

ABOUT OUR INSTITUTE

M. L. GORE

The National Institute of Personnel Management (NIPM) came into existence in March 1980, as a result of merger of two professional Institutes, viz. the National Institute of Labour Management and the Indian Institute of Personnel Management. The NIPM is now the only all India body of professional managers dealing with Personnel Management, Industrial Relations, Human Resource Development and Labour Welfare in the Country. The total membership of NIPM is about 10,000 spread over 50 Chapters all over the Country. These Chapters are under the territorial jurisdiction of Five Regions, viz. western, Eastern, Southern, Northern and Central.

NIPM is a non-profit making body and its main objectives are to encourage and assist the development of Professional Management to achieve high standards of knowledge and performance. NIPM is continuously engaged in spreading knowledge and information about its practices by promotion research, training and extending other services in the field of Personnel Management. With a view to fulfilling these objectives, NIPM arranges conferences, Seminars, Training Programmes, Study Courses and Meetings. It also awards Post Graduate Diploma in Personnel Management. Constant interaction with Government Departments, employers and trade union organizations helps the NIPM to obtain and disseminate information on Personnel Management, Industrial Relations and allied functions.

NIPM is recognized as the leading Human Resource Management Institute in India supporting standards of excellence in every phase of the profession and represents practitioners in business, government and academic community. It is the premier forum in the Country devoted to furthering the cause of professionalism in the Personnel and Industrial Relations field through an exchange of knowledge and experience of experts from all parts of the world.

NIPM having felt the need for appropriate education for Personnel Managers, which would not only take care of the industry's requirements for expertise in the field of Personnel Management and Industrial Relations but also related functions in other disciplines, evolved a model Curriculum for such education and introduced its Post-Graduate Examination in Personnel Management.

NIPM has been organizing regularly National Conferences annually at various important Centres and the success of these Conferences is a sure index of their importance not only to members in particular, but also to the industry at large. Similar Conferences are also held by each Regional Council.

The Western Regional Council of NIPM has under its jurisdiction Branches at Mumbai, Aurangabad, Ahmedabad, Baroda, Hazira, Goa, Raigad, Pune and Nasik. The total membership of these Branches is about 2000.

The Mumbai Chapter of NIPM organized the first Western Regional Conference on January 30-31, 1981, at Hotel President, Mumbai. About 300 delegates attended the Conferences. The Conferences was inaugurated by Mr. N. M. Tidke, the then Minister for Labour, Co-operation and Parliamentary Affairs, Government of Maharashtra, Mr. J. N. Gadar, President, Indian Merchants Chamber was the Chairman of the Reception Committee. The main theme "Participative Management Key to Productivity" was discussed in Three Sessions.

- (i) Workers' involvement in decision making process,
- (ii) Worker Participation-motivation to increase productivity, and
- (iii) Organizational Development through Participative Management.

A Debate on "Does the Government intervention in labour dispute improve employer employee relations" was held on the second day. Mrs. Justice Sujata Manohar of the Bombay High Court presided over the debate. Leading Management executives and trade union leaders actively participated in the debate.

- (i) Economic issues in Productivity Bargaining,
- (ii) Restrictive Practices are impediments to higher productivity, and
- (iii) Development of productivity Agreements.

The Conference was inaugurated by Mr. Rahulkumar Bajaj, Chairman and Managing Director, Bajaj Auto Ltd., Pune. Mr. Babasaheb Kalyani, General Manager, Bharat Forge CO. Ltd., Pune was the Chairman of the Reception Committee.

An interesting debate on "Is Productivity Bargaining a Weapon for Exploiting Workers" was arranged in which trade union leaders and management executives participated. Late Mr. N. G. Gore, Former Indian High Commissioner to UK presided over the debate. Over 250 delegates attended the Conferences.

NIPM Goa Chapter organized the Third Western Regional Conference on November 26-27, 1982 at Hotel Fidalgo, Panaji, Goa. The Theme of the Conference was "Towards Industrial Democracy for better Productivity". The Theme was discussed in Three Sessions on the following aspects:

- (i) Manager's Participation in Management,
- (ii) Role of Trade Unions in Participative Management, and

- (iii) Recent Trend in Collective Bargaining and its impact on the Community.

