



## Best Young HR Professional Award



The HR/IR Committee of the Bengal Chamber of Commerce and Industry is organizing for the first time the “**Best Young HR Professional Award**” to encourage young HR Professionals who have demonstrated commendable skills in their profession.

### About BCCI

The Bengal Chamber of Commerce and Industry was set up in 1853 at Calcutta. However, the Chamber's origins date back to 1833 when its founding-fathers came together to form the first association of its kind in the country, which was later formalized as the Bengal Chamber. For the last one and a half centuries, the Chamber has played a pioneering role as a helmsman, steering the evolution of Commerce and Industry in India.

The Chamber's vision is to be the most valued Partner of Commerce, Industries, Academia, Professionals and Governments for achieving responsible economic growth as well as accomplishing their social and environmental needs.

Donning its multiple roles as catalyst, initiator, facilitator, business partner and service provider, the Chamber has helped Governments, both, at the Centre and State in drafting pioneering and significant legislations.

### Objectives of the Award

This Excellence Award for Young HR Professionals was conceived to honour the pioneering spirit of the young HR Managers contributing to the organizational objectives and goals and for recognizing their laudable work in formulating or implementing HR policies and unique HR practices. It also aims to recognize the young HR professional who has successfully implemented an innovative and progressive HR programme or a project in response to a new or ongoing HR challenge or opportunity within his/her organization.

This award will be given to such young HR Professional substantially contributing for enhancing their organization's brand-reputation, achieving business objectives, and demonstrating organizational leadership and who serves as a professional role model.

### A. Qualifying Criteria :

- Age : Maximum 35 years as on 01.05.2013.
- Qualification : Recognized (i) PG Degree / Diploma in Personnel Mgmt / HR or (ii) PGDM / MBA with specialization in Personnel Mgmt / HR or (iii) MSW, from an Institute/University
- Experience : Minimum 5 years in full time service in HR domain in any industry / sector.

### B. Contribution Criteria by the participating HR Professional in some of the following areas listed below (to be supported in details by documentary evidence/facts and figures) :

#### 1. In Industry :

- Contribution towards achieving organizational goals/objectives through HR initiatives.
- Implementation of notable HR practices concerning business issues in Company / Industry/Different sectors.
- Initiative and leadership skills demonstrated in rolling out specific HR plans and strategies vis-a-vis business goals / objectives.
- Commitment and Contribution towards employee engagement & welfare/ Quality of Work Life
- Significant contribution to improve organizational effectiveness and employee productivity.
- Contribution as a team member / leader in delivering cost- effective HR services.

#### 2. In Academia :

- Contribution towards industry- academia interface

#### 3. In Professional Association :

- Awards / appreciation received if any, from professional bodies.
- Involvement/ net-working with the professional bodies.
- Invited as speaker to conferences, Seminars, symposiums, workshops etc.
- Professional paper presented / article written, if any.
- Associated in Research work related to industry & academia.





## C. Selection Process :

- Application to be forwarded by the individual HR Professional along with his/her testimonials and professional/organizational contribution, endorsed by his organization on the parameters referred above .
- Initial screening of the application by the assessment board to shortlist candidates to qualify for the Final Round.
- On-site validation of documents submitted along with the application by representatives of Bengal Chamber.
- Presentation by the short-listed participants before the Assessment Board and the other participants, on the application document submitted by them
- Interaction by the said participants with the Assessment Board as well with the other participants.

### Evaluation Criteria on a 100 point scale :

- Validation of Application Document by the Assessment Board & On-site validation team's visit to the participant's organization : 50 marks
- Presentation by the participant to the Assessment Board : 20 marks.
- Interaction by the participant with the Assessment Board as well as addressing the queries of other participants of the contest. : 30 Marks.

Name : .....

Organisation : .....

Address of the Organisation : .....

Contact No. : ..... Email : .....

Age as on 1.05.2013 : .....

Qualification : .....

Working Experience : .....

Present Employer : .....

Previous Employer, if any : .....

Date :

\_\_\_\_\_  
Signature of the Applicant

\_\_\_\_\_  
Signature of the  
Company's recommending authority

## **PARTICIPATION FEE :**

Eligible HR professionals who would like to participate in the Best Young HR Professional award, should send their applications through their Organizations, along with the participation fee of Rs 5000/ ( Rs Five Thousand Only ) by cheque drawn in favour of **'The Bengal Chamber of Commerce and Industry'**

Last date of receipt of nomination is **27th June, 2013.**

Bengal Chamber reserves the right to reject any application/paper without assigning any reason therefor.

## **Application should be sent to :**

**Mr. H. S. Das**

Advosor-HR & Admin.

The Bengal Chamber of Commerce and Industry

"Royal Exchange"

6, Netaji Subhas Road, Kolkata-700001

Contact No. : 9831120423,033 22130243



**BENGAL  
CHAMBER**

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