



## 47<sup>th</sup> Dairy Industry Conference

Chairman, NDDB delivered the Keynote Address at the 47<sup>th</sup> Dairy Industry Conference with the theme "Innovative Approach for Enhancing Dairy Farmers' Income" organised by the Indian Dairy Association (IDA) at Patna on 7 February 2019 in presence of Bihar's Chief Minister, Dy Chief Minister and Minister for Animal & Fish Resources; Director General, International Dairy Federation and President, Indian Dairy Association.



- ▶▶ right number of human resources with right skill-sets and competencies especially in the areas of marketing, engineering and human resources to face the emerging challenges from private and multi-national players in dairy sector. The study highlighted that new inductees into the organization need to undergo exhaustive induction and socialization to help them understand the philosophy and mission of cooperatives. It also stressed on the urgent need for effective recruitment processes, training & capacity building and employee engagement initiatives.

HR experts from academia and industry shared their experiences about the impact of HRD initiatives/ interventions on increasing organizational effectiveness and performance. It was also felt that Dairy Cooperatives/Producer Institutions should establish HRD departments to ensure focused efforts in this direction.

During the open session that followed, a common understanding emerged - Irrespective of policy limitations that the Dairy Cooperatives/Producer Institutions face, it is important to take lead in

introducing HRD initiatives focused on organizational capacity building, which will help them succeed in the long run.

