

National Institute of Personnel Management Coimbatore Chapter

Activity Report 2020-2021

The year has been an eventful year, notwithstanding that we had experienced a lot of uncertainties and disruptions due to the ongoing pandemic we had a host of focused activities conducted throughout aligning to our objectives of bringing the best in class practices and the latest updates to the HR fraternity of our chapter. A detailed report of the activities of the chapter is given below:

National Institute of Personnel Management-Coimbatore Chapter					
Activity Report 2020-2021					
Monthly Meetings					
S.no	Date	Topic	Venue	Speakers	No.of Participants
1	05.05.2020	Balanced approach towards Employees interests at difficult times	Zoom	Shri.S.Ravindran , Senior Advocate	94
2	15.05.2020	2020 Global Talent Trends	Zoom	Raghav Datta , Client Engagement Leader, Mercer Consulting Varsha Gandhe , Sr.Associate Consulting, Mercer Consulting	85
3	05.06.2020	HR Reboot-Functional,Economic and Psychological Perspectives	Zoom	Taruna Suhasini Lohmrar , VP-HR, Xoxo Day Mr.Gandhimathinathan ,VP-HR,Bradken India Dr.Nancy Kurian ,Counselling Psychologist,Good Sheperd Mind Health	88
4	18.06.2020	Work From Home Protocols	Zoom	Mr.Ajith Kumar Gopalakrishnan , Principal Designer,Altuis Designs	80
5	25.07.2020	HR as an effective Business partner(Tirupur)	Zoom	Shri.Gandhimathinathan , VP-HR, Bradken India Dr.Y E Sridhar , Chairman,NIPM Coimbatore Shri. S Karthikeyan , Managing Director,Career Tree Solutions	90
6	29.07.2020	The Future of Business in a Pandemic : Global Perspectives	Zoom	Prof.Christopher Bovis FRSA,University of Hull,UK	68
7	29.08.2020	Metrics in HR(Tirupur)	Zoom	Mr.Manoj Guru , Consultant, Lean Six Sigma	82

8	19.09.2020	Self-Care through Mindfulness	Zoom	Dr.Sharon S Rajkumar , Mindfulness Coach, Happiest Minds Technologies	84
9	24.09.2020	The True Path to Harmonious Supply Chain Social Compliance Management (Tirupur)	Zoom	Shri.Avedis Seferian , President & CEO, Wrap, US	72
10	12.01.2021	Understanding Atmanirbhar Bharat Rozgar Yojana for effective implementation (Tirupur)	Zoom	Shri.Vijay Anand , Asst. Commissioner, EPFO	94
11	05.02.2021	Resilience Training Workshop	Zoom	Dr.Yamini Kannapan , Consultant Psychiatrist	85
12	05.03.2021	Conversations that Catalyze transformations	Zoom	Dr.Latha Vijayabaskar , Founder and Leadership Coach, V.I.T.A.L Conversations, Chennai	90

Special Programs					
S.no	Date	Program Name	Venue	Speakers	No.of Participants
1	11.03.2021	International Women's day	Zoom	Tanya Battacharya , Business story coach, Story wallah's	70

Training Programs					
S.no	Date	Topic	Venue	Speakers	No.of Participants
1	18.05.2020	Posh Act	Zoom	CEO TSG IR and Labour Compliance and services Private Ltd	7
2	19.06.2020	Labour Laws and Covid Challenges	Zoom	CEO TSG IR and Labour Compliance and services Private Ltd	5
3	03.08.2020	Zero Error in Payroll Processing	Zoom	CEO TSG IR and Labour Compliance and services Private Ltd	11
4	08.10.2020	Introduction and Analysis of Labour Codes	Zoom	CEO TSG IR and Labour Compliance and services Private Ltd	46

Details of Training Programs Conducted:

(a). A workshop on “**Posh Act**” had been conducted for 5 days in collaboration with CEO TSG IR and Labour Compliance and services Private Ltd, as a certificate program.

Topics Covered:

1. History and Overview of Post Act
2. IC Procedures and Practical approach
3. Case study and Discussion with legal experts
4. Barefoot Counselling
5. Practical Aspects and challenges

Faculty:

- Legal Experts
- Counselling Psychologists
- HR Heads
- IC Members

(b). A two day program was conducted on the topic “**Labour Laws and Covid Challenges**” and the sub topics covered in this program are furnished below:

