



**National Institute of
Personnel Management**
(NIPM)

ESTD - 1992

NIPM

MANGALURU CHAPTER

compendium

ESTD - 1992

Professional Personnel Management

Human Resource Development

HR Professionals

 www.nipmmlr.co.in



National Institute of Personnel Management

Mangaluru Chapter | ESTD 1992

ABOUT NIPM

The National Institute of Personnel Management (**NIPM**), headquartered in Kolkata, is the body of HR functionaries established in the year 1980. **NIPM** is the premier all-India institute of professionals engaged in Personnel Management, Industrial Relations, Labor Welfare, and Human Resource Development. **NIPM** is a professional, non-profit institution with over 10,000 members spread across 56 chapters in most of the capital cities and major industrial towns. The **NIPM Mangaluru Chapter** was established in Mangaluru in 1992 under the initiative of HR professionals of the region.

NIPM Mangaluru Chapter has been conducting various workshops, sessions, and talks for the benefit of its members and students. **NIPM** firmly believes in the dignity of human beings at work and their relationship within the enterprise. Keeping this in mind, **NIPM** strives to spread the awareness of People Management at all levels in different organizations, and to organize activities and programs at both the chapter and national levels with the view to upgrade the skills and professional standards of its members and service providers.



CELEBRATING A YEAR OF PROGRESS AND COLLABORATION



Dear Esteemed Members,

As we mark the completion of one year, Behalf of Chapter Leadership Team, i am filled with gratitude for the unwavering support and dedication shown by each and every one of you. Together, we have achieved remarkable milestones and made significant strides in advancing our organization's mission.

The successful Chapter events of the year such as **HR Connect**, **HR SUMMIT**, **Industry Safety Meet**, **HR & Statutory Leaders Meet**, **Corporate Cricket Tournament (CCT)**, **Talk Series** and our **Foundation Day** celebration stands as a testament to our collective commitment to excellence. Your participation and enthusiasm have been instrumental in making these events a resounding success, and I couldn't be prouder of what we have accomplished together.

Moreover I am delighted to share that we have made significant strides in expanding our reach and impact by establishing ten student chapters in collaboration with local Management Institutions. This initiative not only strengthens our ties with the academic community but also provides valuable opportunities for mentorship and knowledge exchange.

Furthermore, I am delighted by the contributions made towards our E-journal **HR Connect** and **New Website**, which has served as a valuable platform for sharing insights and best practices within our community. Your valuable input and dedication to this initiative have been truly commendable.

As we reflect on our achievements, I am excited about the opportunities that lie ahead. We are now gearing up for **NATCON 2024**, our flagship event, and I am confident that with your continued support and involvement, it will be another resounding success. Additionally, I am looking forward to collaborating with each of you on various other activities that will further strengthen our Chapter and propel us towards even greater heights.

Once again, I extend my heartfelt gratitude to each member for their invaluable contributions and unwavering commitment throughout the year. I specially thank all the past Chairmen and Leadership team for their timely guidance with unconditional support.

Together, we have demonstrated the power of unity and collaboration, and I am optimistic about the bright future that lies ahead for our Chapter.

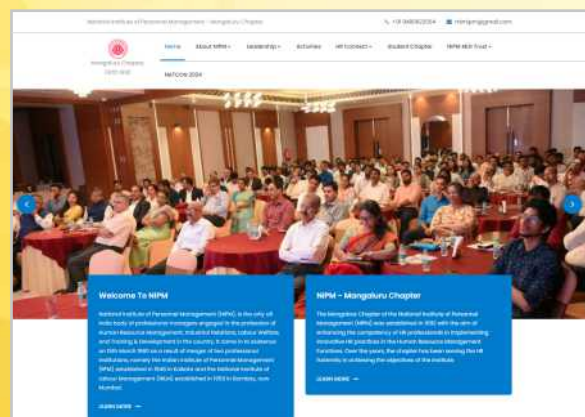
Thank you for your continued support and dedication.

Behalf of Chapter Leadership Team,

Steevan Pinto

Chairman

NIPM – Mangaluru Chapter



Visit NIPM Mangaluru Chapter Website

www.nipmmlr.co.in

LEADERSHIP AND BOARD MEMBERS



Steevan Pinto
Chairman



Dheeraj Shetty
Immediate Past Chairman



Santhosh Pai
Vice Chairman



M Tharanatha Rai
Vice Chairman



Laxmish Rai
Secretary



Santhosh K
Additional Secretary



Bharath
Treasurer

VISION

To be the leading platform for HR and personnel management professionals in Mangaluru region, fostering excellence in the field and contributing to organizational success



MISSION

- To provide a forum for HR professionals to network, share knowledge, and stay updated on industry trends
- To promote the highest standards of ethics and professionalism in personnel management
- To offer learning and development opportunities for members to enhance their skills and expertise
- To collaborate with local organizations, educational institutions, and the community to advance the HR profession

HR CONCLAVE 2023 "HR as a Business Partner"



Chief Guest

Dr. P.S. Yadapadithaya

Vice-Chancellor, Mangalore University

Presided by

Mr. G Ramakrishna Achar

Chairman and Managing Director
SKF Elixer Pvt. Ltd.



In Association with



SKF Elixer India Pvt Ltd

Moodbidri

Venue:
Sanjeevini Farms
Muniyal Karkala

**May
27
2023**



39th NIPM National Conference "NATCON 2023"



Date: 8 & 9, September 2023 | Venue: JW Marriott Hotel, Pune

WORKSHOP ON 'CHALLENGING TIMES AT WORK AND HR PREPAREDNESS'

in association with
Indian Society for Training and Development

**July
01
2023**



Mr. Praveen Kamath Kumbla
GM - HR, Wipro

Date: 1 July 2023
Venue: ICI Bhavan, Mangaluru

National Institute for Personnel Management in association with Indian Society for Training and Development organized a workshop on the topic '**Challenging Times at Work and HR Preparedness**' on 1 July 2023, at ICI Bhavan, Mangaluru.

Speaking on the occasion, Mr. Praveen Kamath Kumbla, GM - HR, Global Strategic Hiring & Redeployment, defined the present challenges in terms of culture and corporate, and stressed the need to adapt to the changes that the contemporary world with its Artificial Intelligence would demand of us. He threw light on the emerging markets and emphasized the necessity to master multi-lingual skills. He concluded with the message that despite the stumbling blocks one might experience at work because of challenging times, one could overcome these tests with energy, will, commitment and driving force.

Mr. P P Shetty, Site Director – BASF, Mangaluru Works (Retired) moderated the session with precision and rich inputs of his observations on the world scenario, and the tools to be adopted for greater management of the trials.

