NEWSLETTER | VOLUME 2 | NOVEMBER 2025

THE HRSN







HUMAN RESOURCES SOCIETY NEPAL

> **Great organizations aren't built by strategy alone, but by people who believe in a purpose.**









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Message from **President**

MR. TEKRAJ SHARMA

Greetings from HR Society Nepal!!!

We are delighted to be here with this '2nd edition' of newsletter, creating another platform to connect, share and grow together with all professionals and HR enthusiasts. This brings an excitement and pleasure for us and our dedicated Executive Committee members on volunteering their time, effort, commitment and dedication to keep our initiatives thriving, despite their full-time engagements.

As we strive continuously to create and foster an environment to empower and strengthen the HR function and profession as a critical part of business, we have been witnessing our various programs and activities has been yielding better results.

We are very confident that this process/feature will add value to our lives; professionally and personally. I extend my sincere gratitude to the designated team of Executive Committee members for their hard work in bringing this to live and like to encourage our esteemed Life and General members to join our Executive Committee in these endeavors.

Thanking you,



Past Presidents



Late Mr. Ishwar Kumar Karki
President 2013-15



Mr. Kumar Joshi
President 2015-18



Mr. Mohan Ojha
President 2018-22



Mr. Bhuban Raj Joshi
President 2022-24

HUMAN RESOURCES SOCIETY NEPAL

Executive Committee 2024-26 A.D.



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Executive Member

Vision

HUMAN RESOURCES SOCIETY NEPAL

To be the most trusted institution

for employee related matters

at a national level

by 2029

Purpose

To empower HR Professional

Fostering Transformative Changes

Through People Related Processes

Values

- Collaboration
- Advocacy
- Mutual Respect
- Integrity
- Professional Excellence
- Innovation

HUMAN RESOURCES SOCIETY NEPAL

14TH NATIONAL HR CONFERENCE 2025

"Building Great Organization: People, Purpose, Impact."



OUR INTERNATIONAL SPEAKER



DR. ALKA MITTAL
Member Administration, Capacity Building Commission, Former CMD & Human Resources Director at ONGC Group
New Delhi, India

OUR CHIEF GUEST



CA KABI RAJ ADHIKARI
Executive Director
Social Security Fund

National Speaker



Mr. Umesh Lal Shrestha
Managing Director
Quest Pharmaceuticals Pvt. Ltd.



Mr. Jagdish Khadka
CEO
eSewa Ltd.

Panelist



Mr. Narottam Aryal
President
King's College Nepal



Mr. Sanat Neupane
Founder, Lead Entrepreneur
SAN Ideas & Investments



Ms. Karvika Thapa
CEO
Kimbu Tech



Ms. Bina Rana
Managing Director
Humsikha Consultancy
Moderator

Mindfulness & Wellness Session



DR. CHINTAMANI NATH YOGI
Spiritual Teacher/Motivational Speaker
Hindu VidyaPeeth Nepal
Shanti Sewa Ashram

