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### BUREAU OF INDIAN STANDARDS

### *MINUTES*

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| *Committee* | *Meeting No.* | *Day, Date and Time* | *Venue* |
| **Human Resource & Innovation Management Sectional Committee, MSD 19** | **11th**  **Meeting** | **Monday**  **23 Sept 2024,**  **15:00 hrs** | **Hybrid Meeting**  **Bureau of Indian Standard, Bahadur Shah Zafar Marg, New Delhi** |

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| **Chairperson: Dr. B. Metri, IIM, Nagpur** | **Member Secretary: Shri Ashish V. Urewar**  **Scientist - C (MSD) BIS** |

**MEMBERS PRESENT**

(Please see **Annex A**)

1. **GENERAL**
   1. **Welcome address by Shri A. S. Bhatnagar, Scientist ‘G’ & Head (MSD) BIS.**

Shri A S Bhatnagar, Sc-G & Head (MSD) extended a warm welcome on behalf of Bureau of Indian Standards to the Chairman and distinguished members present in the meeting of **Human Resource and Innovation Management Sectional Committee, MSD 19**. He highlighted the importance of participation/attendance in this Committee and in the various ISO Committees by way of commenting on all documents, including ISO Documents. Also discuss the issue of efficiency in the working of TCs.

He requested experts to give comments on ISO Standards which are under formulation stage and documents and ISO Ballots being circulated to them. He informed the committee about important changes incorporated in the functioning of standardization activity. He informed the committee that Sub Committees have been replaced by Panels. The convenor will then update the Sectional Committee about progress of work. The committee will review the working of panel and will disband the Panel after completion of project.

In addition to this, he informed the committee that experts nominated in ISO Global Directory will be again reviewed. The members will be re- nominated and new experts will be nominated as per their expertise related to ISO project. He further informed that nominated experts will be responsible for attending ISO meetings and will represent BIS in respective ISO Committees. He emphasized that it is crucial for experts to ensure that BIS’s interests are well taken care of.

* 1. **Opening remarks by Chair, Dr. B. Metri, IIM, Nagpur**

Dr. B. Metri extended warm welcome to the members of Human Resource and Innovation Management Sectional Committee, MSD 19. He highlighted that with the fast changing business methods, the role of Human Resource Management has changed from resources providers to facilitators of change management and flag bearers of future innovation.

1. **CONFIRMATION OF THE MINUTES OF THE LAST MEETING**

The committee formally confirmed the minutes of the 10th meeting of the Human Resource and Innovation Management Sectional Committee, MSD 19 was held on 28 June 2024, were circulated.

1. **ACTION TAKEN REPORT**

Committee noted the information given in item 3 of agenda.

1. **SCOPE AND COMPOSITION OF HUMAN RESOURCE & INNOVATION MANAGEMENT SECTIONAL COMMITTEE, MSD 19**
   1. The Committee reviewed the scope and composition of Human Resource and Innovation Management Sectional Committee, MSD 19 and taken following decision :

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| **Sl. No.** | **Name** | **Decision** |
|  | Shri Jitender Kumar | withdrawn |

* + 1. **Co-options request**

The committee approved the Co-Option request.

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| **Sl. No.** | **Name** | **Organization** |
|  | Lt. Col. Kumar Shantanu | DDG(Administration), BIS |
|  | Mr. Shoaib Akhtar | Director(Establishment), BIS |
|  | Shri Rajsik Roy Choudhary | IIM, Kolkata |

* 1. **Panel dealing with ISO/TC 260 Human Resource Management, MSD 19/P-2**

The Committee noted item 4.2.1 of the agenda regarding composition of the Panel for Panel for dealing with ISO/TC 260 Human Resource Management, MSD 19/P-2 is given in **Annex B.** of the agenda.

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| **Sl. No.** | **Name** | **Decision** |
|  | Shri Rajsik Roy Choudhary, IIM Calcutta | Co-opt |
|  | Prof. Neha Garg, IIM Nagpur | Co-opt |

* 1. **Panel dealing with ISO/TC 279 Innovation Management, MSD 19/P-3**

The Committee noted item 3.2.1 of the agenda regarding composition of the Panel for Panel for dealing with ISO/TC 279 Innovation Management, MSD 19/P-3, is given in **Annex C** of the agenda.

1. **PROGRAMME OF WORK OF MSD 19**

The Committee noted information given in item 5 of agenda.

1. **Annual Program for Standardization**

The Committee noted information given in item 6 of agenda.

