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## BUREAU OF INDIAN STANDARDS

### MINUTES

Committee	Meeting No.	Day, Date and Time	Venue
Human Resource & Innovation Management Sectional Committee, MSD 19	8th Meeting	Tuesday 05 December 2023, 15:00 hrs	Hybrid Meeting at BIS

Chairperson: Dr. B. Metri, IIM, Nagpur

Member Secretary: Shri Ashish V Urewar  
Sc- C (MSD)

### MEMBERS PRESENT

(Please see Annex A)

#### Item 1 GENERAL

##### 1.1 Welcome address by A S Bhatnagar Scientist-F & Head (Management and Systems), BIS.

Shri A S Bhatnagar, Sc-F & 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 apprised all the members about the major reform in standardization to make technical committees as smart TC with emphasis on attendance, active participation by experts, submission of comments on draft standards, ISO ballots. He also reminded the members who have not submitted the declaration to submit at the earliest.

##### 1.2 Opening remarks by Chairman, Dr. B. Metri, IIM, Nagpur.

Dr. B. Metri extended warm welcome to the members of Human Resource & 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.

#### Item 2 CONFIRMATION OF THE MINUTES OF THE LAST MEETING

2.1 The committee formally confirmed the minutes of last meeting of Human Resource and Innovation Management Sectional Committee, MSD 19 held on 02 August 2023.

#### Item 3 ACTION TAKEN REPORT

Committee noted the information given in item 3 of agenda.

#### Item 4 SCOPE AND COMPOSITION OF HUMAN RESOURCE & INNOVATION MANAGEMENT SECTIONAL COMMITTEE, MSD 19

0.1 The Committee reviewed the scope and composition of Human Resource and Innovation Management Sectional Committee, MSD 19, taken following decision in light of the instructions received from BIS Management, the member who will remain absent from two consecutive meeting of Sectional Committee and/or fifty percent or more meetings of the Sectional Committee in an year shall automatically become disqualified to continue as member of the Sectional Committee; unless

on receiving a representation to this effect, the DC decides upon the recommendation of the SC concerned to condone the absence in view of his/her valuable contribution to SC.

#### 4.1

Sl. No	NAME OF THE ORGANISATION	Member	Decision
	Associated Chambers of Commerce and Industry of India, New Delhi	Dr. S. Balakrishnam Raju	Withdrawn
1.	Bharat Electronics Limited, Ghaziabad	Shri Rajeev Kumar Ms Ekta Bhardwaj ( <i>Alt</i> )	Withdrawn
2.	Directorate General of Quality Assurance, Ministry of Defence, New Delhi	Col Rajeev Chawla Shri N Prabhakara ( <i>Alt</i> )	Withdrawn
3.	HCL Technologies, Delhi	New nomination awaited	Withdrawn
4.	Hindustan Unilver Ltd, Delhi	New nomination awaited	Withdrawn
5.	IIT Delhi	Prof. Hemant Chauhan	Withdrawn
6.	Mahindra and Mahindra, Delhi	Nomination awaited	Withdrawn
7.	Ministry of Labour and Employment Directorate, Mumbai	Nomination awaited	Withdrawn
8.	National HRD Network	Shri Dhananjay Singh	Withdrawn
9.	National Skill Development Agency, New Delhi	Nomination awaited	Withdrawn
10.	NTPC Limited, New Delhi	Nomination awaited	Withdrawn
11.	Institute of Management, NIRMA University	Prof Subir Verma	New nomination be sought

4.2 Committee noted the information given in item 3 of agenda.

4.3 The Committee reviewed the scope and composition of Sub-committee MSD 19:1, taken following decision.

Sl. No	NAME OF THE ORGANISATION	Member	Decision
1.	HCL , Noida	Amrita Das	Withdrawn
2.	International Facility Management Association, Bangalore	Shri Vinay Kumar Shetty	Withdrawn
3.	Indian Institute of Management, Lucknow	Nomination awaited	Withdrawn
4.	ITC Ltd., Kolkata	Nomination awaited	Withdrawn

5.	National Thermal Power Corporation (NTPC)	Nomination awaited	Withdrawn
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4.4 The Committee reviewed the scope and composition of Sub-committee MSD 19:2, taken following decision.

Sl. No	NAME OF THE ORGANISATION	Member	Decision
1.	Defence Research Development Organization, (DRDO), New Delhi	Shri Avinash Kumar	Withdrawn
2.	National Law University Delhi	Prof Ranbir Singh, Shri Yogesh Pai	Withdrawn
3.	Tata Business Excellence Group, Mumbai	Shri Ravi Arora	Withdrawn

4.5 The Committee reviewed the scope and composition of panel MSD 19/P-1 and decided to dissolve the panel as decision to archive IS 15198: 2014 was approved.

