

Kerala PERSONNEL

National Institute of Personnel Management - Kerala Chapter

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 **WOMEN**



Release of Activity Calender 23-25 by Mr. Kishore Rungta, CMD, FACT

CONTENTS

Message From Chairman	3
Message From Secretary	4
Message From Editor	5
Executive Committee 2023-25	6
E-Women	9
Legal Update 2023	11
HR Carnival	13
Annual General Body Meeting 2023	14
Annual Day Celebrations & Award Nite	16
AI in Human Resources: Unlocking the Future of Talent Management	18
The Enigma of POSH	3
Onam Celebrations 2023	26
Charting Kerala's Industrial Future: Wisdom from the world-traveler SGK	28

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Message from CHAIRMAN



Dear HR Professionals,

I have great pleasure and excitement to welcome you to the first edition of Kerala Personnel for 2023- 24. The new team of office bearers and executive committee members of our chapter for the NIPM year 2023- 25 have taken charge from 1 July 2023. On behalf of the Vibrant team, I take this opportunity to express our sincere gratitude to all our members for the confidence reposed in us to take forward the activities of the chapter .

At the outset, on behalf of the members of NIPM (Kerala Chapter) let me thank Mr. Kishor Rungta, Chairman and Managing Director of FACT Ltd for releasing the Biennial activity calendar. During the occasion Mr. Rungta also shared about the Turnaround story of FACT, which was highly appreciated by the participants. We also conducted a need survey among our members to capture their expectations and suggestions regarding way forward for NIPM. The relevant suggestions are also incorporated in the activity calendar.

Human Resources function is constantly evolving and adapting to the changing needs of the organization and employees. This includes hybrid work, remote work and the emergence of AI and Automation. Employee engagement, Talent development, Data based decision making , Agility and Employee wellness are the thrust areas of HR today. We at NIPM will provide a helping hand to the HR and IR professional to become Value creators for their respective organizations. The impact of HR has to be measured in terms of the direct contribution given to the Balance sheet of the organization.

In our journey ahead, we will be focusing on the following areas

Shaping the next generation HR Professionals

Initiatives for Upskilling existing HR Managers

Membership Development

Close connect with governmental bodies and statutory authorities

Networking with other Professional bodies

Grooming for B school students.

We will be maintaining cordial relations with Corporates, Business establishments and B schools

We will network with other NIPM Chapters and National Council

We will be also conducting Evening lecture meetings, Training programs ,Certification Programs , Panel discussions, Business Quiz, Young Managers contest, CSR Contest, Study visits, HR Conclave, Legal Update, Family get-togethers, picnics and other celebrations.

On 28 September Mr. Santhosh George Kulangara, Founder of Safari TV addressed the members and family on the topic How Kerala can become a future hub for Industrial development. Mr Santhosh emphasized that we should focus on Education, IT, Tourism and Healthcare as the key areas. Keralites go abroad for professional courses paying huge money and the facility they are getting there is much inferior to what we have in our state. We should reverse the trend and get students from other countries to our state for higher studies. The session was highly interactive, practical and was appreciated by all the participants.

In short, we are planning innovative programs for our members and family in the next two-year time frame. Your suggestions for betterment of the chapter activities are always welcome. I request your active involvement and participation in all our upcoming programs. Together let us take the activities of the chapter to greater heights.

With Professional Regards,

Johnson Mathew
Chairman

Message from
SECRETARY



Message

Dear NIPM members,

Greetings to all.

Thanking you for showing the confidence in us and choosing us as the committee members for the next two years.

NIPM Kerala Chapter as you all know is moving ahead in full swing, establishing itself as one of the prominent chapters in India, bagging the 2nd best chapter award for the last 2 years consecutively. Gratitude to the platform created by the senior members of our chapter and the next generation is now taking it forward.

Leading organizations are joining hands with NIPM Kerala Chapter in creating a win-win strategy for the development of HRM in India. I request all our members to volunteer & be part of the HR projects hosted by NIPM Kerala Chapter, which, in turn will help you develop on your HR skills and build a good network along with personal growth & development.

Thanking you. Happy Reading.

Kind Regards,

Kshama Sandeep
Hon. Secretary

Message from
EDITOR'S DESK



Message

Dear Readers,

Welcome to the first edition of "Kerala Personnel" for the year 2023-24. In this exciting edition, we bring you a curated selection of insightful articles and valuable resources dedicated to the field of Human Resources.