1. **NEW WORK ITEM PROPOSAL**
   1. **ISO STANDARDS FOR ADOPTION:**

The Committee reviewed the information given in item 7.1 of agenda and took following decision

| SL No | IS | Title | Decision |
| --- | --- | --- | --- |
|  | ISO 56001:2024 | Innovation management — Innovation management system — Requirements | Dr Kumudini Ravindra to submit the justification for the adoption of the standard for the approval of competent authority |

* 1. **FDIS/DIS documents: DIS/FDIS documents underdevelopment at ISO**

The Committee noted the information given in item 7.2 of agenda and took following decision

* 1. **SNAP** : The Committee reviewed the information given in item 7.3 of agenda and took following decision**:**

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| **Sl. No.** | Topic | Decision |
| 1) | Sustainable Human Resource Management – requirement | Draft for the wide circulation with approval of the Chairperson MSD 19 and send the proposal to ISO |

1. **REVIEW OF PUBLISHED INDIAN STANDARDS**

The Committee reviewed the information given in item 8.2 of agenda and took following decision.

| SL No | IS | Title | Decision |
| --- | --- | --- | --- |
|  | IS/ISO/TR 30406 : 2017 | Human Resource Management Sustainable Employability Management for Organizations | Reaffirm and Shri Rajiv Sinha, Shri B. Dhal & Shri Rajsik Roy Choudhary to review the standard |
|  | IS/ISO 30409 : 2016 | Human Resource Management Workforce Planning | Reaffirm and Shri Rajiv Sinha, Shri B. Dhal & Shri Rajsik Roy Choudhary to review the standard |
|  | IS/ISO 30408:2016 | Human resource management — Guidelines on human governance | Reaffirm and Shri Rajiv Sinha, Shri B. Dhal & Shri Nitin Mallikarjuna to review the standard |

1. **DRAFT DOCUMENT COMPLETED WIDE CIRCULATION**

The Committee reviewed the information given in item 9 of agenda and took following decision

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| **SL No.** | **IS/ISO No.** | **Title** | **Decision** |
|  | MSD/19/(25342)/ISO 10667-2:2020 | Assessment service delivery — Procedures and methods to assess people in work and organizational settings — Part 2: Requirements for service providers | Drop the topic. Shri Rajiv Sinha, Shri B. Dhal & Shri Nitin Mallikarjuna to review the standard and need for the adoption. |
|  | MSD/19/(25344)/ISO/TS 30421:2021 | Human resource management — Turnover and retention metrics | Drop the topic. Shri Rajiv Sinha, Shri B. Dhal & Shri Nitin Mallikarjuna to review the standard and need for the adoption. |
|  | MSD/19/(25345)ISO/TS 30437:2023 | Human resource management — Learning and development metrics |  |
|  | MSD/19/(25346)/ISO 30435:2023 | Human resource management — Workforce data quality |  |
|  | MSD 19/(23931)/ ISO 23326: 2022 | Human resource management Employee engagement Guidelines | Finalize with change |
|  | MSD 19/(23930)/ ISO 30422:2022 | Human Resource Management Learning and Development | Finalize with change |
|  | MSD/19/(25339)/ISO/TS 56010:2023 | Innovation management — Illustrative examples of ISO 56000 | Drop the topic. Dr B Metri ,Shri Lokesh Venkataswamy , Dr. Kumudhini Ravindra to review the need for the adoption. |

1. **DOCUMENT UNDER PRINT**

The Committee noted the information given in item 10 of agenda.

1. **ANNUAL CALENDAR FOR TC MEETING:**

The Committee noted the information given in item 11 of agenda.

1. **IMPLEMENTATION OF THE PROCESS REFORMS AIMED AT THE STRENGTHENING OF THE STANDARDISATION ECOSYSTEM IN THE COUNTRY**
   1. **EFFICIENCY OF TECHNICAL COMMITTEES**

The Committee noted the information given in 12.1 of agenda.

* 1. **RESEARCH AS AN INTEGRAL PART OF THE STANDARD FORMULATION**

The Committee noted the information given in 12.2 of agenda.

* 1. **ONBOARDING OF NEW MEMBERS**

The Committee noted the information given in 12.3 of agenda.

1. **INTERNATIONAL ACTIVITIES**
   1. **ISO/TC 260 - Human Resource Management**

The Committee reviewed the information as given in **13.1.1, 13. 1.2, 13. 1.3** and **13. 1.4** of agenda.