Sponsor

MAW
KEEPING COMMITMENTS, BUILDING TRUST

14th NOV 2025

Royal Tulip Kathmandu, Gwarko, Lalitpur
09:00 am to 05:30 pm

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FOR MORE **INFORMATION**

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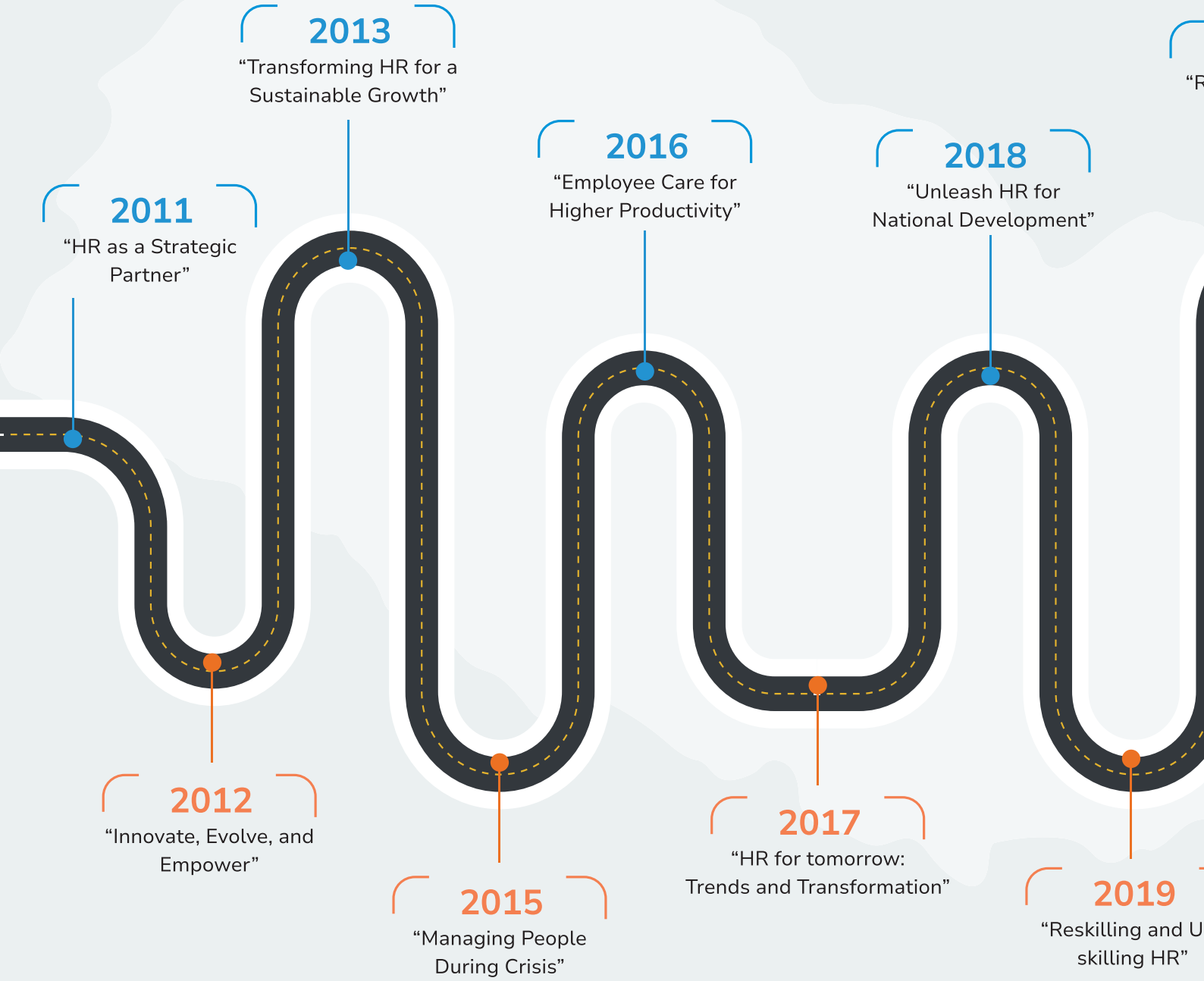
HRSN Confere



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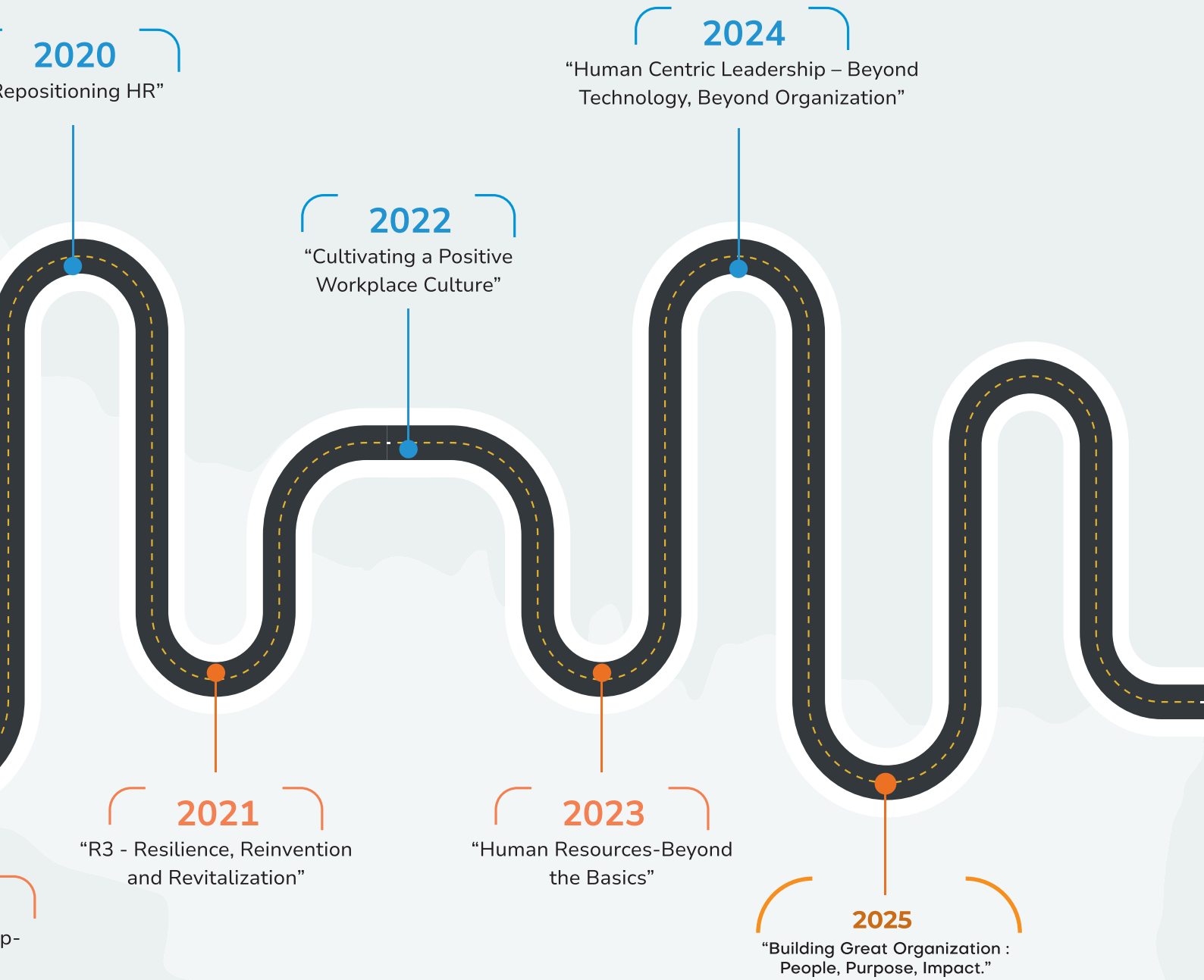