Mr. Steevan Pinto, Chairman, NIPM welcomed the gathering and CA M N Pai, Chairman, ISTD proposed the Vote of Thanks. Dr Malini Hebbar, Secretary, ISTD was the Master of Ceremony and Dr Devi Prabha Alva conducted an Ice Breaker. Ms. Asha Albuquerque Pai, Ms. Pruthvi, Mr. P A Jose and Mr. Shekar Poojari were the role takers for the evening.

Around 60 participants who were HR, L&D professionals participated in the workshop

Mr. Norbert T Vas, the proprietor of Employe Consultants India was honoured on the occasion in recognition of his contributions as partial partner of the event.



HR CONNECT 2023



The NIPM Mangaluru chapter organised a mega event - HR CONNECT 2023 to the professionals of Human Resources, Industrial Relations and Learning & Development domains on Saturday, July 22, 2023 at Hotel A J Grand, Mangaluru.

Mr. Jamestin KS, the former Director of HR, Business Development / Joint ventures at ONGC was the key note speaker. In his address he shared his valuable experience and journey through uncharted waters in his career. He revealed that he accidentally stumbled upon the HR domain, but this unplanned path led to remarkable growth and insights.

During the address, Mr. Jamestin highlighted the evolving role of HR in both public and private sectors. Notably emphasizing that HR has now become a crucial board-level position, signifying its strategic importance in organizational decision-making.

Another key points discussed was the changing expectations of the present-day employees. According to Mr. Jamestin, employees now seek to work in a happy and positive work environment, where they are acknowledged and encouraged in their endeavors. This nurturing atmosphere plays a pivotal role in enhancing employee productivity and satisfaction.

Addressing the issue of employee engagement, Mr. Jamestin revealed some concerning statistics for the Indian context. Only 30% of the workforce is actively engaged and contributing to their respective organizations, whereas 40% are actively disengaged, adversely affecting overall performance.

Venue:

Hotel A J Grand, Mangaluru

**July
22
2023**



Resource Persons

Mr. Jamestin K. S & Mr. Chandrashekhar Shetty

Overall, the keynote speech shed light on the importance of HR in modern organizations, the significance of a positive work culture, and the need to prioritize employee engagement for sustainable growth and success in today's competitive landscape.

Mr. Chandrashekhar Shetty, Director, Yashas Management Solutions, Bengaluru and the esteemed chief guest of the programme delivered a thought-provoking speech entered around the theme of "connect" from the ancient Rig Veda. He emphasized that the prosperity of a company is intrinsically linked to the happiness of its employees, and it is vital for organizations to focus on creating a conducive environment that fosters both growth and contentment.



During his address, Mr. Shetty highlighted the evolving nature of jobs in the present era, where a job is not just about work but also about continuous improvement. He stressed the importance of adding value to one's job, with a particular focus on achieving customer delight as a key driver for success.



The chief guest pointed out that in the modern context, the role of HR has transformed significantly. Today, HR professionals are expected to bring about a profound transformation within organizations by understanding the true purpose of human existence, which revolves around caring for and serving others.

To exemplify the power of purpose-driven actions, Mr. Shetty shared an inspiring anecdote from history. He recounted the story of Mitsubishi, where he, as the Japanese ambassador, played a crucial role in saving numerous Jews during a challenging time.

In conclusion, Mr. Chandrashekar Shetty's speech highlighted the importance of fostering connection and purpose in the workplace. He urged organizations to prioritize employee well-

being and aim for a higher sense of purpose, highlighting that by doing so, they can achieve prosperity and positively impact the lives of their employees and the community at large.

Earlier, the key note speaker administered the code of ethics to the delegate HR Professionals who were more than 200 in number and also rolled out the activities of NIPM Mangaluru Chapter for the year 2023 - 24 and 2024 - 25.

All the past Chairman's of NIPM Mangaluru Chapter was honored during the event.

Mr. Steevan Pinto, Chairman of NIPM Mangaluru Chapter welcomed the gathering and Mr. Lakshmish Rai, Secretary proposed the vote of Thanks. Ms. Chithhara from School of Social Work invoked God's blessings.



Glimpses of the HR CONNECT 2023



Main Sponsor



Co-Sponsors



KAMBAR
products & services

Event Partners



INTERNATIONAL TALK SERIES 2023 IMPACT OF TECHNOLOGY IN BUSINESS HR

Aug
26
2023

The Mangaluru Chapter of the National Institute of Personnel Management (NIPM) organised an International Talk Series on the impact of technology on business HR on August 26, 2023. The event took place at Ocean Pearl in Mangalore and featured Dr. Amitabh Anand, an Associate Professor from Excelia Business School in La Rochelle, France, as the speaker.

Mr. Sandesh Cutinho, the Chief General Manager-HR at MRPL, Mangaluru, moderated the session. During his introductory remarks, Mr. Sandesh discussed how recent changes in business have disrupted traditional models and created challenges for HR professionals. He emphasized the importance of updating skills to avoid workforce redundancy. Dr. Amitabh Anand, the speaker, focused on how technology has transformed the HR landscape and shared his insights on the changing dynamics of the workplace. He emphasized the need for HR professionals to embrace technology and adapt to new ways of working to remain relevant in the future.

Dr. Amitabh shared case studies and personal experiences to highlight the impact of technology on HR. The session covered concepts such as flexibility as the new normal, skill as the new

currency, and organizational redesign for work effectiveness, employee experience 2.0 in a hybrid workplace, and data and tech-centric HR functions. He also emphasised the importance of up skilling and reskilling employees to keep up with the changing demands of the workplace. Dr. Amitabh stressed that HR professionals need to be proactive in identifying skills gaps and providing training opportunities to ensure that employees remain competitive in the job market.

The session was well-received by the attendees, who appreciated the valuable insights shared by the speaker. The event was a great opportunity for HR professionals to learn about the latest trends and strategies in the field and network with like-minded individuals. The session concluded with a Q&A session, where attendees had the opportunity to ask questions and seek clarifications on the topics discussed. The event was a great success,

and attendees left with a better understanding of the role of technology in HR and how they can adapt to remain relevant in the future. Mr. Steevan Pinto, Chairman, and Mr. Laxmish Rai, Hon. Secretary of NIPM Mangaluru Chapter were present among others at the event.



GLIMPSES OF THE LECTURE PROGRAM



E-MAGAZINE **HR** *Connect*

NIPM - Mangaluru Chapter embark on a new and exciting journey with our e-magazine, "**HR Connect**". This is a momentous occasion for us as we unveil a platform dedicated to the dynamic and ever-evolving world of Human Resources.