The Conference was inaugurated by Mr. Pratapsingh Rane, Chief Minister of Goa, Daman and Diu. Mr. Vasant Rao S. Dempo of Dempo Group of Companies was the Chairman of the Reception Committee. Over 150 delegates and observers attended the Conference.

NIPM Mumbai Chapter organized the Fourth Western Regional Conference on April 28-29, 1984 at Hotel President, Bombay. About 175 delegates attended the Conference. The Conference was inaugurated by Mr. M. L. Apte, Industrialist and Sheriff of Bombay.

The main Theme of the Conference was "Personnel Management for Effective Performance". The Theme was discussed in Three Sessions.

- (i) Inter-Functional co-ordination for effective performance,
- (ii) Industrial Relations have overshadowed Personnel Functions and
- (iii) Personnel Management and Quality of Work-Life.

A Debate on "Will Legislation Promote Participative Management" was held on the Second Day of the Conference. Mr. R. N. Gawande, President, Industrial Court, Mumbai presided over the Debate. Leading management executives, academicians and trade union leaders spoke at the debate.

NIPM Mumbai Chapter hosted the Fifth Western Regional Conference at Taj International, Bombay, on March, 29, 30 & 31, 1985. The Theme of the Conference was "Strategic Planning in Industrial Relations Management". The Theme was discussed in Three Sessions.

- (i) Managing Human Resources to meet new Challenges in Industrial Relations.
- (ii) Employee Involvement in decision-making and Leadership Development, and
- (iii) Strategy and Techniques in Negotiating Long-Term Settlements.

Mr. Anant Rao Thopate, Hon'ble Minister of Labour, Maharashtra, inaugurated the Conference. Mr. Arvind R. Doshi, Managing Director of Premier Construction Co.Ltd., was the Chairman of the Reception Committee. Mr. Vijay Mallaya, Chairman of United Breweries Group delivered the Key-Note Address. On the occasion of the Conference Hon. Life Membership of the Institute was conferred on late Mr. Naval H Tata and Mr. Russi H. Modi, Managing Director, TISCO. Mr. B. G. Deshmukh, Chief Secretary, Government of Maharashtra delivered a Valedictory Address at the Plenary Session. Over 700 delegates attended the conference.

NIPM Ahmedabad Chapter organized the Sixth Western Regional Conference at Ahmedabad on March 22-23, 1986. The Theme of the Conference was “ Human Resource Development for Participative Management”. Shri. Jai Chandra Singh, Hon’ble Minister for Chemicals and Petrochemicals, Government of India, inaugurated the Conference. Shri. Arvindbhai Sanghvi, Hon’ble Minister of Finance, Government of Gujrat, was the Guest of honour. Over 100 delegates from various fields participated and discussed the issue in following Three Sessions.

- (i) Participative Management in Prospect,
- (ii) Impediments to Participative Management, and
- (iii) HRD for Participative Culture.

NIPM Mumbai Chapter organized the Seventh Western Regional Conference at Bombay on 12-13th February, 1987. The The of the conference was “Personnel Function in the days to come”. Over 300 delegates attended the Conference. H.E. Dr. Dhankar Dayal Sharma, Governor of Maharashtra inaugurated the Conference. Shri. N. M. Desai, Chairman and President, Larsen & Tourbo Ltd., presided over the iaaugural function. The Theme was discussed in the following sessions:

- (i) Traditional Personnel Functions in the context of Changing Scenario,
- (ii) Impact of New Technology on Personnel Function,
- (iii) Personnel Function vis-a-vis Human Resource Development,
- (iv) Personnel Man as a Catalyst of Change, and
- (v) Need of Reforms in Personnel Management Education.

In addition, an Open Debate on the “Outside Leadership in Trade Unions is not Conducive to Industrial Harmony” was held.

The Goa Chapter of NIPM organized the Eighth Western Regional Conference at Hotel Fidalgo, Panaji, Goa on 22nd & 23rd January, 1988. The Conference was inaugurated by Hon’ble Mr. PratapsinghRane, Chief Minister of Goa, Daman & Diu.

The Theme of the Conference was “Organisation & Human Resource-Perspective For Twenty-First Century”. The Theme was discussed in the following Three Technical Sessions:-

- (i) Emerging Values of Organisation,
- (ii) Emerging Profile of Workers, and
- (iii) Managerial Leadership.

