



INSTITUTE FOR TECHNOLOGY AND MANAGEMENT

International HR Conference, 2012

“Business Transformation by Human Capital Management-
Global Trends and Challenges”

All correspondence to be mailed at hrc2012@itm.edu

Important Deadlines:

Submission of Abstract on or before: 24th August 2012 (Friday)

Intimation of Acceptance: 24th August 2012 (Friday)

Submission of full paper on or before: 28th Sep 2012 (Friday)

Time Allotted for Presentation:

Presentation time allotted to author / co-authors would be 15-20 minutes.

Guidelines for Abstract:

Abstract (not exceeding 200 words) should be submitted by 24th August 2012. Only electronic submission in the form of a word file as an e-mail attachment is required to be sent. The abstracts should be mailed to the Conference Conveners at hrc2012@itm.edu.

Abstract submission should include in a separate page Names of authors, affiliations, their addresses (postal and email), and phone/fax numbers, title of the paper and up to six key words.

Acceptance of the paper would be notified within a week of the receipt of the abstract.

Guidelines for Full Paper:

- **Software** to be used for typing: MS WORD.
- **Paper** should not exceed 6000 words and 20 pages including figures and tables
- **Paper Title:** Please write the title in Times New Roman 14 Font, Center, and All capital.
- **Font :** Times New Roman , size: 12
- **Line Spacing:** 1.5 spacing
- **Name(s) of the author(s):** Please specify name(s) in Times New Roman, 12 Font size, Bold, Center.
- **Address (es):** Full mailing address (es), including emails of the author(s) should be given. If the current mailing address differs, this should be supplied in a footnote (given as an *). Please indicate the corresponding author by ‘#’ and mention in the footnote. For address (es) use 11 Font size, Align left with a 0.5” tab and in case of foot notes 10 Font sizes, Align left.
- **References:** References should be indicated in the text using the name/date system. Citations in the text should appear in alphabetical chronological order (e.g. (Smith 1985, Jones 1987, Coles et al.2000). Listed references should be complete in all details. References should be listed alphabetically, then chronologically, no issue numbers, full page range where appropriate. References should have hanging indents. Bennington, G.E., and McGinnis, L.F., A critique of project planning with constrained resources. Report No. 81, North Carolina State University, USA, 2.Bloggs, A.B., Simon, S., Caine, M. and Hepbu.

All rights of publication of papers presented in the conference shall rest with the Conference Organizers. Selected papers will be published in the form of a book.

About ITM

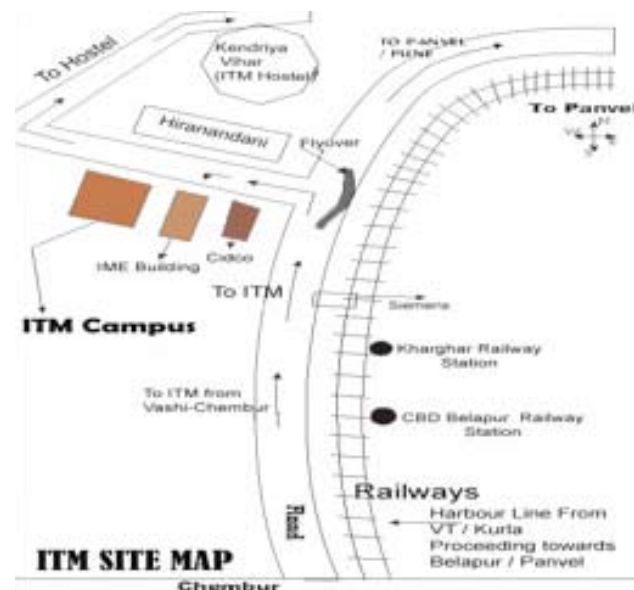
The ITM Group of Institutions was founded at Mumbai by Dr. P.V. Ramana in 1991, as the Institute for Technology and Management. ITM is one of the first truly private, non-aided and not-for-profit B - schools in India. ITM quickly expanded its footprint, establishing its Bangalore campus in 1992 - Chennai in 1993 and Warangal in 1994. In the years to come, ITM established several institutions, including the ITM Global Leadership Centre (2002) and ITM Institute of Financial Markets (2003) among others. ITM is also a premier provider of executive education, with the presence of ITM Executive Education Centres in Mumbai, Chennai, and Hyderabad & Kolkata.

