



E-NEWSLETTER

National Institute of Personnel Management
(PUNJAB CHAPTER)

Volume 4 Issue 1 , Dec 2025 Issue



**THE GREATEST TALENT OFTEN
LIE BURIED OUT OF SIGHT**



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WORD FROM THE Chairman



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HON. SECRETARY
MR JORAWER SINGH
HON ADDITIONAL SECRETARY
POOJA NAYAR
HON. TREASURER
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MR RAVINDER CHADHA
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Dear Members,

I am pleased to share this edition of our Chapter Newsletter, and it gives me immense joy to begin with a proud highlight—Punjab Chapter has been honoured with the prestigious Best Chapter Award at the 41st NIPM National Conference (NATCON 2025), held in New Delhi. This national recognition stands as a testament to our collective dedication, impactful initiatives, and unwavering commitment to advancing HR excellence across the region.

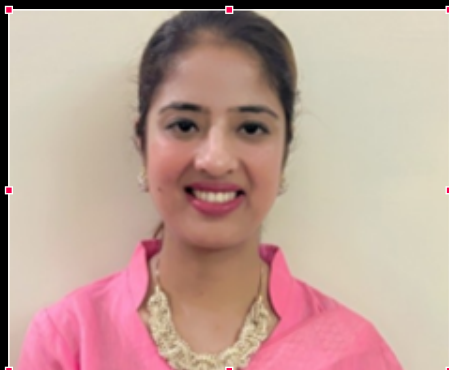
Over the past months, the Punjab Chapter has continued its journey of growth, collaboration, and professional development with remarkable achievements. Our Annual General Meeting & Strategic Leadership Session 2025 set the tone for the year, featuring an inspiring keynote by Dr. P. J. Singh, emphasized the alignment of people, purpose, and performance. The introduction of our newly elected Executive Committee for the 2025–2027 term reinforced our vision to strengthen industry–academia linkages and foster a vibrant professional ecosystem. The chapter’s dynamic participation in the Northern Regional Orientation Workshop for Newly Elected Office Bearers in New Delhi was another notable milestone. The appreciation received for our chapter’s presentation showcased our clarity of purpose and forward-thinking approach.

We proudly deepened our academic collaborations this year. The signing of the MoUs with PML SD Business School, CGC Landran, and Chitkara University, along with the successful launch of Student Chapters at these institutions—including the relaunch of the chapter at Amity University Punjab—marks a significant step toward nurturing future HR leaders. These initiatives promise to enrich student learning through industry engagement, experiential activities, and structured HR exposure. Our commitment to academic excellence continued through the 6th Annual NIPM Business Quiz 2025, organised in collaboration with PML SD Business School. Institutions across the region participated with great enthusiasm, reflecting the competitive spirit and intellectual curiosity of budding management professionals. Our collaboration with Amity University Punjab to host National Business Quiz – Northern Regional added yet another value-driven initiative. We also take pride in the achievement of Amity University Punjab students, who secured the 3rd position at the national-level quiz organised at National Level. Strengthening capacity-building efforts, the chapter organised a high-impact workshop at CII Chandigarh on “HR Building a Culture of Compliance: New Labour Codes, POSH & AI,” featuring senior Govt.officials and subject experts who contributed rich insights into emerging labour reforms and future-ready HR practices. We are proud to share a significant leadership milestone for the chapter—our Past Chairman, Mr. S. P. Bansal, was unanimously re-elected as Northern Regional Vice President (North), reaffirming the trust and confidence placed in his leadership. Additionally, our Addl. Hon. Secretary, Ms. Pooja Nayar, has been co-opted as a Member of the National Council, further strengthening the Punjab Chapter’s representation at the national level. As we look ahead, I extend my sincere appreciation to all Executive Committee members, institutional partners, student chapters, and the wider HR community for their continuous support, enthusiasm, and commitment.

Let us continue to build on this momentum and strive toward elevating the HR profession with purpose and excellence.