#### Item 5 PROGRAMME OF WORK OF MSD 19

*The Committee noted information given in item 5 of agenda..*

#### Item 6 NEW WORK ITEM PROPOSAL

6.1 ISO STANDARDS FOR ADOPTION : Committee reviewed the information given in item 6.1 of agenda and took following decision

SL No.	ISO No.	Title	Decision
	<b>ISO/TC 260</b>		
1	ISO 10667-2:2020	Assessment service delivery — Procedures and methods to assess people in work and organizational settings — Part 2: Requirements for service providers	Shri Anupam Kaul, Shri B Dhal, Shri Mukesh Kumar to review ISO standard for adoption.
2	ISO/TS 30421:2021	Human resource management — Turnover and retention metrics	
3	ISO/TS 30437:2023	Human resource management — Learning and development metrics	
4	ISO 30435:2023	Human resource management — Workforce data quality	
5	ISO 56007:2023	Innovation management — Tools and methods for managing opportunities and ideas — Guidance	Subcommittee MSD 19:2 to review the document for adoption.
6	ISO/TS 56010:2023	Innovation management — Illustrative examples of ISO 56000	Subcommittee MSD 19:2 to review the document for adoption.

*Committee may review*

## 6.2 FDIS/DIS documents : DIS/FDIS documents underdevelopment at ISO

Committee reviewed the information given in item 6.2 of agenda and took following decision

Sl. No.	ISO/TC	ISO No.	Title	Decision
i)	ISO/TC 279	ISO/DIS 56008	Innovation management — Tools and methods for innovation operation measurements — Guidance	Subcommittee MSD 19:2 to review the document for adoption.

6.3 **SNAP** : Committee reviewed the information given in item 6.3 of agenda and took following decision

Sl. No.	Topic	Decision
1)	Sustainable Human Resource Management – requirement	Shri Subir Verma to submit draft highlighting the broad contours of the topic. (Shri B Dhal to co-ordinate with Shri subir verma )

6.4 **Government mission/Schemes** : Committee reviewed the information given in item 6.4 of agenda and took following decision

Sl. No.	Topic	Mission	Decision
1)	Innovation for sustained solar energy usage	National Solar Mission	Dr Kumudini Ravindra to submit draft highlighting the broad contours of the topic.

## Item 7 REVIEW OF PUBLISHED INDIAN STANDARDS

Committee reviewed the information given in item 7 of agenda and took following decision

Sl No	IS	Title	Decision
1	IS 15198 : 2014	Glossary of terms in human resource development	Archive the standard
4	IS/ISO/TR 30406 : 2017	Human Resource Management Sustainable Employability Management for Organizations	Shri Anupam Kaul, Shri B Dhal, Shri Mukesh Kumar to review standard.
5	IS/ISO 30409 : 2016	Human Resource Management Workforce Planning	Committee decided that Industrial survey may be carried out with help of National HRD Network under guidance from DR B Metri and Subcommittee to review the standard.

## Item 8 DRAFT DOCUMENT COMPLETED WIDE CIRCULATION

Committee reviewed the information given in item 8 of agenda and took following decision

SL No.	IS no.	Title	Decision
1.	MSD 19/(21097)/ ISO 30401:2018	Knowledge management systems — Requirements	Shri V K Jains to review in 15 days , further to finalize with approval of Dr B Metri
2.	MSD 19/(22317)/ISO 30405:2023	Human resource management - Guidelines on recruitment	Finalized
3.	MSD 19/(22289)/ ISO/TS 30430: 2021	Human resource management- Recruitment metrics cluster	Finalized
4.	MSD 19/(22290)/ ISO/TS 30431:2018	Human resource management - Leadership metrics cluster	Shri Subir Verma, Shri Anupam Kaul and Mr B Dhal to review further finalization with approval of Dr B Metri
5.	MSD 19/(22293)/ ISO 56006: 2021	Innovation management - Tools and methods for strategic intelligence management Guidance	Shri Lokesh V,Dr Kumudini Ravindra and Shri Praveen Dwivedi to review in 10 days , further finalization with approval of Dr B Metri
6.	MSD 19/(23931)/ ISO 23326: 2022	Human resource management Employee engagement Guidelines	Shri B Dhal, Shri Mukesh Kumar ,Shri Anupam Kaul, in 10 days submit review, further finalization with approval of Dr B Metri
7.	MSD 19/(23927)/ ISO 30434: 2023	Human Resource Management Workforce Allocation	
8.	MSD 19/(23930)/ ISO 30422:2022	Human Resource Management Learning and Development	
9.	MSD 19/(23928)/ ISO/TS 24178: 2021	Human Resource Management Organizational Culture Metrics Cluster	

**Item 9 DOCUMENT UNDER PRINT**

Committee noted the information given in item 9 of agenda.

**Item 10 Annual calendar for TC meeting :**

Committee noted the information given in 10 of agenda.