Building
Great Organization
–People, Purpose and Impact



My compliments to Human Resources Society, Nepal, for another very well conceptualised National Conference. I will be sharing briefly my thoughts and readings in this abstract , which I will elaborate upon by way of my experiences and some anecdotes during my talk on the14th of November at Kathmandu .

Organisations are the lifeline of any ecosystem, as life grows within and around them. Looking at the theme of this conference I felt , we have touched the very core of corporate growth story. Corporate as a microcosm of the economy, society , country represent not only the aspirations of various stakeholders but also the National priorities and are influenced by global developments too.

We will agree that over last four decades major changes that have impacted organisations are – Globalization, demographic shift, the explosion of data, emerging technologies, climate change, redefined jobs and complexity . In response to these organisations have looked at devising ways to become more adaptable and future ready .

We have seen that the ones who were better prepared, have been more flexible and adaptable, have been able to fare much better.
As per the trends that we see, biggest disruptors in the coming future (apart from infectious viruses!), are expected to come from a digitally connected world and technological advances such as AI, machine learning, Big Data, automation, robotics, etc. There will be globalisation of resources, increased shared services; there will be demographic changes as the world comes closer; also there will be increased focus on environment & ethics, and social values.

The challenges that the organisations and leaders will face over the coming years are considerable, and will likely require fundamental changes to both business operating models and leadership behaviours.

Sustainable development and growth agenda will drive organisations aspiring for excellence.

We have to acknowledge that a successful Organisation strives towards building strong and resilient workforce committed to the vision , purpose and values driving this agenda.

In pursuit of the above how organisations evolve and function is something we need to focus upon . A purpose driven organisation, with clear goals and mission with a shared growth perspective, across the entire workforce and other internal as well as external stake holders can surely lead to an organisation being sustainable.

Today, I represent Capacity Building Commission of India, which is tasked with the responsibility of Capacity Building of 33 million government officials across length and breadth of the country including the public sector undertakings. This position of Member of CBC has given me substantive exposure to functioning of various government entities in different states , best practices , unique challenges and also the role these officials can play. It is more a startup with a small group of 50 persons from varied age groups and background working together to translate this vision of our Prime Minister into a reality. One question we ask ourselves when take up any intervention . **Will this lead to a sense of purpose amongst the officials ?**

My professional journey started with the largest National oil company of India , the ONGC as a graduate trainee. And I superannuated as CMD ONGC and consider

myself a forever ONGcian. Fortunately in my present role I am working with ONGC and other public sector undertakings of our country for the capacity building of their employees. ONGC and several others companies, in the core sector, were established during 1956 as part of the second Five year plan and grown manifold. We the ONGCians call ourselves Energy Soldiers as we have lived with the vision of Energy Sufficiency and accordingly have gone for exploration and production of OIL and GAS. During my talk I will be talking about this Vision which gave a sense of purpose to all and drove them to work towards this cause which is much larger than profitability, turnover , ROI , but these did happen in the process as a result not only are we amongst top few Companies in terms of market cap and profitability we have given substantive Return on investment to our investors and shareholders.