Our aim is to provide a valuable resource to HR professionals, executives, and anyone interested in understanding the intricate tapestry of human resources. Whether you are a seasoned HR expert or just beginning your career, "**HR Connect**" is designed to offer a wealth of knowledge, thought-provoking articles, expert interviews, and practical guidance.





HR Professionals Roundtable & HR SUMMIT 2023

HR in the Era of
Artificial Intelligence (AI)
Knowledge Partner **Deloitte.**

**Nov
4
2023**



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

During his inaugural address, Shri A P Unnikrishnan shared his profound concerns regarding the evolving landscape of HR in the age of AI. He drew attention to the perspectives of visionary entrepreneur Elon Musk, who has notably emphasised the remarkable capabilities of AI in outsmarting even the most intelligent

humans. On a lighter note, Shri Unnikrishnan reminded the audience of the pivotal role of the Employees Provident Fund Organization (EPFO) in promoting retirement savings. He highlighted EPFO's outreach programs, conducted on the 27th of every month, and encouraged all present to participate in these initiatives actively.

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

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

Shri Basavaraju Hon. General Secretary, NIPM administered the code of ethics.



HR PROFESSIONALS ROUNDTABLE & HR SUMMIT 2023

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

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

In the first technical session on the future of HR, led by Ms. Ashraya Belliappa from Deloitte Bangalore, the audience gained valuable insights into the evolving role of HR in the future within organisations. Ms. Belliappa emphasised the necessity for HR professionals to adapt to changing business dynamics, integrate emerging technologies, and foster sustainability in their approaches. Central to her presentation was the concept of "being digital" rather than just "doing digital." She highlighted the importance of imbuing a digital mindset into HR practices. Ms. Ashraya Belliappa's session provided a roadmap for HR professionals to navigate the

ever-evolving landscape of their field. It emphasised the vital need for sustainability in transformation, aligning HR strategies with the dynamic needs of organisations, and embracing a "being digital" approach to stay ahead in the rapidly changing business world.

In the following session, which centred on AI's role in HR and was expertly led by Aditya Agarwal from Deloitte Bangalore, the audience was treated to an insightful exploration of AI's profound impact on HR processes.

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



HR PROFESSIONALS ROUNDTABLE & HR SUMMIT 2023

The panel discussion on the role of AI for organisational excellence, moderated by Samson Rodrigues from Deloitte Bengaluru, featured panellists Ms. Saumya Chandraker, General Manager (HR), MRPL, Shri Pathanjali Bhat, Director (HR), Ivanti and Shri Sandeep Aaron D Silva, Principal /HR Head, Infosys. The discussion explored the potential benefits and challenges of implementing AI in HR processes, including the need for ethical considerations and the importance of upskilling HR professionals to work alongside AI. Overall, the sessions provided valuable insights into the future of HR and the role of AI in enhancing HR processes and organisational excellence. The discussions emphasised the need for HR professionals to be proactive in adapting to emerging technologies and leveraging them to drive business success.

At the valedictory session, Shri Sudhir Kr Dixit, the esteemed chief guest from GAIL Mangalore Petrochemicals Ltd (GMPL), delivered a comprehensive address on the evolution of HR. He discussed HR's historical context, its current status, and its promising future. Dixit stressed the critical need for stronger industry-academia connections, highlighting the role of academia in preparing students for the dynamic HR field. Moreover, he emphasised HR's shift toward specialisation and its growing importance. He also introduced the transformative potential of

Artificial Intelligence (AI) in HR, illustrating how AI can enhance specialisation, streamline processes, and deliver personalised experiences to employees, ultimately contributing to organisational success. Dixit's insights left the audience with a clear understanding of the evolving HR landscape and the pivotal role of AI in its future.

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

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

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



HR Professionals Roundtable & HR SUMMIT 2023



NIPM - Mangalore Chapter Executive Members and HR Summit 2023 Organising Team

Event Partners



Industry Safety Meet 2023

WORKSHOP ON CHEMICAL DISASTER PREVENTION

Dec
26
2023

The Karnataka State Safety Institute (Department of Factories & Boilers, Mangaluru Division) in collaboration with the National Institute of Personnel Management (NIPM) Mangaluru Chapter and Industries in Mangaluru, jointly organized an Industrial Safety Seminar (A workshop on Chemical Disaster Prevention) on December 26, 2023, at AJ Grand Hotel in Mangaluru. The event featured a distinguished lineup of speakers and experts who addressed crucial safety measures and protocols. The main purpose of the seminar was to observe the Chemical Disaster Prevention Day and to raise awareness about the risks associated with hazardous chemicals and promote measures to prevent chemical disasters.

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

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

Technical sessions covered topics such as disaster management legalities, safety in chemical storage and handling, and fire and explosion case studies. Experts from leading organizations like MRPL, MCF, BASF etc. provided in-depth perspectives on hazard identification, work permit systems, and emergency preparedness and response planning.

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

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



Social Work, Roshni Nilaya.

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

WORKSHOP ON CHEMICAL DISASTER PREVENTION



Organized by



Karnataka State Safety Institute
(Department of Factories, Boilers
Industrial Safety and Health)
Mangaluru

In association with



**National Institute of
Personnel Management**
Mangaluru Chapter

And Industries in Mangaluru



Workshop on Chemical Disaster Prevention Topics Covered

- Legal Requirements on Disaster Management
- Fire and Explosion with Case Studies
- Safety in Storage and Handling of Chemicals
- Hazard identification and Work Permit System
- Emergency Preparedness and Response Planning
- Sharing best practices from Industries



◆◆◆ Building Resilience for Disaster Preparedness ◆◆◆

HR & STATUTORY LEADERS MEET 2024

Bridging the Gap between Legal Requirements and Practical Implementation

Jan
13
2024



The HR & Statutory leaders Meet 2024 organized by the National Institute of Personnel Management (NIPM), Mangaluru Chapter is inaugurated on January 13, 2024 at Hotel Ocean Pearl at 4.00 pm. The meet was aimed at bridging the gap between legal requirements and practical implementation, fostering a deeper understanding of compliance intricacies.

During the keynote address, Shri Nanjappa K.G., Additional Director of Factories & Boilers, Government of Karnataka, emphasized the importance of adhering to labor and employment laws. He advocated for implementing clear policies and procedures, highlighting that consistent adherence to the highest standards fosters a positive and productive work environment and enhances a positive relationship between employers and law enforcing authorities. Shri Nanjappa also discussed major changes in labor laws, particularly regarding insurance coverage for gig workers, stating that imprisonment will only be applicable in cases of accidents, with fines being the primary form of penalty. He also mentioned that fines collected from employers will be utilized for the welfare of workers. Additionally, he noted that women employees are now permitted to work round the clock with adequate safety and security measures in place, provided they provide written consent.