**Item 11 RESEARCH PROJECT- PROCEDURE FOR APPROVAL OF PROJECT :**

Committee noted the information given in 11 of agenda.

**Item 12 MEASURES TO ENSURE EFFECTIVE PARTICIPATION BY INDIAN EXPERT**

Committee noted the information given in 12 of agenda.

**Item 13 SCIENTIFIC JOURNALS AND PERIODICALS TO BE SUBSCRIBED BY BIS**

Committee noted the information given in 13 of agenda.

## **Item 14 INTERNATIONAL EVENT / ANY OTHER EVENT**

Committee noted the information given in 14 of agenda.

## **Item 15 INTERNATIONAL ACTIVITIES**

### **15.1 ISO/TC 260 - Human Resource Management**

The Committee reviewed the information as given in **15.1** of agenda and taken decision as follows

<b>SL No.</b>	<b>Technical Committees</b>	<b>Members</b>	<b>Decision</b>
1	ISO/TC 260, WG 2, WG13	Shri Mukesh Kumar,SAIL	Add to working groups of ISO /TC 279

### **15.2 ISO/TC 279 - Innovation Management**

The Committee noted the information as given in **15.2** of agenda and taken decision as follows

**Committee approved the following Indian delegation for ISO/TC 279/WG1** scheduled from 29 Jan-03 Feb 2024 at Mexico to discuss the comments on ISO/DIS 56001.

<b>SL No</b>	<b>Member</b>	<b>Technical Committee</b>	<b>Remarks</b>
4	Shri Anuj Swarup Bhatnagar Sc-F & H(MSD), BIS	ISO/TC 279, WG 1,	In physical mode, BIS funding
5	Shri Ashish V Urewar , Sc-C, BIS	ISO/TC 279, WG 1,	In physical mode, BIS funding

## **Item 16 NEW INITIATIVES IN STANDARDIZATION**

### **16.1 Recognition of Contributions of Technical Committees and its Members**

The Committee noted the information of the Agenda.

### **16.2 Accreditation of Standard Development Organizations (SDOs)**

The Committee noted the information of the Agenda.

## **Item 17 STANDARDIZATION CELLS**

The Committee noted the information of the Agenda.

## **Item 18 GENDER RESPONSIVE STANDARDS INITIATIVE**

The Committee noted the information of the Agenda.

## **Item 19 BIS CERTIFICATION SCHEMES**

The Committee noted the information of the Agenda.

**Item 20 INFORMATION ON FREE-SALE OF STANDARDS BY BIS**

The Committee noted the information of the Agenda.

**Item 21 NATIONAL INSTITUTE FOR TRAINING IN STANDARDISATION**

The Committee noted the information of the Agenda.

**Item 22 NOMINATING YOUNG PROFESSIONALS IN BIS TECHNICAL COMMITTEES**

The Committee noted the information of the Agenda.

**Item 23 BIS CONNECT**

The Committee noted the information of the Agenda

**Item 24 DATE AND PLACE FOR THE NEXT MEETING**

It will be decided as per convenience of members.

**Item 25 ANY OTHER BUSINESS** – meeting ended with vote of thanks.

**Annex A**  
**Members Present**

**Members Present:**

1. Mr. B. Dhal, In Personal Capacity

**Virtual**

2. Dr B. Metri, Chairperson, Indian Institute of Management Nagpur, Nagpur
3. Mr. N K Goyal, CMAI Association of India, New Delhi
4. Mr. Virender Singh, Confederation of Indian Industry, New Delhi
5. Mr. V. K. Jain, Indian Institute of Materials Management, New Delhi
6. Mr. Lokesh Venkataswamy, Innomantra Consulting Private Limited, Bengaluru
7. Mr. Lakshman Rao Pydi, Institute of Steel Development and Growth, New Delhi
8. Mr. C. Jayakumar, Larsen and Toubro Infotech Limited, Mumbai
9. Mr. Chandan Bahl, National Institute of Training for Standardization, Noida
10. Mr. Akhil Sundaran, Power Grid Corporation of India, Gurugram
11. Ms. Shalini, Power Grid Corporation of India, Gurugram
12. Mr. Mukesh Kumar, Steel Authority of India Limited (SAIL), New Delhi
13. Ms. Renu Sharma, In Personal Capacity
14. Mr. Anupam Kaul, In Personal Capacity
15. Mr. Praveen Dwivedi, CMAI Association of India, New Delhi

**BIS Officers**

1. Shri Chandan Bahl, DDG ( IR & TIS, SCM, MSC ), BIS
2. Shri Jitender Kumar, Sc-E, Head (HRD), BIS
3. Shri A S Bhatnagar Sc-'F' & Head (MSD), BIS, New Delhi
4. Shri Ashish V Urewar Sc-C (MSD), BIS, New Delhi (Member Secretary of MSD 19)