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| **ISO TC** | **TC Name** | **Project** | **Title** | **High/Med/Low** | **Experts approved** |
| ISO/TC 260 | Human resource management | ISO/CD 30201 | Human Resource Management System — Requirements | High | Shri B Dhal , |
|  |  | ISO/AWI 30401 | Knowledge management systems — Requirements | medium | Shri Rajiv Sinha, Shri Rajashik Roy Choudhary |
|  |  | ISO/DIS 30414 | Human resource management — Guidelines for internal and external human capital reporting | medium | Shri Rajashik Roy Choudhary,  Shri Rajiv Sinha |
|  |  | ISO/AWI TS 30436 | Human Resource Management — Diversity and Inclusion Metrics Technical Specification | High | Shri B Dhal ,  Shri Rajashik Roy Choudhary |
|  |  | ISO/AWI 30439 | Human Resource Management — Data Privacy Standard | High | Shri Rajiv Sinha,  Shri B Dhal, Prof. Neha Garg |
|  |  | ISO/AWI 30440 | Human Resource Management: Guidance for risk management and the ethical use and adoption of technology | High | Shri Rajiv Sinha, Shri B Dhal, Prof. Neha Garg |
|  |  | ISO/AWI 30441 | Workplace Wellness — Creation and promotion of practices to improve wellbeing and effectiveness | High | Shri B Dhal, Nitin mallikarjun |

* 1. **ISO/TC 279 - Innovation Management**

The Committee reviewed the information as given in **13.2.1, 13. 2.2, 13. 2.3** and **13. 2.4** of agenda.

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| **ISO TC** | **TC Name** | **Project** | **Title** | **High/Med/Low** | **Experts approved** |
| ISO/TC 279 | Innovation management | ISO/AWI 25032 | Competency Framework for Innovation Management | High | Shri Anuj Swarup Bhatnagar,  Ms. Kumudini Ravindra,  Shri Lokesh Venkataswamy |
| ISO/TC 279 | Innovation management | ISO/DIS 56000 | Innovation management — Fundamentals and vocabulary | High | Ms. Kumudini Ravindra,  Shri Lokesh Venkataswamy |
| ISO/TC 279 | Innovation management | ISO/AWI TR 56009 | Innovation management — Example implementations of Innovation Operation Measurements | medium | Ms. Kumudini Ravindra,  Shri Lokesh Venkataswamy |

1. **MEASURES TO ENSURE EFFECTIVE PARTICIPATION BY INDIAN EXPERTS**

The Committee noted the information of the Agenda.

1. **SCIENTIFIC JOURNALS AND PERIODICALS TO BE SUBSRIBED BY BIS**

The Committee noted the information of the Agenda.

1. **MAPPING OF IMPORTANT GOVERNMENT SCHEMES BY BIS**

The Committee noted the information of the Agenda.

1. **ANY OTHER NATIONAL/INTERNATIONAL EVENT TO BE PARTICIPATED**

The Committee noted the information of the Agenda.

1. **GENDER RESPONSIVE STANDARDS INITIATIVE**

The Committee noted the information of the Agenda.

1. **BIS CERTIFICATION SCHEMES**

The Committee noted the information of the Agenda.

1. **NATIONAL INSTITUTE FOR TRAINING IN STANDARDIZATION (NITS)**

The Committee noted the information of the Agenda.

1. **BIS ACTIVITIES ON SOCIAL MEDIA**

The Committee noted the information of the Agenda.

1. **INFORMATION ON E-SALE OF STANDARDS BY BIS**

The Committee noted the information of the Agenda.

1. **NOMINATING YOUNG PROFESSIONALS IN BIS TECHNICAL COMMITTEES**

The Committee noted the information of the Agenda.

1. **BIS CONNECT**

The Committee noted the information of the Agenda.

1. **DATES AND PLACE FOR THE NEXT MEETING**

The Committee noted the information of the Agenda.

1. **ANY OTHER BUSINESS**

Meeting ended with vote of thanks.

**Annex A**

**Members Present**

1. Dr. B. Metri, Chairperson, Indian Institute of Management Nagpur
2. Ms.Manisha Kumar, CMAI Association of India, New Delhi
3. Shri. Subir Verma, FORE School of Management, New Delhi
4. Mr. V. K. Jain, Indian Institute of Materials Management, New Delhi
5. Shri Lokesh Venkataswamy, Innomantra consulting Private Ltd.
6. Dr. Kumudhini Ravindra, Innomantra Consulting Private Limited, Bengaluru
7. Shri Pydi Lakshmana Rao, Institute of Steel Development and Growth, New Delhi
8. Dr. Rajiv Sinha, Larsen and Toubro Infotech Limited, Mumbai
9. Shri Akhil Sundaran, Power Grid Corporation of India Ltd., New Delhi.
10. Mr. B. Dhal, In Personal Capacity, New Delhi
11. Ms. Renu Sharma, In Personal Capacity, New Delhi
12. Shri Nitin Mallikarjuna, In Personal Capacity, New Delhi

**BIS Members**

1. Mr. Anuj S Bhatnagar, Sc. G & Head MSD, Bureau of Indian Standards (BIS)
2. Mr. Ashish Vasantrao Urewar, Sc. C, MSD, Bureau of Indian Standards (BIS)