During the event, Shri Krishna Hedge, Group General Manager – HR at MRPL and the Chief

Guest delivered a compelling address emphasizing the pivotal role of HR professionals in fostering a harmonious work environment through uniform policies and prioritizing employee well-being. He underscored the significance of talent retention and adherence to established rules while advising HR professionals to seek guidance from responsible government authorities and law enforcing officers. Shri Hedge eloquently highlighted that human resource is the core of any business and cannot function effectively without ethical HR practices, ultimately safeguarding the organization's reputation and employee well-being.

Shri. Steevan Pinto, Chairman of NIPM Mangaluru Chapter, emphasized the unique opportunity for HR professionals to directly engage with officials from law enforcement authorities. He urged participants to make the most of this rare opportunity by actively participating and seeking clarification on various aspects of labor enactments.

A panel discussion on statutory compliances involving Provident Fund, Labour, Factory, and ESI authorities were held during the occasion. Shri M. S. Mahadev, Deputy Director of Factories, Division-1, Mangaluru Shri A. P. Unnikrishnan, Regional Provident Fund Commissioner, Mangaluru, Ms. Wilma Elizabeth Tauro, District Labour Officer, Mangalore Shri Guruvinder Singh, Deputy Director - ESIC, Sub Regional Office, Mangaluru represented the various law enforcing authorities.



During the panel discussion, several significant points were upraised, including the provision that employees covered by ESI are entitled to reservation seats in medical and dental colleges run by the ESI Corporation for their children. Additionally, it was noted that ESI contributions can be calculated based on a gross pay of Rs. 21,000 after deducting washing allowance, travel, and conveyance. Furthermore, it was highlighted that employers who recruit SC/ST individuals with new PF numbers may be eligible for reimbursement of their contribution under the Asha Deepa scheme by the labor department. The Q&A session provided an opportunity for participating HR professionals to seek clarification on various aspects of labor enactments. Shri Dheeraj Shetty, Immediate Past Chairman, NIPM Mangaluru Chapter and Associate Vice President (AVP) Ultraviolette Automotive, Bengaluru meticulously moderated the panel discussion.

During the event, around 70 new members were inducted to NIPM and felicitated. The students Shri. Faruk Shaikh and Ms. Radhika Sani from Prasanna School of Public Health, Manipal, along with Latchiya Priya from Sahyadri College of Engineering and Management, Mangaluru, were awarded cash prizes for winning the quiz competition held by NIPM. Additionally, students from School of Social Work, Rohni Nilaya, St. Joseph Engineering College, and MSNM College volunteered during the program.

The past chairman's of NIPM Mangaluru Chapter, P A Jose, Dr. Devraj K, Shekhar Pujari, P Suresh, and Dr. Sebastin K V were present during the occasion. Shri. Lakshmish Rai, Secretary of NIPM Mangaluru Chapter, proposed the vote of thanks.



Organized by

**National Institute of
Personnel Management**
Mangaluru Chapter

In association with



Event Partner



INAUGURATION OF NIPM STUDENT CHAPTER & NATIONAL LEVEL CONFERENCE ON NAVIGATING THE FUTURE OF WORK: STRATEGIES FOR SUCCESS



Feb
23
2024

The National Conference on "Navigating the Future of Work: Strategies for Success" was organized by the School of Social Work, Roshni Nilaya in collaboration with the National Institute of Personnel Management (NIPM), Mangaluru Chapter, and the Internal Quality Assurance Cell (IQAC). The conference was inaugurated on February 23, 2024 by Shri. Ranjan Bellarpady, Coordinator of Youth, Education & Sustainability Programmes at Ramakrishna Mission, Mangaluru.

Mr. Steevan Pinto, Chairman of NIPM Mangalore chapter, inaugurated the NIPM student chapter and highlighted the significance of HR students' involvement in the professional organization.

Presidential address by Dr. Jenis Mary, the Vice Principal of the college, emphasized the importance of organizing conferences that provide students with insights into the latest advancements in their chosen field.

Past Chairpersons of NIPM Mangalore Chapter Mr. Suresh P, HR Former Principal Dr. Jacinta D Souza, Ms. Eveleen Bennis HOD of MSW, Mr. Aloysius Kiran, General Manager-HR at Schneider Electric, Bengaluru; Mr. Pathanjali Bhat, Director-Human Resources at Ivanti India, Bengaluru; Mr. Brian DA Fernandes, Director of Spearhead Media Pvt Ltd, Mangaluru, HR forum Coordinator Dr. Sebastin K V, Forum President Ms. Sharanya, Secretary Ms. Shradda were present during the occasion.



NATCON 2024 Kick Off Meeting with National Secretariat on February 24, 2024 at Summer Sands, Mangaluru



Feb
24
2024

The Core team NIPM, Mangaluru chapter along with the National Secretariat had a kick off meeting on February 24 of the 40th NIPM National Conference - NATCON 2024.

The NATCON 2024 is scheduled on September 27 & 28, 2024 at Dr. T M A Pai International Convention Centre, Mangaluru.

The various committees were formed for smooth execution of the conference activities and past NATCON experiences were shared during the meeting with the members.

The meeting ended with fellowship dinner and at the end carried lots of positive vibes by the team members.





**National Institute
of
Personnel
Management**

NIPM - Mangaluru Chapter



September 27 & 28, 2024

**Dr. TMA Pai International
Convention
Centre, Mangaluru**

**"India@2047
Human Capital for
a Developed India"**

NIPM Mangaluru Chapter extends a warm welcome to the 85 new Life Members who have enrolled with NIPM in the year 2023 - 24



CONVERSE SPHERE-2024: A PANEL DISCUSSION ON CHANGING ROLE OF MANAGEMENT IN AI ERA



**March
04
2024**

The Department of Business Administration, in collaboration with the SJEC-NIPM Student Chapter, successfully organized Converse Sphere-2024, a panel discussion focusing on the changing role of management in the era of artificial intelligence (AI). The event took place on the 4th of March 2024. The panellist are Mr. Sandeep SP, HR Head, Pratt and Whitney India Business and Dr. Ronald Sequeira, Executive Director, VRA Solutions.

The panel discussion delved into various facets of how AI is reshaping traditional management roles and practices. Mr. Sandeep SP, with his extensive experience in human resources management, emphasized the need for organizations to adopt AI-driven solutions to streamline HR processes.

Dr. Ronald Sequeira, as an expert in executive leadership and organizational development, shed light on the strategic implications of AI integration in businesses. He discussed how AI technologies are revolutionizing decision-making processes, enabling data-driven insights for effective leadership and organizational growth.