Warm regards,
Ajay Kumar Bakshi

A NOTE TO OUR READERS



Dr. Harsimran Kaur
Executive Member, NIPM Punjab Chapter
EDITOR



Ms. Diksha Sharma
Life-Member, NIPM Punjab Chapter
EDITOR



Ms. Lovepreet Kaur
Life-Member, NIPM Punjab Chapter
EDITOR

Dear Readers,

As we curated these stories, we felt something powerful—the gentle pulse of a community that refuses to stand still. A community that grows not in isolation, but in conversation, collaboration, and celebration. May these pages encourage you, inspire you, and remind you that in the world of HR, our greatest strength has always been each other. This quarter's edition is not just a collection of updates...It is a tapestry of moments. Every newsletter has pages. But this one has people. People who learn, achieve, share, and rise—and in doing so, lift the entire community with them.

With warmth and wonder,
Dr. Harsimran Kaur
Ms. Diksha Sharma
Ms. Lovepreet Kaur
NIPM Punjab Chapter Newsletter

INDUSTRY EXPERT SESSION IN COLLABORATION WITH AMITY UNIVERSITY PUNJAB

The Student Chapter at Amity University Punjab, Mohali, successfully organised an engaging Industry Mentorship Session for MBA students of the Amity School of Business Administration on 5th June 2025. The session, titled “People, Purpose and Possibilities – HR Careers for MBAs,” aimed to strengthen industry-academia integration and provide students with forward-looking insights into the evolving HR landscape.

The keynote speaker, Mr. Bhawish Awasthy, Chief Human Resources Officer, CLAAS India, addressed the participants with an inspiring and insightful talk. Drawing from his rich professional experience, he highlighted how Human Resource Management has transitioned from a support function to a strategic enabler of organisational transformation.

Mr. Awasthy discussed emerging HR trends, including digitalisation, AI-driven people analytics, remote workforce dynamics, and the rising significance of purpose-led leadership. His address provided students with practical perspectives on building impactful HR careers in a rapidly changing business environment. The session witnessed enthusiastic participation and reinforced the collaborative commitment of NIPM Punjab Chapter and Amity University Punjab toward nurturing future-ready HR professionals.



PUNJAB CHAPTER PARTICIPATES IN NORTHERN REGIONAL ORIENTATION WORKSHOP FOR NEWLY ELECTED OFFICE BEARERS

Punjab Chapter proudly participated in the Northern Regional Orientation Workshop for Newly Elected Office Bearers, held in New Delhi on 2nd and 3rd August 2025. The programme, organised by the National Office and graciously hosted by the Delhi Chapter, brought together leadership teams from all chapters in the Northern region for a structured and enriching orientation. The Punjab team represented the chapter with enthusiasm and professionalism.



The presentation delivered by Hon. Secretary, Mr. Jorawer Singh, received high appreciation and was acknowledged for its clarity, depth, and forward-looking approach. The workshop featured insightful addresses by Dr. Rajeev Khurana and Dr. G. P. Rao, who guided the participants on leadership expectations, chapter excellence, and professional conduct. The session was also attended by the National President Dr M H Raja and General Secretary Mr. SC Gupta, and ED Mr Adika whose presence added further significance to the programme.

PUNJAB CHAPTER AT UIAMS, PANJAB UNIVERSITY

Punjab team was invited to Panjab University UIAMS Orientation prog held on 21 st and 27 th Sept at law auditorium ,Panjab University .Mr Jorawer Singh ,Hon secy and Deepti ,EC member and Mr Abhishek Gupta were expert speakers and panelists .

The Chandigarh and Anandpur Sahib MPs Mr Manish Tiwari and Mr Malwinder Kang on behalf of University honoured our RVP-North SP Bansal and Past chairperson Ravinder chadha fr their contribution to Management Education and Mr Jorawer Singh and Deepti fr being Guest speakers.

The prog was attended by DGP Punjab ,Intelligence and other dignitaries.

It is pertinent to mention that Punjab chapter is having an active student chapter in UIAMS and participates in Univ activities including MBA student selection .