I will be elaborating on this journey of CBC, ONGC and several other entities during my talk.

How do we arrive at growth vision?

How do we ensure the vision is shared?

What do we do to instill a sense of purpose amongst the people?

How do we create growth enabling culture?

What do we do to be impactful?

How do we keep our focus on the intangibles like values, culture, beliefs, loyalty and attitude, while working for tangibles like profitability , ROI , Turnover ? We will talk about core ideology, core values and core purpose and how it will lead to a concrete reality .

The answers to these and many more such questions we will discover together on the 14th of November.

Special thanks to Mr Tekraj Sharma President of Human Resources Society , Nepal and Mr Mohan Thapa Vice President Human Resouces Society.

Best wishes to the entire Organising Team .



Dr. Alka Mittal

Member, Capacity Building Commission, Government of India
Former CMD & Director (HR), ONGC

Dr. Alka Mittal is former CMD and Director (HR) of ONGC. She was also the Chairperson of ONGC Group of Companies viz. ONGC Videsh, MRPL, OPAL, OTPC, etc.

Dr. Mittal has the distinction of being the first woman to head ONGC. She also was the first ever woman Functional Director of ONGC in its history, when she assumed the charge of Director (HR) in 2018. She superannuated from the services of ONGC in August 2022 after an illustrious career spanning more than 37 years.

Dr. Mittal is a post graduate in Economics, MBA (HRM) and a Doctorate in Commerce and Business Studies in the specialized area of Corporate Governance. She is also a Non-Executive Director Diploma holder - Pearson SRF BTEC Level 7 Advanced Professional Diploma from FT, UK.

Dr. Mittal has been placed in the Fortune Global Top Ten Women CEOs list in 2023 and is recipient of prestigious awards like Inspiring CEO of India Award, HR World Thought Leaders 2022 by Economic Times, Silver Stevie Award in the Woman of the Year category at the International Business Awards 2021 and many other recognitions.

HRSN Partners with ILO and NCC to Bridge Nepal's Employment Gap

Strengthening Public Employment Services for a Productive Private Sector The HR Society Nepal (HRSN) was recently invited as a key partner by the International Labour Organization (ILO) to contribute to a vital workshop focused on one of Nepal's most pressing economic challenges: the mismatch between labor supply and demand.

On August 6, 2025, HRSN representatives, EXCOM member, I and Ms. Chandrika Acharya (Life Member – HRSN) joined a high-level dialogue in Dhangadhi titled "Workshops on Private Sector Engagements to strengthen Public Employment Services (PES)". The event, jointly organized by the ILO's Strengthening of Employment Service Centers (SESC) Project and the Nepal Chamber of Commerce (NCC), brought together Ministry of Labour, Employemnt and Social Security (MoLESS), provincial government officials, ESC staff, and private sector leaders.

The workshop's goal was clear: to transform Nepal's Employment Service Centers (ESCs) from simple registration offices into dynamic, effective intermediaries that truly serve the needs of both employers



and job seekers.

A Quick Explainer: What are PES and ESCs?
For many in the private sector, these terms may be new. Here's a simple breakdown: Public Employment Services (PES): This is the broad, government-led system designed to connect job seekers with employers and help the labor market function more efficiently [cf. source 30]. * Employment Service Centres (ESCs): These are the physical, local government offices established under Nepal's Right to Employment Act (2018). Their official role is to support the unemployed, provide services like job matching and counseling, and collect data on employers and workers. * The SESC Project: This is a specific project run by the ILO, called "Strengthening of Employment Service Centres in Nepal," to help make these ESCs more effective and better connected to the private sector.

The challenge, and the reason for this workshop, is that most ESCs are not yet effectively linked with private sector employers to help solve their real-world hiring needs.

HRSN's Voice: An HR Perspective on Public Employment Services
As the professional body representing Human Resource practitioners, HRSN was uniquely positioned to provide a ground-level perspective on the private sector's hiring challenges and needs. Our team, including myself and a fellow HRSN expert, contributed to several key panel discussions.

1. The Recruiter's View: Solving for Skills and Efficiency
In the panel discussion on "Employer Networks and Workforce Practices", I had the opportunity to highlight the significant challenges HR professionals face daily. We often struggle with a lack of skilled candidates, and the recruitment process itself is costly and time-consuming.