The moderator, Mr. Roopesh guided the conversation towards exploring practical strategies for managers to adapt to the AI era, emphasizing continuous learning and upskilling to harness the potential of AI technologies effectively.

Welcoming National
Secretariat Team
Lead by
National President and
National Honourable
General Secretary
at
Mangaluru



March
13
2024

Interaction with
Dr. Santhosh Bhawe
The Convener of
NATCON 2023
on
March 13, 2024



March
13
2024

MSNIM - NIPM
HR CONCLAVE
ON
MARCH 13, 2024
AT MSNIM,
BESANT CAMPUS
BONDEL




NIPM FOUNDATION DAY CELEBRATION 2024

Theme: Back to Basics - B2B

March
15
2024



**NIPM Marks
44 Years
of Excellence**


**Friday
March 15, 2024**


**Kudmul Ranga Rao
Purabhavana
Town Hall, Mangaluru**

The National Institute of Personnel Management (NIPM) Mangaluru Chapter commemorated its 44 years of excellence in advancing the HR profession on Friday, March 15, 2024, at the Town Hall in Mangaluru under the theme 'Back to Basics (B2B)'. The event saw the presence of esteemed Chief Guest, Shri Anthony S Mariappa, IFS, Deputy Conservator of Forests, Government of Karnataka. In his address to the gathering of HR professionals

and students from various colleges, Shri Mariappa shared insights from his journey as a Science graduate transitioning into public service, highlighting the importance of HR professionals in the era of industrial revolution and global competition. He emphasized the need for development to be viewed through the lens of sustainable growth and stressed the vital role of HR in championing environmental conservation alongside organizational progress.



Shri Mariappa's words resonated with the audience, underscoring the indispensable role of HR professionals in routing the complexities of today's competitive background while also ensuring that development initiatives are aligned with principles of sustainability. His call for HR professionals to integrate environmental concerns into their practices serves as a reminder of the broader responsibilities that come with the HR role in fostering organisational growth. The Foundation Day celebrations at NIPM not only honoured the institute's rich legacy but also inspired attendees to reflect on the fundamental values that support effective HR management in a rapidly evolving world.

Shri Sandeep S P, Head of HR at Pratt and Whitney India Business, delivered an insightful keynote address on the theme 'Back to Basics (B2B)', emphasizing the evolution of HR practices from its industrial roots to the current era of strategic thinking. He

highlighted key milestones in HR history, from being compliance enforcers to becoming strategic thinkers, and stressed the importance of adopting new technologies, particularly AI, as essential tools for HR professionals. Sandeep also discussed various widely adopted HR models, including the Harvard model and Ulrich HR Business Partner Model, showcasing the complexity and diversity of HR strategies worldwide.

In conclusion, Sandeep urged HR professionals to be authentic, adaptable, and focused on employee experience while balancing business ROI. He emphasized the significance of retaining fundamental human values amidst technological advancements and encouraged continuous communication and change management in the evolving industrial landscape. Sandeep's address provided valuable insights for the participants to route the dynamic HR landscape effectively and stay relevant in the ever-changing business environment.

NIPM PARTNERING WITH INSTITUTES OF THIS REGION



Manel Srinivas Nayak Institute of Management (MSNIM), Mangaluru



Sahyadri College of Engineering & Management Mangaluru



Shree Devi Institute of Technology (SDIT) Mangaluru



St Joseph Engineering College (SJEC) Mangaluru



A J Institute of Management (AJIM) Mangaluru



School of Social Work, Roshni Nilaya Mangaluru



St. Aloysius College (Deemed to be University) Mangaluru



Sri Dharmasthala Manjunatheshwara (SDM) College, Ujire



Mangalore Institute of Technology and Engineering (MITE), Moodabhidri

The HR students and faculty from the following institutes participated in the event. They were administered the oath of the profession and honoured during the event:

- Manel Srinivas Nayak Institute of Management (MSNIM), Mangaluru
- Sahyadri College of Engineering & Management, Mangaluru
- Shree Devi Institute of Technology, Mangaluru
- St Joseph Engineering College, Mangaluru
- A J Institute of Management, Mangaluru
- School of Social Work, Roshni Nilaya, Mangaluru
- Department of Social Work, St. Aloysius College (Deemed to be University), Mangaluru
- Sri Dharmasthala Manjunatheshwara (SDM) College, Ujire
- Mangalore Institute of Technology and Engineering (MITE), Moodabhidri.





Shri. Steevan Pinto, President of the program and Chairman of NIPM Mangaluru Chapter, commended the collaboration between academia and industry in the HR field, highlighting the positive impact it has on both sectors. He praised the efforts of faculty and NIPM members for successfully engaging a significant number of HR students, emphasizing the importance of nurturing talent in the HR fraternity.

Dr. Sushma V, Assistant Professor in the MBA Department at Sahyadri College of

Engineering & Management, Mangaluru, recently **obtained her PhD** with a thesis titled "Skill Assessment for Management Students to Enhance their Employability: A Comparative Study" from Visvesvaraya Technological University, Belagavi and her **Research Supervisor, Dr. Vishal Samartha**, Professor and Director of the MBA program at Sahyadri College of Engineering & Management, Mangaluru, was felicitated during the Foundation day celebration.



Felicitations to Dr. Sushma V

Past Chairpersons of NIPM Shri P P Shetty, Dr. K Devaraj, P Suresh and Dr. Sebastin K V, Shri. Santhosh Kumar Additional secretary - NIPM Mangaluru Chapter were present during the occasion.

Laxmish Rai, Secretary of NIPM Mangaluru Chapter proposed the vote of thanks.

Ms. Shravya Nayak and Ms. Alphonsa Paul HR students from School of Social Work, Roshni Nilaya compered the programme. Students from School of Social Work, Roshni Nilaya and Sahyadri College of Management Mangaluru volunteered during the event.



Celebrating a joyous moment by cutting the cake

NIPM Foundation Day Celebration 2024

Watch on YouTube | Live Streaming Link

https://www.youtube.com/live/0wwgp1mrV94?si=9zAKvHJL_nsz59G-

NIPM MANGALURU CHAPTER HOSTS SUCCESSFUL CORPORATE CRICKET TOURNAMENT - 2024 AT DPS GROUND, MRPL, MANGALURU



**March
17
2024**



The National Institute of Personnel Management (NIPM) Mangaluru Chapter recently organized a thrilling cricket tournament at the DPS Ground, MRPL, Mangalore. The event was a resounding success, bringing together cricket enthusiasts from the region for a day of exciting matches and camaraderie.