This edition is particularly special as it contains a comprehensive coverage of events and gatherings of the NIPM Kerala Chapter members, providing you with a glimpse into the vibrant community that makes our organization so unique.

We are also delighted to feature articles on crucial topics such as the role of Women in workforce and HR leadership, the integration of Artificial Intelligence in HR practices, and a practical treatise on Preventing Sexual Harassment (POSH) in the workplace. These articles are designed to equip you with the knowledge and insights needed to excel in your HR roles.

As the world of work continues to evolve, our aim is to keep you informed and inspired. We encourage you to explore, engage, and share your thoughts with us. Your feedback is invaluable as we strive to provide you with content that empowers HR professionals in Kerala and beyond.

Thank you for your continued support, and we look forward to your active participation in the vibrant NIPM community.

Happy Reading!

Dr. Ranjana Varghese

Editor



NIPM

**EXECUTIVE
COMMITTEE
2023-2025**

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Co-Chair : Adv. Bejoy K Thomas



WOMEN

Sarika Nair
HR Lead at IBM Kochi

E-Engage and Empower

Let's talk about a subject matter focused on ensuring companies create workplaces that include people from diverse backgrounds, cultures that are inclusive of all.

Engaging & Empowering Women is a meditative response to workplace practices, policies, and structures that, intentionally or unintentionally, prevent this brightest group from accessing employment or development opportunities on a fair basis.

Now more than ever, society has enabled the "ALLY" voice:

A voice that any biggest supporter will be troubled to defend, if negative!

A voice that can propel us to new pinnacles, if positive!

Employees will no longer compare us to any direct competition; they compare us to anyone who can endow with unbiased & flexible workplace. Therefore, it is crucial to listen to what calls as demanding in the current circumstances.

Impelling Diversity, Equity, and Inclusion initiatives in all we do can go beyond a policy. Once employees are so diversely instrumental to the growth of an organization, as if that's the normal, we are victorious in terms of engraving this concept to our very DNA. Employees constantly witnessing equal opportunities to succeed and grow-

irrespective of their background or identity is the real sign of glory for any organization.

TO THE SOCIETY - TO PRACTISE WHAT YOU PREACH ?

"OWN THE MOMENT" – Disney:

Life is not the same for everyone. Just be real and sing the song along with them. You may not know all the lyrics, but at least make sure they hear you while they sing.

LISTEN BEYOND THE OBVIOUS:

Curiosity is the key. If you don't understand where a particular women employee is coming from, you won't know how to effectively communicate with them.

How do they talk to you? What are they usually concerned about when they talk to you? What level of details are they interested in?

Communicate with them in a manner that they understand and you will have a fan for life.

FINDING BALANCE BETWEEN HARMONIES & DIFFERENCES

Need more focus on identifying more commonalities than differences in leadership so that women receive equal opportunities. However, this is open for a debate. As human beings, people have so much in common that usually we can find shared values and principles, and then focus on differences. However, differences can't be overlooked. The ideal attempt must be to implement practice of coming together

within limitations while developing diversity. To do so, it is important for both men and women leaders to share their experiences. Each side needs to listen and reciprocate on their experiences to study what is common and what is different. The end goal should be a sustainable organization in terms of diversity and inclusion.

HOMEWORK FOR WOMEN :

STOP THINKING YOU ARE A WOMEN & ACCEPT THAT YOU ARE AN INDIVIDUAL:

Woman lauded for being a juggler of socially-defined identities, is a given!

I would rather like to call myself – outgoing, talkative, singer, good speaker to substitute the image of a (usually successful) woman playing many roles. “Wife! Mother! Daughter! Feminist!

Be dumb to those discussion carving womanhood down to individual parts and a woman's identity to an mixture of such roles. Further, this is meant to be an appreciative assessment of The One Who Does All This and More, when such descriptors are simply complicated labels. Because if you move in closer, you begin to see the fine print about how a wife/daughter/mother/daughter-in-law is defined, when in reality, few or none of those randomly described qualifications could apply to individual women. Of course, we do manage a whole array of tasks in different capacities. Many of us do. And granted, a majority of women still undertake the daily sound work of chores, picking up after their families, running duties, and it is true that additional role expectations increases stress. But you MUST VOUCH to see ourselves as PEOPLE instead of peeling apart each act and compartmentalizing it in giant containers labelled with every possible relationship a woman is ever known by?