NIPM PUNJAB CHAPTER SIGNS MOU WITH PML SD BUSINESS SCHOOL, CHANDIGARH

Punjab Chapter, under the esteemed presence of Mr. S.P. Bansal, RVP (North), Mr. A.K. Bakshi, Chairman, Mr. Ravinder Chadha, Immediate Past Chairman, Mr. Jasbir Singh, Vice Chairman, Mr. Jorawar Singh, Hon. Secretary, Ms. Pooja Nayyar, Hon. Additional Secretary, and Dr. Harsimran Kaur, Executive Member, signed a Memorandum of Understanding (MoU) with PML SD Business School, Sector 32, Chandigarh on 19th August 2025 to formally initiate the Student Chapter of NIPM at the institute.

On behalf of PML SD Business School, the MoU was formally signed by Dr. Kapil Pandla, Director, in the presence of faculty members of the institution, who extended their commitment to making the Student Chapter a vibrant hub of learning and professional growth. This momentous occasion underscores NIPM's commitment to a symbiotic relationship between academia and industry, empowering students with a comprehensive platform to engage with HR luminaries and hone their skills in human resources.

This strategic partnership aims to facilitate student engagement through various initiatives, including specialized workshops, industry-oriented activities, and experiential learning programs.

By doing so, NIPM seeks to bridge the gap between theoretical knowledge and practical application, thereby enhancing students' exposure to the nuances of HR management and equipping them with the skills and expertise required to excel in this field. Prof. Sukhpreet Kaur, PMLSD Business School, will lead the chapter as the Faculty Coordinator, PMLSD Business School.



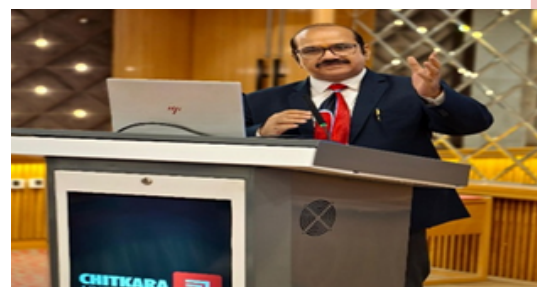
STUDENT CHAPTER LAUNCH AND EXPERT TALK AT CHITKARA BUSINESS SCHOOL , CHITAKARA UNIVERSITY



Punjab Chapter successfully launched its Student Chapter at **CHITKARA BUSINESS SCHOOL**, Chitkara University on 28th August 2025. This landmark initiative represents a vital step toward strengthening the bridge between academia and industry, creating opportunities for future HR leaders to learn, network, and grow with the best in the profession. The launch centered around the theme “Future of Work: Human-Centric Innovation and AGILE Mental Models for the AI Era.” The session featured distinguished leaders from NIPM—including Mr Ajay Kumar Bakshi (Chairman), Mr Jasbir Singh (Vice Chairman), Jorawer Singh (Hon’ble Secretary), Ms Pooja Nayar (Addl. Hon. Secretary), Ms Renu R P Singh (Past Chairperson), and Mr S P Bansal (Regional Vice President, Northern Region) alongside Chitkara University representatives Mr Harpreet Bhatia (Pro Vice Chancellor – HR), Col. Bikram Ahluwalia (Retd.) (Senior Director, Human Capital Resource Centre), and Dr. Nidhi Punj (Faculty, CBS).

Together, they offered rich academic and industry-based insights on integrating AI-driven transformations while preserving the human essence in organizational practice.

This session was followed by an expert talk by Mr. **Varinder Kumar Verma** – is a Peoplepreneur , Founder and Chairman of PEPALVERSE & Former Vice President HR and Head HR Strategy & Transformation, Corporate Human Resources, **Maruti Suzuki India Limited**, who presented on “Future of Work: Human-Centric Innovation and Agility in the Era of Industry 5.0.”