My key message was that a well-functioning PES is not just a "public good" but a critical business solution. As HR leaders, we would welcome a reliable, public platform that could provide a steady pipeline of pre-screened, appropriately skilled workers. This would allow us to fill vacancies faster, reduce recruitment costs, and focus on strategic workforce development. I stressed that for employers to engage, the ESCs must be "demand-driven," meaning they must understand and respond to the actual skills we are hiring for.

2. The Employee's View: Building Trust and Careers
In a subsequent discussion on "Private Sector Engagement in Strengthening PES", our other representative Ms. Chandrika shifted the focus to the employee's perspective. For the PES to succeed, it must win the trust of job seekers. It cannot be just a "job board."
From an employee's viewpoint, a strong ESC should be a career partner. It must provide genuine career counseling, access to relevant upskilling programs , and dedicated support for vulnerable groups, including women, returnees, and persons with disabilities. When job seekers feel the ESC is truly invested in their careers, they become a more motivated, engaged, and high-quality talent pool for us, the employers.

3. The Skills Gap View: Aligning Training with Reality
Our HRSN colleague contributed to the session on "Local Skills Needs and Labour Market Information". They provided direct insights into the "skills gap" we observe in the market, emphasizing that many training programs are not aligned with current industry requirements. Their contribution underscored the need for a live feedback loop between the private sector (who know the skills needed) and training institutes (like CTEVT), with ESCs acting as the crucial facilitator.

The Future of Collaboration: HRSN and the ILO-PES Initiative
This workshop was not just an event; it was the formal beginning of a powerful collaboration. The relationship between HRSN and the ILO-PES initiative is built on a shared goal: creating a fluid, efficient, and equitable labor market.

Looking ahead, HRSN is poised to play a continuing role in this national initiative. We see several key avenues for future collaboration:

· Co-Designing Services: HRSN can provide expert input to help design ESC services that are practical, user-friendly, and valuable to employers.

· Labour Market Intelligence: As a network of HR professionals, we can be a primary source of real-time data on hiring trends, emerging job roles, and specific skill shortages, helping to create an effective Labour Market Information System (LMIS).

· Championing Adoption: We can leverage our network to encourage private sector companies to actively use and support their local ESCs, from sharing vacancies to participating in job fairs.

· Policy Advocacy: HRSN can work alongside the ILO and entities like NCC, CNI, FNCCI etc. to advocate for policies that strengthen public-private partnerships in skills development and employment promotion.

We extend our sincere thanks to the ILO – PES, Mr. Tara P. Bakhariya (A national Coordinator) and the Nepal Chamber of Commerce for their leadership on this critical issue. HRSN is committed to this partnership and looks forward to helping build a more prosperous and productive future for Nepal's workforce and its enterprises.

The ILO has a country office in Nepal and supports labour standards, decent work, tripartite social dialogue (government + employers + workers) and related industrial relations frameworks.

The HRSN is a Nepalese professional society focused on human resource management, employer-employee relations, industrial relations and HR best practices in Nepal.
Article by Binod Shrestha, HR Professional, Soft Skills Trainer, HRSN EXCOM member,

MOU with Model Institute of Technology (MIT) and Kathmandu Model College (KMC)







HRSN has made yet another milestone by signing in the MOU agreement with Model Institute of Technology (MIT) affiliated with International American University (IAU) for the development and delivery of various HR related courses/trainings dated on August 29, 2025.

This collaboration marks a significant breakthrough in our commitment providing learning opportunities in the field of Human Resources towards further strengthening our activities and empowering this functions of business management.

This agreement strengthens HRSN's commitment in providing valuable opportunities for students and professionals in the HR field and empowering the next generation of industry leaders with the skills, experiences, and opportunities they need to excel.

Key activities under this MOU shall be to:
Jointly develop and deliver HR certification courses.
1. Collaborate on training programs.
2. Engage in joint research initiatives.
3. Foster professional engagement.

These collaborations has helped HRSN to:
1. Promote awareness and elevate the role of HR management in Nepal.
2. Provide learning opportunities through workshops, training, and knowledge-sharing sessions.
3. Influence policy and advocate for better labor practices across various industries.



Handling Disciplinary Cases: Challenges and Legal Boundaries

On 18th April, 2025, this session led by employee relations expert, Mr. Awadesh Kumar Jha and Director General from Confederation of Banks and Financial Institutions Nepal, Roshan Koirala provided actionable insights on managing disciplinary cases while maintaining legal and ethical standards.

Participants reviewed real-world scenarios and best practices to ensure transparency, procedural fairness, and compliance with Nepal's Labor Act. The discussion emphasized consistent documentation, employee communication, and timely interventions. Attendees gained valuable perspectives on maintaining workplace harmony and trust while protecting organizational interests in sensitive disciplinary matters.