Every human being irrespective of gender adores appreciation, and women frequently shoulder society's thankless, less respected tasks, which makes recognition a wonderful thing, but as a person, please move away!

LOOK UP TO MORE SUCCESSFUL WOMEN:

There is a belief that if you can dream, you can aspire; once you aspire, you can achieve. There is no such model called a 'success model'. Someone must have meticulously failed, learnt from mistakes, repeatedly explore and then create a success story. Successful women leaders simply have distinct style, demographics, cultural values and behaviours. Some believe in collaborative leadership, while others are more results-driven. If their behaviours are authentic then that approach will work for them. What is more important for women is to have more than one role model to look up to, so that they will find the success story that resonates with them and aspire to become such a leader.

Organizations need to understand that more diversity at the top, leads to better decision making and business outcomes. In a parallel direction, women should break the glass ceilings in their minds, maintain self-confidence, and talk openly about their accomplishments to get noticed and go after what they want fearlessly.

Together we can create occurrence of a prodigious ALLY metamorphosis!

Sarika Nair

HR Lead at IBM Kochi

Sarika Nair is a self-driven, passionate HR professional with close to 14 years of multinational Human Resources work expertise. Profound HR experience in diverse businesses including Software, Automobile/Manufacturing and People Mobility HR from the year 2010 till date. Sarika has also received Ivy League certification on Executive Leadership from eCornell University.





LEGAL UPDATE 2023

ANNUAL WORKSHOP ON LABOUR LAWS





LEGAL UPDATE 2023

ANNUAL WORKSHOP ON LABOUR LAWS



24-06-2023 - NIPM Annual Flagship Program Legal Update 2023 – The event was held at Hotel Radisson Blu, Kochi. The program was inaugurated by Justice Devan Ramachandran, Honourable Judge, High Court of Kerala and the Resource Persons for the Legal Update 2023 were as under: Adv. Benny P Thomas, Mr. Varkiachan Pettah, Mr. T. I. Babu, Prof. A. S. Girish, Mr. Saji V Mathew. Total 198 Participants from various Industrial Sectors all over India attended the program.





Annual General Body Meeting 2022-2023



NIPM Kerala Chapter's Annual General Body Meeting for 2022-23 was held at Hotel Radisson Blu, Kochi from 5.30 pm. Adoption of MoM of the AGM 2021-22, Annual Activity Report 2022-2023, Adoption of Audited Annual balance 2022-23 and appointment of auditors for the year 2023-2024 were held during the above AGM.





Annual Day Celebrations Annual Award Nite



NIPM Kerala Chapter's Annual Day Celebrations & Annual Award Nite was also held from 6.30 pm onwards at Hotel Radisson Blu, Kochi. The program was attended by Members along with their family members. Various Awards were distributed during the function.



Annual Day Celebrations Annual Award Nite





Annual Day Celebrations Annual Award Nite





AI in Human Resources: Unlocking the Future of Talent Management

Niveditha Anil Sumy

Student, MBA 2022-24, Saintgits Institute of Management

In an era where technology continually reshapes industries, Human Resources stands at the forefront of innovation. The future of talent management is undergoing a profound transformation, driven by the integration of Artificial Intelligence. Artificial Intelligence has permeated virtually every industry, reshaping the way businesses operate and interact with their customers. In human resources, AI is revolutionizing how organizations attract, assess, develop, and retain talent. As we delve into the latest trends in AI-driven HR, it becomes evident that the synergy between technology and human capital is propelling the HR sector into a new era of efficiency and effectiveness.

One of the most significant impacts of AI in HR is on recruitment and talent acquisition. AI-powered tools can help HR departments source candidates more efficiently, screen resumes more accurately, and identify top talent more quickly. AI-driven solutions are replacing outdated, inefficient, and biased hiring practices. AI can quickly analyze resumes, assess candidates' talents, and match them with job needs using natural language processing and machine learning algorithms, greatly speeding up the hiring process.

In terms of productivity and retention, employee engagement is crucial. Virtual assistants and chatbots powered by AI that are seamlessly incorporated into the work experience are the newest trends. By being accessible round-the-clock to respond to questions, provide assistance, and collect employee feedback, these digital assistants help to improve communication between staff members and the HR division. Additionally, AI can analyze employee feedback and

surveys to determine their feelings, allowing businesses to spot problems early on before they become more serious.