STUDENT CHAPTER LAUNCH AT PML SD BUSINESS SCHOOL, CHANDIGARH

Punjab Chapter successfully launched the NIPM Student Chapter at PML SD Business School, Chandigarh, on 25th September 2025, marked by a dignified badge ceremony and the formal introduction of the student office bearers.

The event commenced with an inaugural address by Prof. (Dr.) Kapil Pandia, Director, who underscored the significance of student affiliation with professional bodies in enhancing academic learning, industry readiness, and professional networking. The leadership team of NIPM Punjab Chapter — Mr. Ajay Kumar Bakshi, President; Mr. Jorawer Singh, Hon Secretary; and Mr. S. P. Bansal, Regional Vice President – North — briefed students on the vision and mission of NIPM, the opportunities available through Student Chapters, and the initiatives planned for the academic year.

The ceremony was attended by distinguished guests Ms. Renu R. P. Singh, Mr. Ravinder Chadha, Mr. Jasbir Singh, Adv. Pooja Nayar, Ms. Deepti Kumari, and Ms. Gunjan Nagpal, whose presence added to the prominence of the occasion. The programme was efficiently coordinated by Prof. Sukhpreet Kaur of PML SD Business School.



6TH ANNUAL NIPM BUSINESS QUIZ 2025 – PUNJAB CHAPTER LEVEL

The Punjab Chapter organised the 6th Annual NIPM Business Quiz 2025 of the NIPM in collaboration with PML SD Business School, Chandigarh. The event was successfully held on 29th September 2025 at the institute's Seminar Hall.

The event witnessed enthusiastic participation from over 25 teams representing leading universities and colleges from across the region, including Amity University Punjab, Chitkara University, UIAMS Panjab University, Chandigarh University, UBS Ludhiana, and PML SD Business School, among others. The quiz comprised three challenging rounds, testing the participants' knowledge across domains such as business awareness, current affairs, HR practices, and corporate strategies. Each round was designed to encourage analytical thinking, quick decision-making, and teamwork among the participants. After an intense and engaging competition, the team from PML SD Business School emerged as the winners of the 6th Annual NIPM Business Quiz 2025, securing the First Position. The team from UIAMS, Panjab University, bagged the Second Position, while Amity University Punjab claimed the Third Position. The event served as a vibrant platform for budding management students to exhibit their business acumen and connect with peers from reputed institutions. The NIPM Punjab Chapter congratulated all participants for their spirited performance and extended appreciation to the host institution for its seamless organization and hospital.



MOU SIGNING, STUDENT CHAPTER LAUNCH & EXPERT SESSION ON AI-DRIVEN HR AT CGC LANDRA

Punjab Chapter proudly advanced its academic engagement by facilitating the MoU Signing Ceremony and launching the NIPM Student Chapter at the Department of Business Administration (MBA), Chandigarh Engineering College – CGC Landran on 14th October 2025. The event also featured an enriching expert session titled “Transforming Talent: AI’s Impact on HR & the Future of Work.”

The ceremony was graced by distinguished NIPM Punjab Chapter representatives, including Mr. S. P. Bansal, Mr. Ajay Bakshi, Mr. Jorawer Singh, and other chapter officials, along with Dr. Rajdeep Singh, Dr. Maninder Gill, and senior faculty members from CGC Landran, marking a significant milestone in industry-academia collaboration. The expert talk delivered by Ms. Deepti Kumari (Netsmartz Infotech) offered compelling insights into AI-driven HR transformation, emerging workforce trends, and the evolving talent landscape. Students participated with great enthusiasm, gaining meaningful exposure to professional networking, contemporary HR practices, and the opportunities available through the newly launched NIPM Student Chapter.

This initiative further reinforces Punjab Chapter’s commitment to empowering future HR leaders through strategic partnerships, knowledge-sharing, and experiential learning platforms.