The NIPM cricket tournament was graced by esteemed guests, Mr. Manoj Kumar, Chief General Manager, Administration, MRPL, who served as the chief guest, and Mr. Chetan R Mendonca, General Manager - HR, MCF, who was the guest of honour. Their presence added to the prestige of the event and inspired the participating teams to give their best on the field.

National Institute of Personnel Management
Mangaluru Chapter

NIPM CCT - 2024 Trophy
17th March 2024 | DPS Ground, MRPL, Mangaluru
Inauguration of CCT at 08:00 am

Inauguration by
Shri. Manoj Kumar A
CGM - Administration, MRPL

Chief Guest
Shri. Chethan Mendonca
Head - HR, MCFL

Prize Distribution Ceremony at 06:00 pm

Chief Guest
Shri. Ganaraj Pavalkodi
DGM - HR & Admin
Syngene International Ltd.

Guest of Honour
Shri. Sushanth Mahapatra
President MERC
MRPL

All are Cordially Invited
Chairman and Members of the Executive Committee

© www.nipmmmlr.co.in Watch Live on YouTube

CORPORATE CRICKET TOURNAMENT - 2024

Teams from organizations such as MRPL, Cardolite Specialty Chemicals India LLP, Konkani Speciality Polyproducts Pvt. Ltd., Infosys, The Campco Ltd, Mangluru SEZ Limited, Manipal Technologies Limited, Patanjali Foods Limited, Mangaluru Chemical & Fertilizers Limited, Robosoft technologies, Solara Active Pharma Sciences Limited, Syngene International Ltd., SKF Elixer India Pvt. Ltd., Canara Lighting Industries Pvt. Ltd., KIOCL Ltd. and Ideal Chicken competed aggressively in a series of matches, showcasing their cricketing skills and teamwork.



16 Strong Corporate Teams, 224 Players and One Glory!



NIPM Corporate Cricket Tournament Results

Winners	: Team - Manipal Technologies Ltd., Manipal
Runners-Up	: Team - Solara Active Pharma Sciences, Mangaluru
Best Bowler	: Mr. Vishal - Solara Active Pharma Sciences, Mangaluru
Best Batsman	: Mr. Karthik - Manipal Technologies Ltd, Manipal
Best Wicket Keeper:	Mr. Rakesh - Solara Active Pharma Sciences, Mangaluru

During the prize distribution ceremony Mr. Ganraj Pavalkodi, DGM-HR & Administration Syngene International Limited Mangaluru was the Chief Guest and Mr. Sushanth Mahapatra, President MERC, MRPL was the Guest of Honour.

The NIPM Mangaluru Chapter looks forward to organizing more such events in the future to foster a spirit of unity and sportsmanship among the HR and management professionals in the region.

Mr. Steevan Pinto, Chairman, NIPM Mangaluru Chapter, expressed his gratitude to MRPL for the support extended and all the teams, sponsors, and supporters for making the tournament a grand success. He highlighted the importance of such events in promoting sportsmanship, teamwork, and healthy competition among professionals in the region. Mr. Laxmish Rai, Secretary proposed the vote of thanks. Mr. Bharath Poojari Treasurer and Mr. Santhosh Kumar, Additional Secretary coordinated the event. HR students from School of Social work, Roshni Nilaya Mangalutu volunteered during the NIPM - CCT event.



The atmosphere was electric as spectators cheered on their favorite teams and players, creating an unforgettable experience for all involved.



LAUNCHING CEREMONY OF NATCON 2024

Theme, Brochure, Poster and Website



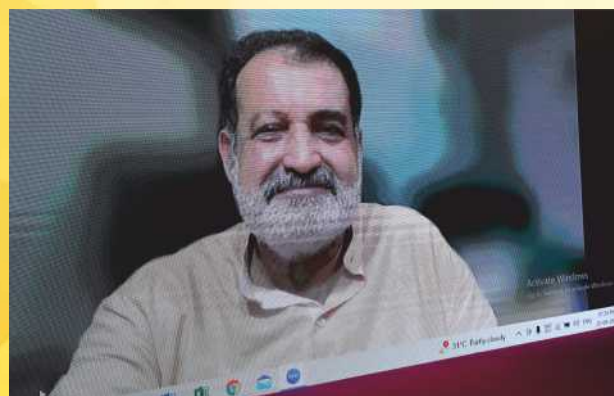
The launching ceremony of **NATCON 2024** was held on April 20, Saturday at 7:00 pm at Hotel A J Grand Mangaluru. The event witnessed the presence of esteemed dignitaries and industry leaders who marked the beginning of the prestigious conference **NATCON 2024**.

Chairman **NATCON 2024** Mr. T V Mohandas Pai, Chairman of Aarin Capital Partners, inaugurated the website of **NATCON 2024** during the ceremony. Dr. M H Raja, National President of NIPM, unveiled the Sponsorship Brochure, while the Program Brochure/Poster was launched by Mr. Richard Lobo, CPO at Tech Mahindra and Advisor to the **NATCON 2024** Program Committee along with Mr. P R Basavaraju, NIPM National General Secretary.

In his address, Mr. Mohandas Pai highlighted India's journey towards economic prosperity and emphasized the critical importance of a skilled

workforce in directing the evolving job market successfully. He underscored the need for continuous upskilling and leveraging technologies such as AI, cloud computing, and machine learning to drive productivity and innovation in the workforce.

Mr. Pai articulated that human capital is the most crucial prerequisite for the development of a nation, emphasizing that people are the catalyst for progress. He noted India's abundant human



capital with a significant number of young children in school and college, projecting a promising future where education plays a pivotal role in shaping a skilled workforce.

Mr. Richard Lobo, Chief People Officer at Tech Mahindra and esteemed advisor of the programme committee of **NATCON 2024** began his address by commending the NIPM Mangalore Chapter for their praiseworthy achievements and emphasised the importance of recognizing success within the HR community.

Addressing the profound impact of technology on employment, Mr. Richard Lobo underscored the necessity for individuals to possess a diverse skill set to thrive in this ever-changing environment.



During the occasion NIPM National President Dr. M. H. Raja and NIPM National General Secretary Mr. P R Basavaraju released the book; Research Compendium Personal Today - Special Issue on Upskilling & Employee Development edited by Dr. Santhosh Vishnu Bhawe. Mr. Steevan Pinto, Chairman - NIPM MC and Laxmish Rai, Secretary - NIPM MC also present in the occasion.

Dr. M. H. Raja, the esteemed National President of NIPM, delivered a appealing speech at **NATCON 2024**, illuminating the strategic significance of selecting Mangalore as the host city for this prestigious event. His address



resonated deeply with the audience, shedding light on the transformative potential of **NATCON 2024** in driving regional growth, fostering collaboration, and maximizing opportunities for development in the vibrant city of Mangalore.