The Conference was attended by over 150 delegates.

NIPM Pune Chapter hosted the Ninth Western Regional Conference on February 23rd – 24th, 1990 at Hotel Blue Diamond, Pune. The Theme of the Conference was “ Devising a Wage Structure- Ideals and Distortions”. Dr. N. A. Kalyani, Chairman & Managing Director, Bharat Forge Co.Ltd. inaugurated the Conference.

The Theme of the Conference wasdiscussed in the following Technical Sessions.

- (i) Wage- Theories and Judicial Decisions,
- (ii) Importance of DA as a Component in Wage Structure,
- (iii) Wage Distortions-Causes and Remedies,
- (iv) Wage Structure in Selected Industries in Pune-Region-An Analysis, and
- (v) Wage Structure in Selected Industries in Bomaby-Region-An Analysis.

In addition a Debate on “Abolition of DA System will alone avoid Wage Distortions” was held, which was chaired by Dr. P. C. Shejwalkar, Director, Institute of Management Education. Eminent experts in the field of Personnel Management spoke for and against the proposition.

The Conference was attended by over 200 delegates.

NIPM Ahmedabad Chapter organized the Tenth Western Regional Conference on 26th -27th April, 1991 at ATIRA, Ahmedabad. The Theme of the Conference was “HRM in Indian Context-Experiences and Approaches”. Dr. N. R. Sheth, Director, IMA, Ahmedabad inaugurated the Conference. Shri. M. L. Gore, delivered the Vededictory Address. The First day of the Conference was devoted to sharing HRD experiences of various organizations. On the Second Day eminent speakers highlighted the relevance of the concepts of HRD in the context of Indian enviornment, value Systems of the people, Indian Ethos, Philosophy and Culture. Over 300 delegates attended the Conference.

NIPM Nasik Chapter hosted the Eleventh Western Regional Conference on February 7th , 8th , 1992 at Hotel Green View, Nasik. Shri. Deokisanji Sardar, Presient, OSTIM and FASII inaugurated the Conference

The Theme of the Conference was “ Managing Industrial Relations in Changing Enviornment:”. The Theme of the Conference was discussed in the following Technical Sessions:-

- (i) New Economical Policy-Challenges to IR Profession,
- (ii) Changing Profile of Workers-Ramifications on IR,
- (iii) Existing Labour Laws and Judicial Pronouncements-Effect on IR,
- (iv) Technological Changes-Impact on Jobs and Employment, and
- (v) HRD for Harmonious Industrial Relations.

The Confernce was attended by about 200 delegates.

NIPM Pune Chapter hosted the Twelfth Western Regional Conference on November 13th – 14th , 1992 at National Institute of Bank Management, Kondava Khurd, Pune. The Theme ofthe Conference was “Human Resources Management – A Decade of New Initiatives”. Mr. J. T. Dewing, Chairman and Managing Director, Kirloskar Cummins Ltd., inaugurated the Conference.

The Theme of the Conference was discussed in the following Technical Sessions:-

- (i) Hostile Environment Imperatives for HRM,
- (ii) Pro-active Personnel Functionary in the coming Decade,
- (iii) Crisis Intervention in the IR,
- (iv) Industrial Restructuring with reference to Employment,
- (v) Behavioral Science and Motivational Aspect-Future Needs of HRM,
- (vi) Leadership Profile in 2000 AD and
- (vii) Shadows of the Impending events- a global IR Perspective.

The highlighted of the Conference was that a Special Session was held to discuss the following topic:-

New IR Policy for the Decade – Perspective and Priorities.

Mr. Arun Mehta, Former Minister of State for Labour, Maharashtra, presided over the Special Sessions.

Over 300 delegates attended the Conference.

NIPM Mumbai Chapter organized the Thirteenth Western Regional Conference on 7th -8th April, 1994 at Hotel President, Mumbai. The Theme of the Conference was “Transformation of Organisation-Implications and Challenges-Emerging Role of Personnel Professionals”. The Conference discussed the following subjects of topical interest.

- (i) Leadership-Coverting the Challenges of the Change into Opportunities,
- (ii) Restructuring of Organisation for Competitive Edge,
- (iii) Flexible Compensation Structure and
- (iv) Total Quality Management (TQM) or Perish.

