be a talent hawk and be innovative. Mr. Piyush Jain talked about education 4.0, the advancement of education system which will help millennial in the race of entrepreneurship. The session stressed on the ecosystem of the country for entrepreneurs, especially stating about the Startup India scheme. Also, about the importance of right attitude, millennial should acquire to be an entrepreneur.

Overall, this conference was one point stop for knowledge assimilation, High level of deliberation and efforts towards incubating brilliant ideas amongst the millennial towards new vistas of opportunities.

Delegates applauded efforts of NIPM, Pune Chapter for organizing this excellent National Level Student Conference where millennial got opportunity for canvassing their leadership qualities at all points.

Trivandrum Chapter



The Executive Committee meeting of the Chapter was held on 7th January, 2019 at NIPM House, Sasthamangalam, Trivandrum in which 7 members participated. Chairpersons and members of some of the Sub Committees such as Membership Committee, Academic and Student Chapter development Committee and Training & Development Committees were identified in this meeting. A combined meeting was held on 13th January, 2019 in which 17 members participated and discussed about the future plan of action.

An Induction Programme of new members was held on 31st January 2019 at NIPM House, Sasthamangalam, Trivandrum with a view to provide an opportunity to the new members to come into contact with the existing members of the Chapter. Shri Manoj Dharmarajan, Controller, Department of Telecom, Trivandrum was the Chief Guest. Each of the new members was invited to the dais and introduced them to audience with a brief mention of their academic achievements and present



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employment status etc. The lapel pins to the new members were issued by the Chief Guest. Shri Manoj Dharmarajan also delivered an evening lecture on HR Challenges in 4th Industrial Revolution Era with special reference to Telecom Sector. A large number of members attended the Evening Lecture as well as the Induction Programme.

Based on the request of the Rajadhani Business School authorities, Attingal, Trivandrum, Trivandrum Chapter organized a mock interview for their management students on 1st of March 2019 at the Malabar Hall of Technopark, Trivandrum from the morning to evening. Fifty six students have participated in the programme. The Interview Board consisted of NIPM members who are serving as HR professionals in different organizations in Trivandrum. The panel of experts had a preliminary discussion regarding the mode of conduct of the interview. Mr P. Sudeep, Member, National Council also joined the team and finalized the plan of action.

The overall feedback was excellent and those who participated in the programme seems to have gained enough optimism and confidence to face the actual interview.

The NIPM Foundation day was observed on 15th March 2019 at NIPM House, Sasthamangalam, Trivandrum. Dr. Babu Thomas, Chairman recalled the emergence of NIPM as a result of the merger of two professional institutions, namely the Indian Institute of Personnel Management (IIPM) established in 1948 in Kolkata and the National Institute of Labour Management (NILM) established in 1950 in Bombay.

Dr. G C Gopala Pillai, Managing Trustee, NIPM Trust spoke about the development of the Chapter over the years.

Sri. P Sudeep explained about the latest decisions by the National Council to further strengthen the activities including the purchase of property to house the NIPM office at the national capital.

Visakha chapter



NIPM - Visakha Chapter celebrated NIPM Foundation Day in a grand way. Shri Anant Barbadikar, Managing Director and Chief Operating officer, India operations, pharmazell graced the occasion as Chief Guest. Sri MM Rao Founder Chairman Visakha Chapter (who is associated since 1956, even before IIPM & NILM merged as NIPM) was the Guest of Honour.

All the past Chairmen Sri MNKS Varma, Professor K Ramesh, Dr S Appa Rao, Sri BVN Raju, Dr B Muralidhar Rao were honoured on this occasion.

Large number HR fraternity from various industries and students from different institutions attended and made the foundation day celebrations grand success.

Hony. Secretary, Professor Vara Prasad welcomed the gathering. Dr SVS Sudhakar Chairman of Visakha chapter presided over the function. Dr Sriramulu proposed vote of thanks.



NATCON 2019

NIPM-Karnataka Chapter is organizing the 38th Annual National Conference (NATCON-2019) of NIPM on the theme "Achieving People Capability for Global Competitiveness". The Conference will be held during September 23rd, 24th & 25th September, 2019 at Bengaluru. The preparatory work of the Conference is going on full swing by the Host Chapter. Renowned National and International level Speakers will share their views and ideas in this International Mega Event.