The National General Secretary of NIPM Mr. P R Basavaraju's in his address summarized the spirit of dedication, unity, and excellence embodied by the NIPM Mangalore Chapter. His words of encouragement and assurance of support from the national committee instilled confidence and motivation among the members, setting the stage for a successful and impactful **NATCON** event. As the chapter continues to march forward with determination and solidarity, it stands poised to make significant contributions to the field of human resource management and organizational excellence.

Mr. Shivaukmaran, Former Director HR of BEL and the following National Council members of NIPM were present during the occasion S C Gupta, NHAGS, Mrs. Amruta T, Robert Cutinha, NCM South, Siddappa Horatti SI, Dr. Santosh Bhawe, S. P. Bansal, Muralidhar Rao, M Thomas Prabu, Chandru, Ambadas Yadav, Prof. Siddegowda, C.V. Sreenivasan, Vinod Narayan, Elengo, Muthuvelappan, Meenakshi sundaram, AS Desai.

The leadership team of Mangalore chapter for **NATCON 24**, Mr. P P Shetty, Chairman Organizing Committee, Mr. Steevan Pinto, Chairman NIPM Mangaluru Chapter and Convener of **NATCON 2024**, Dr. Laxmish Rai, Secretary NIPM Mangaluru Chapter, Mr. Dheeraj Shetty Immediate Past Chairman, Dr. Asha Albuquerque Pai, secretary **NATCON 2024** and past chairpersons of NIPM Mangalore Chapter Shekhar Pujari, Dr. Devaraj, P. Suresh and Dr. Sebastin K V were present during the occasion.

Mr. Steevan Pinto, Chairman NIPM welcomed the gathering and also remembered the contributions of Mr. Krishna Hegde M, GGM – HR at MRPL and also the co chairman **NATCON 24**. Dr. Asha Albuquerque Pai Proposed the vote of Thanks. Ms. Sindhoora invoked the blessings of God. Ms. Shravya and Ms. Alphonsa Paul HR students from school of Social work compered.

Conference Theme

"India@2047"

Human Capital for a Developed India"



During the occasion Ph.D. Awardee Dr. Asha Albuquerque Pai and newly enrolled life members of NIPM were be honored by the National President NIPM Dr. M H Raja and other dignitaries.

LAUNCHING CEREMONY OF NATCON 2024

Theme, Brochure, Poster and Website



News @ Times of India

NIPM Mangaluru chapter holds HR meet

Team News *Managers* **Managers:** With an aim to bridge the gap between legal requirements and practical application, the Institute of Statutory Leaders' Meet, 2014, was held on 12th November at the premises of Personnel Management (PMPM), Mangalore. The event was inaugurated by his keynote address, Dr. Srinivas R. G. Additional Director of colleges & holders of various posts in the Government of Karnataka, who emphasized the importance of adhering to labour and employment laws.

Managers: The programme was designed for implementing clear policies and procedures, and ensuring that consistent adherence to the highest standards fosters a safe and healthy work environment, and enhances a positive relationship between employers and employees.

Managers: During the event, Krishna Reddy, group general manager, PMPM, highlighted the vital role of HR in ensuring that the organization harmonizes work environment through utmost policies and procedures, and that employees are well-being.

Managers: Shree Pyru, chairman of IIRMA Mangalore chapter, emphasized the importance for HR professionals to diversify management skills and to stay abreast of the latest management techniques.

Managers: The event was attended by 120 new members were introduced to National Institute of Management, Mangalore.

www.newskarnataka.com

NIPM Mangaluru Chapter holds HR & Statutory Leaders Meet



www.mangalorean.com

Foundation Day Celebrations: NIPM
Marks 44 Years of Excellence

Mangalore: The National Institute of Personnel Management (NIPM) Mangalore Chapter commemorated its 44 years of excellence in advancing the HR profession on Friday, March 15, 2024, at the 'Trove' mall under the theme 'Back to Basics (B2B)'.



Times of India

15-03-2024

NIPM foundation day today

The National Institute of Personnel Management (NIPM) will be celebrating its Foundation Day at the Town Hall here on March 15. The theme for this year's Foundation Day is 'Back to Basics (B2B)'. Anthony S Mariappa, deputy conservator of forests, is the chief guest, and Sandeep SP, head of HR at Pratt and Whitney India Business, will deliver the keynote address on the theme.

TV News @ V4 News 24x7



ಇಂದು ಮಂಗಳೂರಿನಲ್ಲಿ ಮಾನವ ಸಂಪನ್ಮೂಲ,
ಶಾಸನಬದ್ಧ ನಾಯಕರ ಸಭೆ

[illegible]

ಪ್ರಜಾವಾಣಿ
ಮಾನವ ಸಂಪನ್ಮೂಲದ ಭವಿಷ್ಯ: ಶೃಂಗಸಭೆ ಇಂದು

[illegible]

26ರಂದು ವ್ಯವಹಾರದಲ್ಲಿ
ತಂತ್ರಜ್ಞಾನದ ಪ್ರಭಾವದ
ಕುರಿತು ಸಂವಾದ

■ విక సుద్దిలొక మంగళూరు

ಸ್ವಾಮೇಶ್ವರ ಜನಪ್ರಿಯರಾಗಿ ಅವರ ವರ್ಗ
ನಲ್ ಮ್ಯಾಜಿಕ್‌ಮೆಂಟ್ (ಮಾಜಿಮಂತ್ರ)
ಮಂಗಳೂರು ವೇಯುಡ್ ವ್ಯವಹಾರ ದಲ್ಲಿ
ಶತಶ್ರುಂಗದ ಪ್ರಧಾನದ ಕುರಿತು ಸಂವಾದ
ಕಾರ್ಯಕ್ರಮ ಅ.26ರಂದು ಸಂಜೆ 5
ಗಂಟಿಗೆ ನಗರದ ಓಪಿಯನ್ ಪರ್ಲರ್
ಹೋಟೆಲ್‌ನಲ್ಲಿ ನಡೆಯಲಿದೆ. ಫ್ಯಾಷನ್ ಲಾ
ದರ್ಶಿನಿ ಸಂವಾದ ವೇದಿಕೆಯಲ್ಲಿ ಲ್ಯಾಂಡ್
ಸ್ಟಾಲ್‌ನ ಅನೇಕಿಯೇಟ್ ಪ್ರೊ. ಡಾ.
ಅಮಿತಾಬ್ ಎಂ.ಎಲ್. ಉಪನ್ಯಾಸ ನೀಡ
ಲಿದ್ದಾರೆ. ಅನಂತರ ಮಿಲಿಟರಿ ಮನವ
ಸಂವಾದದಲ್ಲಿ ಮುಖ್ಯ ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕ
ಸಂವಾದ ಕುರಿತು ಅಮರ ಸಂವಾದ
ನಿರ್ವಹಿಸಲಿದ್ದು, ಎನ್‌ಜಿಎಂ
ಮಂಗಳೂರು ಅಧ್ಯಕ್ಷ ಸ್ವಾಮೇಶ್ವರ ಮಂತ್ರೀ
ಅಧಿಕಾರ ವಹಿಸಲಿದ್ದಾರೆ.