Knowledge Sharing Session on SSF Amendments: Impact and Steps

On 28th of June, 2025, Deputy Director of Social Security Fund, Mr. Rohit Regmi, provided comprehensive updates on SSF's latest amendments and their implications for employers. The session clarified contribution structures, reporting mechanisms, and claim procedures, helping HR professionals adapt to regulatory changes.

Real examples demonstrated the benefits of compliance and effective employee communication. Participants also discussed the SSF's long-term vision to strengthen workforce welfare and social protection systems in Nepal through transparent and technology-driven implementation.





Knowledge Sharing Session on HR Audit

Led by employee relations expert, Mr. Awadesh Kumar Jha on 21st December, 2024, the session focused on the purpose, methodology, and impact of conducting effective HR audits within organizations. Participants explored how systematic HR audits evaluate compliance, documentation accuracy, policy implementation, and workforce practices.

The discussion highlighted risk identification, corrective action planning, and continuous improvement mechanisms. The session reinforced how HR audits strengthen governance, transparency, and accountability while aligning people practices with organizational and legal standards in Nepal.



Leveraging AI for Smarter Talent Management

AI expert Mr. Subin Hachhethu led a forward-looking session on 22nd February, 2025 on how artificial intelligence is reshaping the HR function. Participants explored the use of AI tools in candidate screening, predictive hiring, performance tracking, and personalized learning.

The session highlighted how data analytics and automation reduce bias, improve decision-making, and enhance employee experiences. Attendees discussed practical adoption challenges, emphasizing that responsible AI implementation must balance efficiency with ethics and data privacy to truly optimize talent management.



Panel Discussion on Talent Management and Succession Planning

On November 24, 2024, dynamic panel featuring Ms. Eliza Pradhan, HR professional from Ncell, Ms. Reetu Joshi, HR Professional from Dabur Nepal and moderator Mr. Pramod Acharya, HR Consultant, explored strategies for identifying and nurturing future leaders.

The discussion emphasized structured succession planning, career path mapping, and the use of data analytics to track leadership potential. Panelists shared how organizations can sustain growth through robust internal pipelines, reduce talent risks, and align leadership development with long-term business continuity in the evolving Nepali corporate landscape.

Crafting and Enforcing Bylaws: Best Practices and Challenges

The session led by a seasoned HR leader, late Mr. Hari Sharma Neupane on 22nd March, 2025, shared valuable insights on designing, implementing, and enforcing HR bylaws effectively.

The session addressed key challenges in policy consistency, employee communication, and conflict resolution. Emphasis was placed on the importance of clarity, consultation with stakeholders, and alignment with regulatory frameworks. Real-life examples illustrated how well-crafted bylaws enhance accountability and prevent ambiguities, supporting organizational governance and ethical culture in line with Nepali labor and business practices.



Panel Discussion on Labor Act and Its Applicability in Different Sectors specially BFIs



An engaging multi-sectoral discussion featuring Director of Department of Labor and Occupational Safety, Er. Mani Nath Gope, Managing Partner, Reliance Corporate Advisor, Mr. Prakrit Shrestha and moderated by Head HR of Siddhartha Bank Limited, Mr. Pankaj Pant on 31st May, 2025, explored the practical interpretation of Nepal's Labor Act especially in banking and financial sector.

Panelists discussed implementation challenges, compliance audits, and dispute management strategies. They also highlighted recent amendments and its interpretation while ensuring employee protection.

Panel Discussion on HR Planning



This insightful discussion conducted on 26th July 2025, featuring HR leaders from different prominent organizations, Ms. Eliza Pradhan, HR Manager of Asian Paints, Mr. Sanjay Adhikari, HR Manager of Surya Nepal, moderator by Ms. Rashmi Kharel, HR Consultant, explored strategic workforce planning in dynamic business environments.

The panel emphasized forecasting manpower needs, succession alignment, and integrating HR planning with organizational strategy. Participants shared tools and techniques for balancing cost, capability, and capacity. The conversation underscored HR's evolving role in ensuring organizational agility and sustainability through proactive, data-informed, and future-ready workforce planning.

Rapid Training Assessment

This engaging session conducted on 30th August, 2025 by a renowned trainer Ms. Divya Singh focused on evaluating the effectiveness of training initiatives through rapid assessment tools. The discussion focused on properly analyzing organization's need during limited time and aligning the analysis with the training outcomes.

Participants learned how to gather data while conducting rapid training assessment. The session concluded by emphasizing continuous improvement in learning design to enhance both individual competencies and organizational growth.





Harnessing Emotional Intelligence

The session "Harnessing Emotional Intelligence", conducted by Mr. Binod Shrestha, HR Consultant, helped participants understand how emotions influence their behavior and relationships at work.

