

NIPM YOUNG MANAGERS'  
CONTEST - 2015

NIPM  
Geojit BNP Paribas  
Rolling Trophy

INNOVATIVE  
**EMPLOYEE**  
**ENGAGEMENT**  
PRACTICES

Venue  
Rajagiri Centre for Business Studies  
(RCBS), Kochi

28 November 2015



**NIPM**  
KERALA CHAPTER



**GEOJIT**  
**BNP PARIBAS**



**RCBS**  
RAJAGIRI CENTRE FOR  
BUSINESS STUDIES

National Institute of Personnel Management (Kerala Chapter), professional body of Human Resources in association with Geojit BNP Paribas Financial Services Ltd. and Rajagiri Centre for Business Studies (RCBS) are glad to announce the

## NIPM YOUNG MANAGERS' CONTEST for "NIPM Geojit BNP Paribas" Rolling Trophy

The renewed version of The Young Managers Contest (#YMCKerala15) by NIPM Kerala Chapter aims to highlight the importance of the partnership between Human Capital Managers(HCM) and Line Managers in Organizations and to celebrate Employee Engagement success stories in the form of case studies.

### OBJECTIVES of Young Managers' Contest

- ◆ Highlight the need and importance of collaboration between HCM Practitioners and encourage Innovative initiatives in the HCM area in corporate bodies.
- ◆ Recognize individuals and organizations who encourage and facilitate Innovative approaches to engage employees.
- ◆ Disseminate the expertise gained in implementing such projects among those interested in learning them.
- ◆ Facilitate recording the experience in managing such changes for the benefit of professional, community and posterity at large.
- ◆ The implementation of the project might have been accomplished by the organization on its own or with assistance of external consultants.

### PROCEDURE FOR THE CONTEST

1. Organization may send the details of the Employee engagement in a case study format.
2. The case study material shall be submitted to NIPM, (Kerala Chapter) **on or before 18th November 2015** in the form of one hard copy and one CD in Word Document Format.
3. Each nominated team shall comprise of Minimum 2 and max 3 members. Managers below 40 years of age, who were involved in implementing the project shall make the presentation on behalf of their organization.
4. Shortlisted teams will be invited to make their presentations before the Judging Panel Members and audience from **10 a.m. on 28th November 2015** at Rajagiri Centre for Business Studies (RCBS), Rajagiri Valley, Kakkanad, Kochi followed by QA Session by Judging Panel Members & Audience. Time allotted to each team for presentation of the case study will be 30 minutes and QA Session thereafter.
5. Arrangements for presentation shall be made by the participating teams themselves and necessary instruments and materials for the purpose shall be brought by them.
6. A Participation Fee of Rs. 5,000/- (Rupees five thousand only) shall be remitted by each team at the time of submitting case study materials on or before **18th November 2015** in the form of Cheque / DD in favour of "**National Institute of Personnel Management (Kerala Chapter)**", payable at KOCHI.



## PRESENTATION FORMAT

- Background / rationale of the new innovative initiatives.
- Details of the process, systems, practices or measures implemented.
- Implementation strategy or road map of carrying out the project
- Benefits derived by the innovative measure.
- Lessons, if any, in managing the organizational change.



## BENEFITS TO PARTICIPANTS

- ◆ Participating organizations to be recognized as forward looking corporate bodies with innovative HRM practices
- ◆ Best team wins the prestigious “NIPM Geojit BNP Paribas” Rolling Trophy which will be presented on the day of competition.
- ◆ Cash awards of **Rs. 50,000/-** (Rupees Fifty thousand only) to the Best Team and **Rs. 25,000/-** (Rupees twenty five thousand only) to the First Runner-up Team will be given on the day of the competition.
- ◆ Certificates of Merit and Individual Mementos will be awarded to the winning two team members during NIPM's Annual Day Celebrations in the month of May/June 2016
- ◆ The case study materials related to the innovative HCM practices will remain in the custody of NIPM and may be circulated among academic circles and practicing professionals.
- ◆ All participating team members will be invited to attend the NIPM Annual Flagship Program “Legal Update 2016” conducted in connection with the Annual General Meeting & Annual Day Celebrations of NIPM (Kerala Chapter) in the month of May/June 2016 at a concessional rate of 50 % of the participation fee.
- ◆ Special features of winning case study will be promoted through NIPM Kerala Chapter website and social media.