Applicant tracking systems (ATS) have significantly impacted how companies approach resume selection during the recruitment process. ATS software serves as an automated screening tool, streamlining the process and saving valuable time and resources. The functioning of ATS software involves scanning resumes for relevant keywords pertaining to the job opening. Resumes containing the most pertinent keywords receive higher rankings, increasing their chances of being reviewed by human recruiters. The adoption of ATS software offers several advantages for companies, such as enhanced efficiency. By automating resume screening, recruiters can allocate their time to other critical tasks like conducting interviews and assessing candidates.

In conclusion, talent management is being fundamentally altered by the introduction of artificial intelligence into human resources. By automating the sourcing and screening of candidates, AI-driven technologies are revolutionizing the hiring process and making it more efficient and objective. AI's influence on employee engagement and the use of applicant tracking systems (ATS) is improving productivity and minimizing prejudice in the hiring process. HR is entering a new era of efficiency and effectiveness thanks to the interaction between technology and human capital, which ultimately benefits both companies and employees.

The Enigma of POSH

(a practical treatise)



Varkiachan Pettah

Whether the copies of the Conciliation settlement under Section 10 and the Inquiry report under Section 13 are to be given to Aggrieved woman and Respondent or Only to be submitted to the Employer for further action?

In this regard there is a difference between the submission of report of Domestic inquiry and the submission of report of the IC inquiry. The report of the domestic inquiry is to be submitted only to the employer. However, Section 13 (1) mandates to provide enquiry report of the IC to the aggrieved woman and the Respondent also.

With regard to providing copies of the settlement of the conciliation under section 10, it is stipulated under Section 10 (3) that the copies of the settlement is to be provided to aggrieved women and the respondent also.

After receiving the recommendations from the Internal Committee on punishment whether the employer has got powers to review and reduce the punishment?

In this regard the employer has no discretion or authority to review or reduce the punishments recommended by the Internal Committee. It is

specifically provided under Section 13 (4) that the employer shall act upon the recommendations within 60 days of the receipt of the recommendations. **What are the punishments which can be recommended by the Internal Committee?**

If service rules are applicable to an employee the recommendations can be made based on service rules. In the absence of service rules any one of the punishments provided under Rule No. 9 of the POSH Act can be recommended. There are eight punishments provided in Rule No. 9: (a) Written apology (b) Warning (c) Reprimand or censure (d) withholding of promotion (e) Withholding of pay rise or increments (f) Terminating the respondent from the service (g) Undergoing a counselling session (h) carry out community service. The Internal Committee can recommend only any one of the punishments.

What are the circumstances under which the Employer/ The Internal Committee should forward the complaint to the police?

There are two occasions where the employer and the Internal Committee shall forward the complaint to the police. This has been provided under Section 19 (g) and 19 (h) in the Act. Under Section 19 (g) the

employer has to provide assistance to the woman if she so chooses to file a complaint in relation to the offence under the Indian Penal Code or any other law for the time being in force. According to 19 (h) the complaint is to be forwarded to the police if the respondent is not an employee of the establishment.

While the inquiry of the internal committee is going on, whether the aggrieved woman can independently file a complaint before the police. Is it violation of the provisions of the Act.?

No. It is not violation of the provisions of the Act. Section 28 of the Act specifically states that this Act is not in derogation of any other law. Sexual harassment Act is an additional protection provided over and above other legislations. Therefore, there is no illegality or infirmity in filing a police case while the Internal Committee inquiry is going on.

What is same sex harassment or same gender harassment?

The Kolkata High Court in the case of Dr. Malabika Bhattacharjee -versus Internal Complaints Committee, Vivekananda College & Ors on 27-11-2020 held that same gender harassment will also come under the purview of the POSH Act. The Court observed that Section 2 (m) of the 2013 Act shows that the term "respondent" brings within its fold "a person", thereby including persons of all genders. Therefore, a

female employee sexually harassing another female employee will come under the provisions of sexual harassment Act 2013.

What are the roles and the responsibilities of the employer and the Internal Committee in the preparation and submission of Annual Report?

The Guidelines are provided under Sections 21 and 22 of the Act. According to Section 21 it is the responsibility of the Internal Committee to prepare the Annual report based on calendar year. The report is to be submitted to the District Officer (in 2014 Government of Kerala has declared all District collectors as the District Officers under the POSH Act) and one copy to be submitted to the employer. The employer has to include the number of cases, If any, In the Annual report of the company. The annual report prepared by the Internal Committee shall have the following details (i) Number of complaints of sexual harassment received in the year (ii) Number of complaints disposed of during the year (iii) Number of cases pending for more than 90 days (iv) Number of workshops or awareness programme against sexual harassment carried out and (v) Nature of action taken by the employer. There is no specific format provided in the Act or in the Rules.