The session covered self-awareness, empathy, stress management, and communication. Participants also completed a tool to measure their emotional intelligence components, helping them identify personal strengths and areas for improvement. The session encouraged teamwork, positivity, and emotional balance in the workplace.



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n us

The Revolution Is Human: Leadership Beyond the Dashboard and the Org Chart



It's a privilege to write on the occasion of the HR Society of Nepal's National HR Conference. I was intrigued with last year conference theme "Human-Centric Leadership – Beyond Technology, Beyond Organization," and I think it couldn't be more relevant. In a time when everything seems to be run by systems and screens, this theme reminds us of what truly matters—the people behind the dashboards.

Let's face it: for most of the past decade, HR has been riding the wave of digital transformation. We were told to automate, digitize, and optimize. So, we did. We brought in AI recruitment tools, shiny performance platforms, and well-being apps that could measure moods better than most managers could. We built impressive systems. We redrew our organizational charts to be agile, flat, pod-based—whatever the buzzword of the season was.

And somewhere along the way, many of us started managing interfaces instead of individuals. We began leading structures instead of souls. Human-Centric Leadership is the wake-up call we needed. It reminds us that technology is a tool — not a replacement for connection. Organizations aren't machines processing tasks; they're communities of people trying to do meaningful work together.

Beyond Technology: From Data Points to Real Conversations Technology is an incredible servant, but it's a terrible master.

Dashboards can tell us what employees do every minute of the day, but no algorithm can tell us why.
A tech-driven leader sees a 15% dip in a team's productivity and immediately calls for a "performance review."

A human-centric leader sees the same dip, picks up the phone, and says, "Hey, I noticed things have slowed down lately. This isn't about the numbers — I just wanted to check in. How are you doing?"

That small, human moment changes everything.
The first approach gets you defensiveness. The second gets you honesty.

Truth is, you can't fix what you don't understand—and you can't understand people by reading a metric.

Last year, during a consulting engagement with a fast-growing tech company in Nepal, I saw this play out firsthand. They had just rolled out a premium project management tool, and managers became obsessed with "time-on-task" data.

One of their top developers—let's call him Sunil—suddenly showed a drop in logged hours. His manager, relying only on the numbers, emailed him a performance improvement plan.

Sunil resigned within a week.
What the dashboard didn't show was that his mother was in the hospital. He was coding from a hospital corridor, exhausted but still doing his best. He wasn't disengaged—he was just human.

One sincere check-in could have saved their best employee. Instead, they managed the metric and lost the person.

Beyond Organization: From Role to Whole Person
For decades, we've been told to "leave personal life at the door."
We manage a "Marketing Manager" or a "Sales Officer," not realizing that behind those titles are whole, complex, beautiful human beings.

But people don't come to work in parts. They bring their hopes, stress, dreams, and worries right through the door—every single day.

An organization-centric leader says,
"Your personal issues can't affect the project deadline."
A human-centric leader says,

"I know things are tough right now. Let's plan this project in a way that works for you and the team. How can we help?"
That's not softness — it's strength. Because when people feel cared for, they give their best. When they feel seen, they stay loyal.
During one of my 2024 workshops with a manufacturing company in Birgunj, I met a leadership team struggling with "low innovation." After spending a day at their meetings, it was obvious why—people were terrified to speak up.

We redesigned their weekly meeting format. The first agenda item became "My Big Oops of the Week." The manager started by admitting his own mistake, what he learned, and how he fixed it.

The first few weeks? Painfully quiet. But by week four, a young engineer shared a small design mistake he'd caught just in time. The manager thanked him publicly for the saving.

Six months later, the team's energy was completely different. People began sharing ideas, risks, and early concerns without fear. They stopped hiding problems and started solving them.
That's when leadership stopped being about authority and started being about authenticity.

Our Call to Action as HR Leaders
As HR professionals, we're the guardians of the human element in organizations.

Our job is to help leaders move from being spreadsheet supervisors to human developers.

Human-Centric Leadership isn't a policy manual — it's a mindset practiced in small, daily choices:

- Choosing to ask before assuming.
- Listening to understand, not just to respond.
- Seeing the person before the role.

Our tools are powerful. Our organizations are vital. But they are only frameworks.

The real strength—the loyalty, creativity, and spark—will always come from the same source: the human heart.

Author Bio



Binod Shrestha
is an HR consultant, organizational development practitioner, a soft skills trainer and Executive Member of the Human Resource Society of Nepal (HRSN).