NIPM PUNJAB CHAPTER WINS BEST CHAPTER AWARD AND PARTICIPATES IN THE 41ST NIPM NATIONAL CONFERENCE (NATCON 2025) AT NEW DELHI

Punjab Chapter proudly participated in the 41st NIPM National Conference – NATCON 2025, held on 30–31 October 2025 at Hotel Pullman, Aerocity, New Delhi, where the chapter was honoured with the prestigious Best Chapter Award in recognition of its outstanding initiatives, impactful programmes, and exemplary contribution to the HR fraternity. The annual national conference brought together HR leaders, industry experts, academicians, policy influencers, and thought leaders from across India to deliberate on the evolving HR ecosystem and collectively shape a future-ready workforce.

NATCON 2025 served as a vibrant platform for knowledge exchange, networking, and thought leadership, featuring high-impact keynote addresses, panel discussions, masterclasses, and interactive sessions. Discussions centred on emerging themes including labour reforms, HR technology, AI-driven workforce transformation, employee experience, sustainable HR practices, organisational resilience, and leadership excellence in a rapidly changing world of work. The Punjab Chapter delegation actively participated in all sessions, representing the chapter with enthusiasm, professionalism, and a commitment to continuous learning. The team's engagement showcased the chapter's proactive approach to contributing to national-level HR dialogues, strengthening collaborations, and adopting emerging best practices. Receiving the Best Chapter Award at this national platform stands as a proud milestone for NIPM Punjab Chapter and reflects the collective dedication, leadership, and teamwork that continue to drive the chapter's excellence.



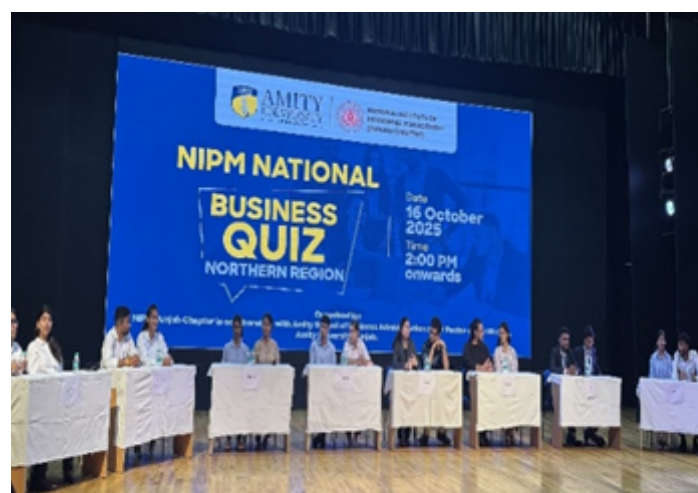
NIPM PUNJAB CHAPTER COLLABORATES WITH AMITY UNIVERSITY PUNJAB TO HOST NIPM NATIONAL BUSINESS QUIZ – NORTHERN REGIONAL



Punjab Chapter, in collaboration with Amity University Punjab, successfully conducted the NIPM National Business Quiz – Northern Regional on 16th October 2025. The event brought together nine teams from across Northern India, representing the NIPM Chapters of Punjab, Delhi, Uttar Pradesh, and Rajasthan. The quiz showcased sharp intellect and competitive spirit through multiple rounds covering HR concepts, current affairs, and emerging trends in management.

Amity University Punjab secured the first position, followed by Lloyd Business School (Delhi Chapter) in second place and Jaipuria School of Business (Delhi Chapter) in third. The event was coordinated and organised by Dr. Harsimran Kaur, Executive Committee Member, NIPM Punjab Chapter, and Assistant Professor, Amity University Punjab.

The programme was widely appreciated by all participating chapters, reaffirming NIPM Punjab Chapter's commitment to fostering academic excellence, inter-chapter collaboration, and professional growth among student members.



AMITY UNIVERSITY PUNJAB STUDENTS REPRESENT NIPM PUNJAB CHAPTER AT NIPM NATIONAL QUIZ; SECURE 3RD POSITION



Punjab Chapter proudly announces that Aarush Guha Chaudhury and Bhawna Sharma, student members from Amity University Punjab, represented the chapter at the NIPM National Business Quiz, conducted by Lloyd Business School on 29th October 2025.