Varkiachan Pettah

(Author is a Life Member of NIPM,
Principal Consultant of KSPC and Senior Faculty
of Kerala Institute of Labour and Employment (KILE).



NIPM Outstanding HR Manager of the Year 2022-2023 – Mr. Nissamudheen Firoz (Group Chairman, NIPM Calicut Group) has been selected as the Outstanding HR Manager of the Year 2022-2023. The award consists of Certificate of Merit, Memento & Cash award presented to him during the Annual Day/Award Nite.



The Annual Issue of NIPM Kerala Chapter's Publication Kerala Personnel was released during the Annual Day/Award Nite.

Executive Committee Meetings:

Month	Date	Venue
July 2023	4th July 2023	NIPM House, Kochi
	20th July 2023	Reccaa Club, Kochi
August 2023	22nd August 2023	NIPM House, Kochi
September 2023	29th September 2023	Zoom Online



Biennial Election Results for the Term 2023-25

During the above function, the Biennial Election Results for the Chapter Executive Committee for the term 2023-2025 were announced and the new team was installed by the Chief Returning Officer, Biennial Elections 2023-25 Dr. N. Vijayan Pillai. The following were elected unopposed for the term 2023-25:

Chairman	Mr. JOHNSON MATHEW
Vice Chairman	Dr. A.J. AUGUSTINE
Vice Chairman	Mr. ANISH ARAVIND
Hon. Secretary	Ms. KSHAMA SANDEEP
Hon. Adl. Secretary	Mr. MARTIN JACOB
Hon. Treasurer	Mr. K. SRIJITH
Member	Mr. SAJI V MATHEW
Member	Mr. K.K. VIJAYAKUMAR
Member	Mr. AJESHKUMAR N.K.
Member	Ms. ANURADHA SUBRAMANIAN
Member	Ms. PRASITA PRASAD

Activities during July 2023

In the 1st meeting of the newly constituted Executive Committee held on 4th July 2023 the following decisions were taken:

Passed Resolution to change the Signatories to operate NIPM Kerala Chapter's bank accounts in the name of the newly elected office bearers for the term 2023-25.

Following 4 Members have been nominated as Co-opted Members in the Executive Committee for 2023-25

Mr. Anilkumar G
Dr. Sabu Augustine
Dr. Ranjana Mary Varghese
Ms. Tinu Elizabeth

Also nominated following members as Special Invitees for 2023-25

Mr. G. Anilkumar (ATL)	Mr. Manoj Mathew (Ktm.)
Mr. Suresh Varghese	Mr. Nandakumar K.A.
Dr. K. Anilkumar	Mr. Jeevan Raveendran
Mr. Ajith Kumar K.K.	Mr. John Mathew Sebastian
Mr. George Thomas (BPCL)	Mr. Joe Jose Kadavan
Adv. Bejoy K Thomas	Mr. P.K. Kurian
Dr. Manoj Mathew (RCBS)	Mr. Anand A.S.
Dr. Manoj Menon	Mr. Shiju Bhaskaran
Mr. Jayarajan V	Mr. Jithin Chakkalakkal
Mr. Vinod S Menon	Mr. Sreelal M.R.
Ms. Rajasree R	Mr. Kamal Mampilly

Group Representatives

Alappuzha Group

Group Chairman: Mr. Benny John
Group Secretary: Mr. Sudeesh Dinakaran

Kottayam Group

Group Chairman: Mr. Kuriakose P Jacob
Group Secretary: Mr. Suresh P Varghese

Thrissur Group

Group Chairman: Mr. Jacob Koshy
Group Secretary: Dr. Biju Thomas

Calicut Group

Group Chairman: Mr. Nissamudheen Firoz
Group Secretary: Ms. Anitha Sumit

Infopark Group

Group Chairman: Ms. Prasita Prasad
Group Secretary: Ms. Sarika C.K.