As Founder and CEO of Milestone Synergy, a Management Consulting and Training firm, he has designed and facilitated leadership, well-being, and team-building programs for organizations such as UNDP, Swiss Embassy, UNICEF, CARE Nepal, Save the Children, Jawalakhel Group of Industries (JGI), Jyoti Group, Golcha Group, to name the few — helping leaders rediscover the human side of performance.

Acknowledging Our Partners on Our Journey

International Partner

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Celebration of International HR Day

HRSN organizes walkathon for HR professionals, to mark the International HR Day on May 20th 2025. The walkathon with the theme "Huminifying AI Leading HR together, leading in a new way, Leading in a digital world"; a strategy for HR leaders to balance AI-driven technology with human-centric values in the evolving digital workplace.

The day where we honor the incredible HR professionals who drive change, build strong cultures, and put people at the heart of every organization. HRSN has made an effort in thanking each HR professional for the passion, dedication, and leadership you bring in your workplace. This celebration has helped promote solidarity in the industry and building professional networking as well.
The celebration was also extended in our Province Chapter 2 Birgunj, in presence of special Guest, Shree Hari Pd. Gautam, President Birgunj Chamber of Commerce and Industry



Corporate Futsal Tournament

Collaborating with DAV Business School for its Annual Corporate Futsal Tournament dated 30th July to 2nd August has provided an opportunity for HRSN to increase its visibility. Associating with such kinds of events was mainly aimed at fostering alliances, teamwork, professional networking, and promoting an active lifestyle among professionals and academics.

The tournament opened vibrantly with a ceremony attended by notable figures. Mr. Tek Raj Sharma, President of the Human Resources Society Nepal, emphasized the importance of such collaborations in bridging academia and industry and underscored the role of sports in achieving a balanced, healthy lifestyle. He also highlighted sports as a powerful medium to unite professionals and build resilience.

13th National HR Conference 2024

















हार्दिक श्रद्धाञ्जली



स्व. ईश्वर कुमार कार्की

संस्थापक अध्यक्ष

यस संस्थाका संस्थापक अध्यक्ष श्री ईश्वर कमार कार्कीज्यूको असामयिक निधनले सम्पूर्ण मानव संसाधन समाज परिवार स्तब्ध र मर्माहत भएका छौं । उहाँ प्रती हार्दिक श्रद्धाञ्जली अपर्ण गर्दै शोक संतप्त परिवारजनामा गहिरो हार्दिक समवेदना प्रकट गर्दछौं । मानव संसाधन श्रेत्रमा उहाँको अमुल्य योगदान सदा स्मरणीय रहने छ । उहाँको आत्माले चिरशान्ति प्राप्त गारोस् ।

HRS NEPAL
HUMAN RESOURCES SOCIETY NEPAL

मानव संसाधन समाज नेपाल परिवार

Message From **Vice President,**

Mr. Mohan Thapa
Vice President,
Conference Co-ordinator



It has been a wonderful journey to be associated with the HRSN community and contribute since 2015. HRSN has been organizing impactful National HR Conferences since 2011, and today, as we gather for this year's event, we are set to make yet another milestone in our journey of learning, collaboration, and inspiration.

This year's theme – **"Building Great Organization: People, Purpose, Impact"** – beautifully reflects the essence of what we stand for.

It reminds us that the success of any organization is grounded in its people, guided by its purpose, and strengthened by its impact. As HR professionals, we play a pivotal role in aligning these three pillars and shaping workplaces that inspire and empower.

I would like to extend my heartfelt gratitude to our valued Sponsors, Supporters, Associations, and the NHRDN Team. A special thanks to Prem Singh, Former National President of NHRDN, for suggesting this year's inspiring theme and recommending Dr. Alka Mittal as our International Keynote Speaker.

My sincere appreciation goes to our Past Presidents, Mr. Kumar Joshi and Mr. Mohan Raj Ojha, Immediate Past President, Mr. Bhuban Raj Joshi, and our President, Mr. Tekraj Sharma, for their continuous encouragement, guidance, and leadership, which have been instrumental in shaping this year's Conference.

Thanks also to our Life Members, General Members, Office Secretariat, HRSN Interns, and Graphic Designer for their invaluable support.

A special acknowledgment to our Executive Team, whose tireless efforts in planning, designing, multiple meetings, and executing every detail have made this Conference possible. Your dedication is truly commendable.

We are delighted to have Dr. Alka Mittal as our International Keynote Speaker, along with distinguished Domestic Speakers and panelists who will share their insights on emerging trends in HR and leadership. This Conference promises to be a day full of learning, collaboration, and inspiration.

Jay HR !

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Shaping Nepal's Workforce Future!"

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