

National Institute of Personnel Management

NIPM – India



APFHRM Board Meeting – Manila, Philippines

5th April, 2017

INDIA Country Report

Greetings & Best wishes from NIPM-India!

1. Current Economic and Political Situation in India

(a) Economy and Labour Market situation in India

India is among the fastest growing economies in the World. The recent report of Indian Central Statistics Office estimated that the Indian GDP growth in the third quarter of Financial year 2016-2017 is at 7 per cent, higher than the growth in the third quarter of FY 2015-2016 which was 6.9 per cent. In this report it is clear that, there is no major impact on the Indian Economy due to the demonetisation of last year. The United Nations World Economic Situation and Prospects (WESP) 2017 report said, India's economy is projected to grow by 7.6 per cent in fiscal year 2018, benefiting from strong private consumption. The report said, India has positioned itself as the most dynamic emerging economy among the largest countries and is expected to remain the fastest growing on the back of robust private consumption and significant domestic reforms gradually being implemented by the government. In India, "investment demand is expected to slightly pick up, helped by monetary easing, government efforts towards infrastructure investments and public-private partnerships, and the implementation of domestic reforms such as the introduction of the Goods and Services Tax (GST) Bill," the report said. It added that the GST reform constitutes a "major change" by establishing a new uniform tax rate. The reform should promote investment in the medium term through lower transaction and logistic costs and efficiency gains. Its effective implementation requires adequate capacity building of the tax administration. India had performed well in terms of job creation in 2016.

Manufacturing has emerged as one of the high growth sectors in India. Mr. Narendra Modi, the Hon'ble Prime Minister of India had launched the 'Make in India' programme to place India on the world map as a manufacturing hub and give global recognition to the Indian economy. The Government of India has set an ambitious target of increasing the contribution of manufacturing output to 25 per cent of Gross Domestic Product (GDP) by 2025, from 16 per cent currently.

India is attracted by a large number of people from the countries of Asia and Africa for their job. India is also fast emerging as a destination for many multinational companies (MNCs) to outsource some of their operations. People not only from the developing countries but from the developed world too have now been heading to India for suitable job. A significant number of workers from neighbouring countries of Asia such as Sri Lanka, Bangladesh and Nepal come to India for their employment. The Government of India is taking initiatives to maintain peaceful working environment in India for them and to ensure their social security in all respect.

(b) Political Situation in India

The current political situation in India seems to be quite stable than before. National Democratic Alliance government under the leadership of Hon'ble Prime Minister Mr. Narendra Modi assumed charge on May 26, 2014 and he continues to be the most popular leader in the country. Modi government has taken several significant decisions in the economic field and announced 52 programmes which directly benefit the poor, including Jan Dhan Yojana (bank accounts for the poor), schemes for housing, for the girl child, life insurance, the Atal Pension Yojana, crop insurance, Start-up India, Skill India and Stand-Up India. Following his initiative's, at least 19 crore people have opened bank accounts, more than one crore people gave up the gas subsidy, which in turn, has helped the government distribute new free LPG connections to five crore poor households. By the several initiatives of Modi Government, overall inflation has been arrested, the prices of food items are under control. Significant progress has been registered in vital areas of railways, roads, power, and other infrastructure. The forthcoming State assembly elections of 2017—first in UP, Punjab, Uttarakhand, Manipur and Goa, and then in Gujarat & Himachal Pradesh will be very significant for Indian politics. The 2017 State Assembly Elections will once again show the strength of Indian democracy.

2. HR Challenges in India

India has become an attractive business destination for investors the world over. India is at the door step of historical opportunity and can bring about a change in economy, society and human life. Indian HR needs to equip and empower people to take advantage of the opportunities that are rapidly arising across the world. Today Indian HR have undergone several changes and India is more strategically positioned in the global corporate map. Development of future leadership is a major challenge for HR in recent days. HR Managers are proactive with all strategies and action plans in order to meet the changing needs of the organization. They are well aware with the basic functions of HR including planning, organizing, leading and controlling human resources. They are developing right strategy for the business to face the challenges and bring success to the organization. The major challenge of Indian HR is to identify, retain the best talent in the workforce and to manage the fast changing technology for survival in the business. They are also implementing HR Best Practices in the organization for betterment of the people as well as the Society.

3. NIPM Projects and Initiatives

Major areas of NIPM-India activities include the following :

(a) 35th Annual National HR Conference – 2016 of NIPM-India

The 35th Annual National HR Conference & Exhibition – 2016 of NIPM was held at CIDCO Exhibition Centre - Auditorium, Navi Mumbai, Maharashtra State during September 23-24, 2016 on the Theme **“Powering Ahead–Strengthening Bonds of Business by Focusing HR”** hosted by NIPM-Raigad Chapter. About 600 delegates attended the Conference from all over India and abroad. The Conference was inaugurated by Shri Subhash Rajaram Desai, Hon'ble Minister of Industries, Government of Maharashtra & he was also the Chief Guest of the Conference. Shri S. Bhattacharya, CMD, Coal India Limited delivered the Key Note Address of the Conference. Dr. T. K. Chand, CMD, National Aluminium Company Limited and Mr. S. K. Acharya, CMD, NLC India Limited (formerly Neyveli Lignite Corporation Ltd) were the Guest of Honour of the Conference. Presidential address was delivered by Mr. Somesh Dasgupta, National President, NIPM-India. Under the Exchange Programme between NIPM-India and various APFHRM Member Countries, delegates from IPM Sri Lanka, BSHRM, Bangladesh, SHRI, Singapore & HKIHRM, Hong Kong also attended the Conference. Mr. Md. Musharof Hossain, President, APFHRM and President,

BSHRM, Mr. Somesh Dasgupta, National President, NIPM, Mr. Erman Tan, President, SHRI, Mr. David Li, President, HKIHRM and Mr. Rohitha Amarapala, Immediate Past President of IPM Sri Lanka had participated in a Panel discussion on '**HR/IR Issues in Asia-Pacific Region**' on 23rd September, 2016. HR Best practices companies were awarded with the prizes and Best Chapter awards were also given away for various NIPM Chapters. The Conference was very successful and meaningful in all respects and was well appreciated by the delegates, guests, representatives of print & Electronic media.

(b) National Seminar : NIPM-India successfully organized a National Seminar on the theme '**Management – The Third Discipline**' during February 24-25, 2017 at Hotel Holiday Resort, C.T. Road, Puri, Odisha State, India. Many Senior Executives from Public and Private Sectors all over India attended the same.

(c) During the period July-2016 to February, 2017 about 50 nos. of professional programmes such as, Conferences, Seminars, Workshops, Lecture Meetings, HR Conclaves were organized successfully by the NIPM Chapters & NIPM-National Office for the benefit of HR Professionals / HR Students.

4. Scheduled Conference

- The biggest event of NIPM-India, the 36th Annual National HR Conference – 2017 would be hosted by NIPM-Madras Chapter on the theme '**HR Positioning in Current Disruptive Business Environment**' during September 15-16, 2017 at Hotel Taj Coromandel, Chennai, Tamil Nadu State, India. Renowned International and National Speakers would share their views and ideas in the forthcoming Mega Conference.

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Chairman, International Affairs & Relations Committee
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