Advisory Board Members

Mr. K.P. Philip, NIPM Fellow
Mr. P. John Sam, NIPM Fellow
Mr. V.N.Sreedharan Nair
Mr.P.K.Sivadasa Menon
Mr. N. Sreekumar, NIPM Fellow
Mr. A.S. Girish, NIPM Fellow
Mr. P. Premchand, NIPM Retna

Dr. George Sreeba, NIPM Fellow
Mr. Prasad M George
Mr. P.J. Joy
Dr.N. Vijayan Pillai, NIPM Fellow
Mr. M. Thomas Kadavan
Mr. K.K. Vijayakumar
Mr. K. Lal John, NIPM Fellow

01-07-2023 – Student Induction Program at Rajagiri Business School – Attended by Mr. Johnson Mathew, Chairman and Ms. Kshama Sandeep, Hon. Secretary



20-07-2023 Release of NIPM-KC Biennial Activity Calendar for 2023-25 by Mr. Kishore Rungta, CMD, FACT Ltd., Cochin followed by a Talk on the Turnaround Story of FACT.



26-07-2023 - NIPM KC Infopark Group Wednesday Club – Session on Making the first impressions, The Wardrobe Edit! by Ms. Renuka C Shekhar, Business Coach, International Fashion Designer and Image Consultant



12-08-2023 – NIPM Kerala Chapter (Calicut Group) organized a Session from 9 am to 2 pm at Hyson Heritage, Calicut on the topic HR Tech for Agile Workplace. The Resource person was Mr. Sam Ranjit Thomas, Associate Director, EY Global Delivery Services India, Intelligent Process Automation Leader. The program was inaugurated by Mr. Johnson Mathew, Chairman, Kerala Chapter. 82 participants from Calicut and nearby districts attended the event.

12-08-2023 – The Inauguration of Student Chapter at Farook College of Management Studies, Calicut was done by Mr. Johnson Mathew, Chairman, Kerala Chapter at Calicut, during his visit to Calicut. Mr. Nissamudheen Firoz & Ms Anita Sumit, NIPM Calicut Group Chairman and Secretary respectively were also present during the function.

16-08-2023 – NIPM Infopark Wednesday HR Club organized a Session in association with Rajagiri Centre for Business studies at their premises at 6.00 pm as part of their monthly meet-up program. The Resource Person for the session was Mr. Rajiv Ambat, CEO & Founder NuvoVivo on the topic The Health vs Fitness Myth!



17-08-2023 – Inaugurated a Student Chapter at Musaliar College of Management, Pathanamthitta, by Mr. Johnson Mathew, Chairman, Kerala Chapter. Mr. Kuriakose Jacob P., Group Chairman, and Mr. Suresh P. Varghese, Group Secretary of the NIPM Kerala Chapter (Kottayam Group), also participated in the function.



22-08-2023 NIPM Kerala Chapter, as part of its Monthly Knowledge Sharing Session organized a session at NIPM House on the topic Better Life Style for Better Well-being by Dr. Sujit Vasudevan MBBS, MD, Ojus Clinic, Kochi.



22-08-2023 – NIPM Kerala Chapter's Executive Committee Directory 2023-2025 was released by Mr. Johnson Mathew, Chairman during the Executive committee Meeting held at NIPM House, Kochi on 22nd August 2023. Copies of the said publication were distributed to all EC Members present during the meeting.

08-09-2023 – NIPM Kerala Chapter (Kottayam Group) organized a Knowledge Sharing Session at Malayala Manoram Conference Hall, Kottayam, on the topic POSH ACT. The Resource Person was Adv. Vincent Alex, Retired Regional Joint Labour Commissioner



14-09-2023 – The School of Management at De Paul Institute of Science and Technology, Kochi, in association with the NIPM Kerala Chapter organised a student development programme titled **Synergy** at their premises. The inauguration of the programme was done by Mr. Johnson Mathew, Chairman. The half-day session on the **Rights and obligations of an employer under labour laws** was handled by Mr. Varkiachan Pettah.

In the afternoon, a two-hour panel discussion session was conducted, and the panelists were Dr. A.J. Augustine, Vice Chairman, Mr. Jayarajan V, Executive Director (HR), Cochin International Airport, Mr. Shiju Bhaskaran, Senior Manager (HR&IR), Sud-Chemie India Private Ltd., and Ms. Prasita Prasad, Senior Manager (Talent Acquisition), IBS Services Ltd. 90 students from various B-schools and a few faculty members attended both the above two sessions.

