

Brief CV of Dr. A K Nigam

- Dr. A K Nigam retired as Adviser (IR), Ministry of Railways, in the rank of Additional Secretary to the Government of India on 30th June, 2012.
- He has over 35 years of HRM experience at various levels including Apex level.
- Worked for 7 years as Senior Professor (OB and HRM) at the Railway Staff College, Vadodara.
- He is Ph.D. in Strategic Human Resource Management from Indian Institute of Technology (IIT), Guwahati.
- Masters in Human Resource Development, from University of Manchester, UK.
- He has been a civil servant (1977 Civil Service Exam batch) and was member of Indian Railways Personnel Service (IRPS).
- Post retirement – Visiting Faculty at IIT Delhi, Advisor & Committee Member: Air India, CEL, IRCON International, RAILTEL, Railways' Secret Ballot Election Committee and DMRC.

Post retirement contributions (*from July 2012 onwards*):

- Visiting Professor, IIT-Delhi for teaching HR courses in the Department of Management Studies, IIT Delhi.
- Member of IR restructuring committee of Air India.
- Adviser (HR) at Central Electronics Ltd. for one year from May 2013 to May 2014.
- As Adviser (HR), IRCON International Ltd., conceptualized & developed HR Vision, HR Strategy, HR Policy & Plan. Also contributed in developing IRCON's Competency framework for the Top and Middle management.
- Created Learning & Development Plan and Strategy for employees of all levels of RAILTEL Ltd.
- Nominated Member of Secret Ballot Election Committee 2013, framed rules & conducted Elections for the recognition of Unions in Railways. (Total electorates were 13 lac employees of Indian Railways.)
- Special services were called upon by DMRC for giving expert advice on some intricate issues related to pay disparities and anomalies.

Highlights of some of the In-service Contributions:

- Conceptualized and constituted 'HR Reforms Committee' in Railways for clean slate reforms for framing and reviewing HR policies for Indian Railways. This committee was functioning under guidance of Dr. Nigam.

- Framed rules and modalities & Conducted first ever, 'Secret Ballot Elections' for the recognition of Union in Railways, as Member of Secret Ballot Election Committee in 2007.
- Member of Task force for finalization of 12th Five year Plan for Ministry of Social Justice, Government of India
- Steered a major IT project for implementation of HR-ERP for the entire Indian Railways- it will be the biggest HR portal in the world once implemented fully having over 25 lakh employees and retirees on this portal.
- Member of Central Advisory Contract Labour Board (CACLB) for 6 years. A statutory body set up under Contract Labour (Regulation and Abolition) Act, 1970.
- Panel Member for selection of UPSC Group A officers in Central Government.
- Held various positions as Head of Personnel department responsible for all aspects of HR functions as Chief Personnel Officer, Southern Railway Chennai and at Guwahati, with around 1 lakh employees at each of these zonal railways.
- Responsible for framing various HR policies for Indian Railways and also contributed in framing policies for Government of India.
- At Apex level, was responsible for Industrial Relations for Indian Railways for over 6 years. IR Relations were highly productive and positive during the entire period.
- Member of Jury to select best CSR project in India.
- Visiting faculty at National Institute of Smart Governance, Hyderabad for capacity building of Central and State Governments for e-Governance.
- Professor (HR) and Senior Professor (OB) at Railway Staff College, The National Rail Academy imparting training to all levels of Officers (from Probationers to Secretary level officers).
- Published various papers in reputed international journals.
- Chaired sessions in international conferences of repute.
- Closely worked with Professors of Indian Institute of Management, Ahmadabad, UNDP, & Manchester Business School, Manchester, UK for writing case studies and live projects on HR & Strategy.

Contact details: Dr. A K Nigam

PhoneNo.09818264111

Email: ajitkumarnigam@gmail.com

Date of Birth: 21st June 1952