## GENERAL GUIDE LINES FOR THE CONTEST

- ◆ An organization may sponsor any number of teams for the contest, subject to the condition that separate case study materials and separate participation fee are required with respect to each team.
- ◆ Presentation made by each team will be evaluated by a panel of Senior HR Professionals coming from Industrial and Academic backgrounds.
- ◆ Names of winners will be announced on the day of the presentation itself based on the assessment made by the panel of experts constituted by NIPM Kerala Chapter for the purpose and their decision shall be final in all matters related to the contest.
- ◆ Nomination of the team, DD / Cheque of Rs. 5,000/- towards Participation Fee for each team in favour of “National Institute of Personnel Management (Kerala Chapter)”, hard copy of case study report and it's CD in Word format should be submitted to Hon. Secretary, National Institute of Personnel Management (Kerala Chapter), B-Block, IInd Floor, Mather Square, Opp. Town Railway Station, Kochi-682018 **on or before 18th November 2015**



## ORGANISERS OF THE CONTEST

### National Institute of Personnel Management (NIPM)

NIPM, Head Quartersed at Kolkata is the All India Professional Body of HR Functionaries manning the Indian Industries in the length and breadth of the Country. NIPM is a Member of the International Industrial Relations Association, Geneva (IIRA) and the Asian Pacific Federation for Personnel Management (APFPM), which in turn is affiliated to the World Federation of Personnel Management Association (WFPMA).

Kerala Chapter of NIPM, with more than 1200 Individual Members and 47 Institutional Members on rolls is one of the most vibrant Chapters of the Institute. NIPM Kerala Chapter has been regularly organizing Workshops & Training Programs as part of its Human Resources Development Endeavors. Kerala Chapter is also conducting Enhanced Employability Certification programs for job seekers and for final year Students at various B-Schools. Kerala Chapter of NIPM has been adjudged as the Best Chapter among the 52 Chapters in the Country consecutively for many years and the last being 2014-2015.

### Geojit BNP Paribas Financial Services Ltd.

Geojit BNP Paribas Financial Services Ltd., is one of India's leading financial services intermediaries with close to three decades of experience in the Capital Market. It has countrywide network of offices and strategic presence in five Middle East countries to cater to its NRI clientele. The company offers wide range of products and services viz., Equities, Derivatives, Currency Futures, Custody Accounts, Mutual Funds, Life Insurance & General Insurance, IPOs, Portfolio Management Services, Property Services, Margin Trading and Loan against Shares.

The Company is known for its technological innovations, transparency and top class client services. Its latest product offering is a highly advanced trading and investment platform branded, SELFIE. The strength of the Company is its large pool of skilled, service oriented, dedicated employees, led by stalwarts in the Board of Directors. It is attentive to its social responsibilities and focuses on improving education, health and preservation of arts, heritage and environment.

### Rajagiri Centre for Business Studies (RCBS)

Rajagiri Centre for Business Studies (RCBS) is affiliated to Mahatma Gandhi University, Kerala, is a premier Business School in Kerala offering MBA/MHRM. Rajagiri Centre for Business studies is among the best management institutions in the country, having received an A+ certification by the NAAC of the UGC. This high status is given to a few chosen colleges for quality in higher education. Rajagiri Centre for Business Studies is managed by the Carmelites of Mary Immaculate (CMI), an order of Catholic priests. In the footsteps of their founding father Blessed Kuriakose Elias Chavara, a great visionary, educationist, and religious leader of the 19th century.

RCBS also has collaboration arrangements with many foreign universities like Western Michigan University, USA, Loyola College, Merryland, USA and Assumption University, Thailand, in areas of academic courses, faculty training, curriculum development, research work and consultancy engagements.



**NIPM**  
KERALA CHAPTER

### National Institute of Personnel Management

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