NIPM KERALA CHAPTER

Ponnonam 2023



17-09-2023 – Celebrated the Harvest Festival of Kerala “ONAM 2023” at IMA House, Kaloor, Kochi. The Greeting Message was delivered by the Chairman Mr. Johnson Mathew and the Onam Message was also given by Dr. N. Vijayan Pillai, Fellow NIPM. During the Celebrations felicitations were given to Mr. P. Premchand (NIPM Ratna), Mr. Joe Varkey & Mr. N.V. Ravidev (For 2nd Best Chapter Award for 2021-22 and 2022-23) Mr. Anish Aravind (Umpiring Blind Cricket at UK). Various cultural events / Games / Competitions were held for Members and Family Members. The program was concluded with delicious ONAM Sadhya (Special Lunch).



Second Best Chapter Award to Kerala Chapter for 2021-22 and 2022-23



NIPM Ratna award to Mr. P Premchand



NIPM Fellow award to Mr. K Lal John

8th & 9th September 2023 -NIPM Annual National Conference 2023 (NATCON 2023) was held at Pune in which a good number of Members from Kerala Chapter also attended.



20-09-2023 – Infopark Wednesday Club in association with Rajagiri Centre for Business studies organized a Knowledge Sharing Session on Bridging the Gap between Business Owners and HR by Mr. Anil Kumar C S, Management Consultant, Trainer and Executive Coach at RCBS Campus, Kakkanad, Kochi.



28-09-2023 – NIPM Kerala Chapter organized a Knowledge Sharing Special Address at Hotel Presidency, Kochi from 7.00 pm onwards by Mr. Santhosh George Kulangara, Founder and Managing Director of Safari TV & Managing Director, Labour India Publications on the topic "How Kerala can become a future hub for Industrial development."

Charting Kerala's Industrial Future: Wisdom from the world-traveler SGK



(Excerpts from the NIPM Kerala Chapter's Monthly Knowledge Sharing Session with Shri Santhosh George Kulangara as the Distinguished Chief Guest and Speaker – Compiled by Dr. Ranjana Mary Varghese, Associate Dean at Xavier Institute of Management & Entrepreneurship, Kochi)

Kerala's Esteemed Traveler, Santhosh George Kulangara, also holds the distinction of being the first Indian Space Tourist. With his extensive exposure to the history, culture, and industrial development of numerous countries, his insights on Kerala's potential to become a future industrial hub are invaluable.

Kulangara emphasized the necessity for comprehensive industrial development in Kerala and identified four key sectors – Tourism, Education, Information Technology, and Health – where Kerala can excel. He urged a strategic reevaluation and realignment of these sectors to align with the state's vision, highlighting that they have been overlooked as industrial domains thus far.

Challenges identified by Kulangara for Kerala's industrial progress include the scarcity of land compared to other states, the availability of resources for establishing new manufacturing industries, and the need for efficient transportation infrastructure in a competitive global landscape. He emphasized that these areas, particularly Tourism, Education, Health, and IT, have not been acknowledged as industries in Kerala, resulting in insufficient attention and investment.

To address this, Kulangara advocated a shift in mindset, emphasizing that investing more in these sectors, without compromising quality, can lead to substantial returns. He emphasized the need for political leaders with entrepreneurial acumen and visionary thinking to guide the state's development.

Santhosh George Kulangara, known for his captivating lens capturing the world's beauty, serves as a bridge connecting Kerala to the global stage through his innovative programs and broadcasts. His contributions have earned him the honor of being a part-time member of the Kerala State Planning Board.

Kulangara stressed the importance of showcasing Kerala's rich culture and traditions to tourists, a step that would significantly benefit future generations and the state's tourism industry. He envisioned an educational system with an industrial status, urging a curriculum overhaul to incorporate topics like environmental responsibility, traffic rules, and responsible use of technology from an early age. Such changes, he believed, would attract both national and international students and drive growth in Kerala's education sector.

In the medical sector, Kulangara aimed to position Kerala as a hub, leveraging the presence of prestigious universities and accomplished faculty to compete on the global stage.

His thought-provoking question regarding the relative under recognition of Techno Park, Kerala's pioneering IT venture, in comparison to Bangalore's Silicon Valley status, serves as a call to action for positive change.

In conclusion, Shri Santhosh George Kulangara's session was thought-provoking, humorous, and profoundly relevant, leaving an indelible mark on the attendees of the monthly NIPM Kerala Chapter Knowledge Sharing session.



12 Glorious
Years



Happy
Anniversary