The Conference was attended by about 300 delegates.

NIPM Aurangabad Chapter hosted, Fourteenth Western Regional Conference on 20th -21st January, 1995 at Hotel Quality Inn Vedant, Aurangabad. The Conference was inaugurated by Mr. Mukul Wasnik, Union Minister of State (HRD & Sports). Mr. Habil Khorakiwala , Chairman and Managing Director, Wockhardt Ltd., presided over the inauguration.

The Theme of the Conference “Awakening Human Potential” was discussed in the following Technical Sessions:-

- (i) Transforming Attitudes,
- (ii) Mokshya Management,
- (iii) New Dimensions in Management Education,
- (iv) Role of HRD in Making Organization Competitive- A Directional View Point and,

- (v) HRM in Tihar Jail- Revolution or Evolution.

About 250 delegates attended the Conferences.

NIPM Baroda Chapter organized the Fifteenth Western Regional Conference on 22nd and 23rd March, 1996 at Vanijya Bhavan, Baroda. The Conference was inaugurated by Mr. J. N. Singh, IAS, Managing Director, Gujrat Communication and Electronics Ltd., Prof. S. Srikantiah, Director, AIMS Oxygen delivered the Key-Note Address.

The Theme of the Conference was “Creating Global Competitiveness Through Human Resources”, which was discussed in the following Sub Themes :-

- (i) Creating Learning Organisation –Challenges for Human Resources,
- (ii) Turnaround Strategy for Global Competition,
- (iii) Role of Human Resources in TQM
- (iv) Globalization and Industrial Relations, and
- (v) Business Process Re-Engineering and Human Resources-Management.

About 250 delegates attended the Conference.

The Merger of the Two Professional Bodies viz. NILM and IIPM in 1980, is an important event in the history of the profession of Personnel Management. NIPM is the only all India body which represents the profession of Personnel Management in India. Since NIPM has completed 15 years of useful services to the profession of Personnel Management in general and to its members in particular, the NIPM, Mumbai Chapter organized a Two- Day Conference on “Human Resources Management in prospect –Challenges of 2000” on 20th 21st September, 1996 at World Trade Centre, Mumbai. The Theme was discussed in the following Sessions:

- (i) Managing Aliiances, Margers and De-Mergers and Acquisitions,
- (ii) TQM interface with Industrial Relations,
- (iii) Bench marking and Business Process Re- Engineering through HRM, and
- (iv) From Confrontation to Collaboration- Culture Change.

In order to generate meaningful and interesting discussion on the role of MNCs a Debate on the following proposition was organised:-

“Free Entry to Multi-nationals will alone bring about faster Economic Development of India”.

The conference was inaugurated by Mr. V. S. Palekar, President, Bombay Chamber of Commerce and Industry, Dr. B. K. Singh, President (Corporate Strategy and Human Resources), Aditya Birla Group of Companies, delivered the key-note address. The Conference was attended by over 300 delegates and invitees.

The NIPM Goa Chapter hosted the Sixteenth Western Regional Conference on 25th, 26th and 27th April, 1997 at Hotel Mondovi, Panaji, Goa. The Theme of the Conference was “ Human

Resources Management in the Global Competitive Scenario". The Theme was discussed in the following technical sessions:-

- (i) Emerging Trends in Management,
- (ii) Human Resource Management for Tomorrow,
- (iii) Insight into Excellence –through Strategic Management of Human Resources,
- (iv) Mergers, Acquisitions and Joint Ventures- Human Resources Implications;
- (v) Changing Role of Industrial Relations; and
- (vi) Managing Challenges of Globalization- Role of HRM.

Mr. PratapsinghRane, Hon'ble Chief Minister of Goa, Daman and Diu inaugurated the Conference. Mr. Srinivas V. Dempo, Vice-President- Corporate Affairs, Dempo Group of Companies, presided over the inaugural session. Mr. Gopal Srinivasan, delivered the Key-Note Address on "Challenges of Globalization and HRM Response". Mr. R. S. Mardolkar, Commissioner of Labour, Government of Goa, presided over the Valedictory Session.

About 250 delegates attended the Conference.