1. “**Reduction in Wages : Challenges and practicality**” by **Mr.Bharat Goyal**, Advocate Mumbai.
2. “**Change in Conditions of services**” by **Mr.Benny P Thomas**, Advocate, Thomas & Thomas, Ernakulam
3. “**Nuances of Retrenchment**” by **Dr.R Krishna Moorthy**, Director, Industrial Relations Institute of India, Mumbai
4. “**Lay off Covid Times**” by **Mr.Anand Gopalan**, Barrister, T.S.Gopalan aand Co
5. “**Resignation**” by **Mr.Aditya Joshi**, Advocate, Pune
6. “**Hire and Fire: Alien to India?**” by **Ms.K.Sribhoomi Yesaswini**,Advocate, Kasturi Associates Bangalore

(c). A six day program was conducted on a topic “**Zero Error in Payroll Processing**” and the sub topics covered in this program are furnished below:

1. “**Payment of Wages Act and Payment of Bonus**” by **Dr.R Krishna Moorthy**, Director, Industrial Relations Institute of India,Mumbai
2. “**Labour welfare fund Act, Maternity benifits,Minimum wages Act and Equal remuneration Act**” by **Ms.K.Sribhoomi Yesaswini**, Advocate, Kasturi Associates Bangalore
3. “**Payment of Subsistence allowance act,Payment of Graduity act and Minimum HRA**” by **Mr.Aditya Joshi**, Advocate ,Pune

4. **“ESI Act and Professional Tax”** by **Mr.S.Haroon-Al-Rasheed**, Advocate, TS Gopalan and Co
5. **“EPF Act, General Payroll-Leave, OT”** by **Mr.Anand Gopalan**, Barrister, T.S.Gopalan and Co.

(d). A three day program was conducted on the topic **“Introduction and Analysis of Labour Codes”** and the sub topics covered are

1. **“The Industrial Relations Code 2020”** by **Mr.Anand Gopalan**, Barrister, T.S.Gopalan and Co., and **Mr.S V Ramachandra Rao**, Founder- Resource Inputs Ltd and HR Chambers outsourcing Ltd, Andrapradesh
2. **“The code on Social Security 2020”** by **Mr.B C Prabhakar**, Labor Lawyer, Proprietor, BCP Associates, Bangalore, and **Dr.R Krishna Moorthy**, Director, Industrial Relations Institute of India, Mumbai
3. **“The Occupational, Safety, Health and Working Conditions Code 2020”** by **Mr.Benny P Thomas**, Advocate, Thomas & Thomas, Ernakulam
Mr.K Vittala Rao, Management Consultant, Bangalore.

II. EXECUTIVE COMMITTEE MEETINGS:

Our chapter had conducted executive committee meetings on 5th May 20, 13th May 20, 23rd June 20, 24th July 20, 20th Aug 20, 29th Sept 20, 25th Oct 20, 22nd Nov 20, 23rd Dec 19, 25th Jan 21, 19th Feb 21, 18th March 21 and discussed various activities for the development of the Chapter.

III. WOMEN’S DAY CELEBRATION ON 11TH MARCH 2021.

International Women’s day was celebrated at our chapter on 11th March 2021. Ms.Tanya Battaacharya, Business Story Teller & Coach, Story Wallahs, Bangalore was the special guest and about 70 professionals participated in this webinar.

IV. BEST CHAPTER/CERTIFICATE OF MERIT AWARD:

Our chapter was conferred with Best Chapter –Certificate of Merit award for the year 2019-20.

V. ANNUAL GENERAL MEETING.

The Annual general Body Meeting of our chapter for the year 2019-20 was conducted on 31st August 2020.

VI. NIPM TIRUPPUR GROUP:

With the focus to bring about establishment of HR professional activities in Tirupur area, we have formed the NIPM Tirupur Group with a group of enthusiastic professionals from Tirupur area. Mr. Rameshan was elected as the Chairman and Mr. Pragadeeswaran was elected the Secretary of the Group. The following are the programs conducted by this group.

1. HR as an effective Business partner
2. Metrics in HR
3. The True Path to Harmonious Supply Chain Social Compliance Management
4. Understanding Atmanirbhar Bharat Rozgar Yojana for effective implementation

VII. ENROLLMENT OF NEW MEMBERSHIP:

New Life Members

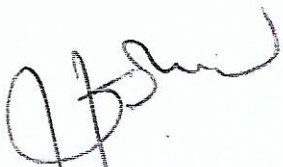
- Mr. G JayaChandran
- Mr.Rajaraj Saravanan
- Mr.Vikas Kaladharan
- Mr.Dharanidharan
- Mr.S. Sekar
- Mr.K.Thangavel
- Mr.Nagaraj Sundaram
- Mr.Sundar Venkatraju

New Corporate Members


- Mr. Muthukumar
- Mr.Seshadri
- Mr.Manickam Jeyaraman

New Institutional Members

- Happy Valley Business School



Dr. Y E Sridhar
Chairman



T S Thilak
Hony. Secretary