Competing against talented teams from across the country, the duo delivered an impressive performance and was adjudged the Third Winner (2nd Runner-Up) at the national-level competition. Their achievement reflects their strong conceptual understanding, analytical abilities, and commitment to continuous learning.

WORKSHOP ON HR BUILDING A CULTURE OF COMPLIANCE: NEW LABOUR CODES, POSH & AI

Punjab Chapter, in academic partnership with PMLSD Business School, Chandigarh, organised a high-impact workshop on “HR Building a Culture of Compliance: New Labour Codes, POSH & AI” on 8th November at CII, Chandigarh. The event featured insightful sessions by leading experts, including Nitin Bajjal, Executive Director, Global Employer Services, Deloitte, who spoke on the impact of the Wage Code on social security benefits; Narinder Singh, Addl. Director of Factories Punjab (Retd), and Mohit Singla, Addl. Director of Factories Punjab, who discussed the transition from the Factories Act to the OSHWC Code; Arvind Kumar, Co-founder and CEO, Interlit Advisory Pvt. Ltd., who addressed AI-powered HR and the future-ready workforce; Labour Enforcement Officer - Central - Mr Neeraj Mohan and CKS Sachdeva, Senior HR Industry Professionals, who covered legal and operational challenges in contract labour; and Adv. Pooja Nayar, who presented on POSH 2.0 and building a culture beyond compliance.





The workshop was inaugurated with a keynote address by Dr. Harish Nayar, IAS, followed by an address by Dr. Aarun R., Vice President – HR, ER, Admin & CSR, Mahindra & Mahindra Swaraj Division, as Guest of Honour. The programme was effectively moderated by Mr. Jorawer Singh and Ms. Deepti Kumari, with an introduction by Mr. S. P. Bansal, Regional Vice President (Northern Region), NIPM, and a warm welcome by Mr. Ajay Kumar Bakshi, Chairman, NIPM Punjab Chapter. The workshop successfully strengthened industry-academia collaboration and provided valuable insights into evolving HR and compliance landscapes.



NIPM PUNJAB STRENGTHENS ACADEMIA-INDUSTRY CONNECT WITH STUDENT CHAPTER LAUNCH AT AMITY UNIVERSITY PUNJAB

The NIPM Punjab Chapter successfully launched its Student Chapter at Amity University Punjab on 28th November 2025, marking an important step toward fostering stronger industry-academia collaboration. The event witnessed the induction of new student members for the 2025-2026 academic session and the announcement of the Student Chapter Office Bearers. The ceremony was graced by the senior leadership of NIPM, including Mr. S. P. Bansal (Regional Vice President – Northern Region), Mr. Ajay Kumar Bakshi (Chairman, NIPM Punjab), Mr. Jasbir Singh (Vice Chairman, NIPM Punjab), Mr. Jorawer Singh (Hon. Secretary, NIPM Punjab), Ms. Pooja Nayar (Hon. Additional Secretary, NIPM Punjab), Ms. Gunjan Nagpal (Hon. Treasurer, NIPM Punjab), Mr. Ravinder Chadha (Immediate Past Chairman, NIPM Punjab), Ms. Renu R P Singh (Past Chairman, NIPM Punjab), and Ms. Deepti (EC Member, NIPM Punjab).



Mr. Jorawer Singh also delivered an insightful overview of the Chapter, highlighting its vision and opportunities for student development. Senior leadership from Amity University Punjab, including Prof. (Dr.) Shivali Dhingra, Dean Student Welfare and Advisor to NIPM Punjab; Dr. Raghvendra Sharma, Dean Management; and Dr. Harsimran Kaur, Faculty Coordinator and EC Member, NIPM Punjab, along with other faculty members, attended the ceremony and encouraged students to actively participate in upcoming HR-driven initiatives.

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**Thank you for being a part of this growing community and
for continuing to inspire the spirit of HR excellence.**