NIPM Pune Chapter organized the Seventeenth Western Regional Conference on Monday, the 27th January and Tuesday, the 28th January, 1998 at Hotel Holiday Inn, Pune. The Theme Chosen for the Conference was " Business Realities- HRM Perspective". The Theme was discussed in the following Sub-Themes:-

- (i) Benchmarking in Developing Human Resource,
- (ii) C.E.O's Experience in involving People for Achieving Business Result,
- (iii) Win-Win Industrial Relations,
- (iv) Competing through Excellence in Manufacturing,
- (v) Integration of information Technology in HRM,
- (vi) Organizing Development through people involvement and
- (vii) Improving Productivity through Communication.

The Conference was inaugurated by Mr. Satish Tandon, Managing Director, Alfa Laval (India) Ltd., Pune.

The Conference was attended by over 300 delegates.

The NIPM Nasik Chapter hosted the Eighteenth Western Regional Conference on 8th and 9th January, 1999 at Hotel Plaza, Nasik. The Theme of the Conference was " Agenda for HRM for Resilience of Industrial Downturn". The Theme was discussed in the following Technical Sessions :-

Sub-Themes :-

- (i) HR Intervention to arrest Downward Trend in Industry,
- (ii) Technological Changes with Human Face,
- (iii) TQM- A Tool for Attitudinal Change,
- (iv) Managing Business Effectively within the existing legal fram work,
- (v) Developing Business Perception among the Work Force, and
- (vi) Tackling Industrial Sickness- HR Approach.

The Conference was inaugurated by Mr. K. L. Khanna, Chairman, E.P.C. Industries, Nashik.

Over 200 delegates attended the Conference.

The Aurangabad Chapter hosted the Nineteenth Western Regional Conference on 12th and 13th January, 2001 at Hotel Ambassador Ajanta, Aurangabad. The Theme of the Conference was "HR Synergy for Business Development". The added attraction of the Conference was Debate on "Changes in the Labour Laws are Imminent for Sustained Business Growth. The Conference was inaugurated by Mr. Kiran Deshpande, M. D. C.E.O, Mahindra British Telecom Ltd., Pune.

The Raigad Chapter hosted the Twentieth Western Regional Conference at Fariyas Holiday Resort, Lonavala on 12th and 13th December 2001. The Theme of the Conference was "Converging HR Strategies Towards Business Survival and Growth".

Mr. Proshanto Banerjee, CMD, Gas Authority of India Ltd., inaugurated the Conference. About 250 participants attended the Conference.

The Twenty-First Regional Western Conference was hosted by Hazaria Chapter on 13th and 14th February, 2003 at Holiday Inn, Surat. The Theme of the Conference was "Redefining HR as a Strategic Business Partners".

Mr. G. Narayana, Chairman, Excell Industries Ltd.' Inaugurated the Conference. Dr. M. B. Athareya, Management Consultant, New Delhi was key note speaker. Mr. H. S. Kohli, Executive Director, Reliance Industries Ltd., delivered the valedictory Address.

About 150 delegates participated in the Conference.

The NIPM Goa Chapter hosted the Twenty Second Western Regional Conference on 5th and 6th March, 2004 at Goa Marriott Resort, Panaji, Goa. The Theme selected for the Conference was "HR Vision-For Going World Class". The Theme was discussed in the following Technical Sessions:-

- (i) HR Vision World Class Bridging Gap & Competency-
- (ii) HR & Manufacturing Excellence,
- (iii) Developing Internal Leadership,
- (iv) Talent Management,
- (v) Learning Organizations,
- (vi) Emerging Organizations-HR Issues'

In order to generate meaningful discussion for and against the proposition, a Debate was held on "IS HR Bankrupt?"

Mr. Manohar Parrikar, Hon'ble Chief Minister of Goa inaugurated the Conference. Over 200 delegates attended the Conference.

The NIPM Mumbai Chapter hosted the Twenty Third Western Regional Conference on 7th and 8th January 2005 at Hotel Leela, Mumbai. The Theme selected for the Conference is "HR STRATEGIES FOR BUSINESS EXCELLENCE".

The followingn sub-themes will be discussed during the Conference:

- Branding HR- The way Forward
- Leveraging –Technology in HR
- Human Capital Accounting Why and How?
- Matrices for Measuring the Intangible Performance
- Talent Management- Emerging Imperatives

In order to generate meaningful discussion, there will be a debate on "Culture & Values have a definite place in competitive business".