ప్రజావాణి



ಎಸ್‌ಐಎಂ ಮಂಗಳೂರು ಘಟಕದ ಪಡೆಯಿಂದ ಆಯೋಜಿಸಲಾಗಿರುವ ಕೈಕೆರೆ
ಟಾರ್ಗಿಯಲ್ಲಿ ಮೊದಲ ಬಹುಮಾನದ ಪಡೆದ ಮಹಿಳಾಸ್ತ್ರ ಬೆಣ್ಣೆಬೀಜ್

ಮಣಿಪಾಲರ್ ಟೆಕ್ನಾಲಜೀಸ್ 30ದ ಪ್ರಥಮ

[illegible]

ACCOMPLISHMENTS AND ACCOLADES



NIPM Mangaluru
Charitable
Human Resources
Development and Welfare Trust (R)

✉ nipmtrust@gmail.com

🌐 www.nipmmlr.co.in

CONGRATULATIONS



We are pleased to congratulate
Mr. Steevan Pinto
Chairman of NIPM, Mangaluru Chapter
who will be representing the
NIPM India delegation team to the
National HR Conference 2024
at Monarch Imperial, Colombo, Sri Lanka
to be held on June 5th - 6th, 2024

Best Wishes



**National Institute of
Personnel Management**
NIPM Mangaluru Chapter

Congratulations



Sushma V

Congratulations on getting your Ph.D!

May this accomplishment encourage you to thrive more
in the future! Our best wishes to you!

Sushma V, Assistant Professor of MBA Dept. at Sahyadri College of
Engineering & Management, Mangaluru is awarded Doctor of Philosophy
(PhD) degree in Management by Visvesvaraya Technological University (VTU),
Belagavi for her thesis titled 'Skill Assessment for Management students to
enhance their employability, a comparative study'.

Chairman and Members of the Executive Committee



**National Institute of
Personnel Management**
Mangaluru Chapter

🌐 www.nipmmlr.co.in

Hearty Congratulations



Dr. Asha Albuquerque Pai

Congratulations on getting your Ph.D!

May this accomplishment encourage you to thrive more
in the future! Our best wishes to you!

Dr. Asha Albuquerque Pai, Associate Researcher at
Prasanna School of Public Health (PSPH), MAHE, Manipal
on being awarded the PhD Degree for thesis titled
"Development of a capability-based leadership framework
through appreciative inquiry for the IT industry in India."

Chairman and Members of the Executive Committee



**National Institute of
Personnel Management**
Mangaluru Chapter

🌐 www.nipmmlr.co.in

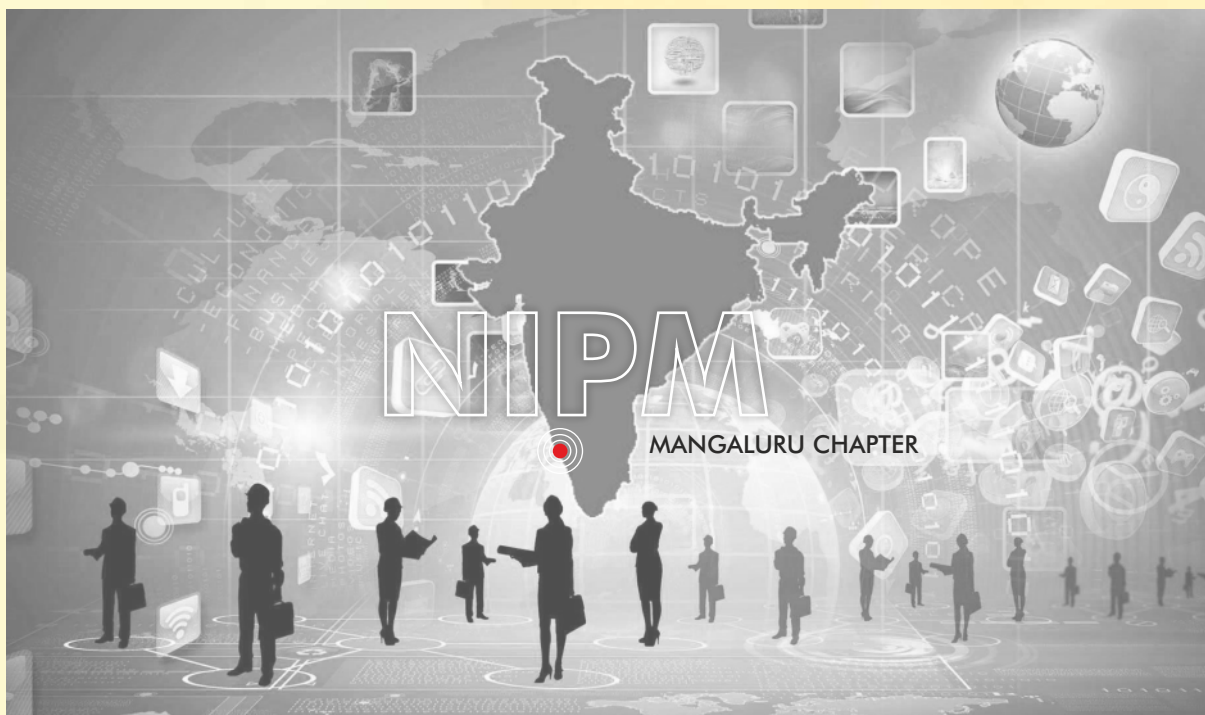
REPRESENTATION OF NIPM MANGALURU CHAPTER IN REGIONAL, NATIONAL & INTERNATIONAL CONFERENCES





National Institute of Personnel Management

NIPM - MANGALURU CHAPTER



NIPM - Mangaluru Chapter Contact Persons

Chairman
Steevan Pinto
☎ + 91 94808 22004
✉ mlrnipm@gmail.com

Secretary
Laxmish Rai
☎ + 91 93799 19435
✉ nipmmangalore5@gmail.com

Secretary - NATCON 2024
Asha A. Pai
☎ +91 63616 46682
✉ asha.albuquerque.pai@gmail.com

F-24, First Floor, Empire Mall, M G Road, Mangaluru - 575003

 www.nipmmlr.co.in

Follow us     