Organizing committee:

Patron	: Dr. P. V. Ramanna
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ITM Group of Institutions

ITM Technology and Management
ITM Global Leadership Centre
ITM Institute of Hotel Management
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Venue:

Institute for Technology and Management
25 & 26, Institutional Area, Sector 4, Kharghar, Navi Mumbai 410 210, India.
Tel: 022-2774 2793 / 98 Fax: 022-2774 0950 E-mail: hrc2012@itm.edu

For further details please visit: www.itm.edu



ITM TRUST

INTERNATIONAL HR CONFERENCE 3RD NOVEMBER 2012



THEME

“Business Transformation by
Human Capital Management - Global Trends and Challenges”

The Institute for Technology and Management (ITM), a premier management institute in Navi Mumbai, accredited by NAAC with an A grade was established in the year 1991, in academic collaboration with the Southern New Hampshire university, Manchester, U. K. since its inception. Recent National B School rankings have placed ITM among the best in India.

- A snapshot of ranking of previous years:
- Awarded with ‘ 2 Palm Leaves by EDU University (2009)
 - Ranked 6th in “Ranking of Top B- Schools in Excellence” in CSR – GHRDC B- School Survey (2010).
 - Ranked 26th under “ Overall” by Business World (2011).
 - MBA Universe. Com , Ranked 28th Overall in overall B- school survey.
 - Accredited by National Board of Accreditation (NBA) , 2012

ITM aims to provide industry relevant, competitive and professional management education with truly global academic perspective through MDPs, Training programs, Live Research and Consultancy assignments with a vision to produce socio economic growth of the nation. In its path to achieve this goal, ITM has sponsored various seminars and organized several high profile HR conferences over the years, so as to groom students to keep themselves abreast with the dynamic changes in the global environment.

In the preceding years, ITM has organized several regional and national level HR conferences. In the year 2009 ITM in collaboration with CII, organized a highly successful national level HR conference on “HRM Practices in Indian SME Sector” which attracted eminent speakers from various reputed organizations like, ICICI, IDBI, SIDBI, TATA Sons, L&T, IOC and BSNL who shared their rich insightful knowledge and experience with the audience.

Last year the theme for HR conference was “Reinventing HR in the Coming Decade”. The conference brought together over 250 delegates, speakers and other participants from the HR fields. Participants were from reputed organizations like NTPC, RIL, NPCIL, ONGC, Viraj Steel, HPCL, NPCI, Blue Dart Ltd etc. NavBharat Times was the major sponsor for the conference. Faculty delegates from reputed educational institutions from India and abroad had their representations in the conference. With this backdrop , this year ITM is organizing An International HR Conference based on the theme:

“Business Transformation by Human Capital Management-
Global Trends and Challenges”

Business transformation is the fundamental change in the way a business operates, whether that be moving into a new market or operating in a new way. It is an approach that attempts to align an organisation’s activities relating to people, process and technology more closely with its business strategy and vision. This fundamental change aims to meet long-term objectives. Market pressures and corresponding growth strategies push business transformation to the top of many organisations’ agenda. The right way to transform an organisation is to begin with people not with process and technology. The organisations must make sure that technology is set up to follow the people and process rollout in an integrated manner. This makes people the most valuable assets and Human Capital Management the most important strategy for survival and growth. Thus, there is a close link established between Business Transformation and Human Capital Management. Human Capital Management enables organizations to rapidly align, develop, motivate and maintain a high-performance work force. To succeed in today’s environment, businesses need to lead through increased complexity and volatility, drive operational excellence and enable collaboration across enterprise functions, develop higher quality leadership and talent, and manage amidst constant change. Therefore, business transformation is the only key to success and organisations can enable the same through collaborative employee effort, superior performances, and effective leadership supported by efficient HR.

Objective:
To provide a platform where both academia & industry professionals can deliberate, discuss and develop some competitive & innovative HR strategies to bring business transformation in the global market.

- EVENT DETAILS:
- Technical Sessions
 - Collage Making Competition
 - Role play Competition
 - Extempore Competition
- Target Audience:
- Professionals working in Educational Institutions
 - Research Scholars
 - Trainers and Consultants
 - Corporate Executives
 - Missionary Organizations working in Social Sector
 - Management Students
 - Entrepreneurs



Call for papers
The Conference invites papers on the theme of:
“Business Transformation by Human Capital Management Global Trends and Challenges”

- General Management
- Ethics, Governance & Strategic Management as a tool for Organisational Development.
 - Strategies and Leadership for High Performing Organisations.
 - Corporate Governance and Effective Leadership.
 - Role of HR in Mergers and Acquisitions.
 - Change Management and Organisational Development- Multi Perspective.
 - New Paradigm in Environment & People Management.
 - Creating Bottom up Leaders.

- Human Resource Management
- Issues & Challenges of Managing a Global Workforce
 - Emotion & Stress Management- A Key to Organisational Success
 - Role of HR in Grooming Next Generation Leaders
 - Implementing Knowledge Management in Academics
 - Knowledge Management in IT/ITES Organisations
 - 720 degree of Performance Appraisal: Challenges of Implementation
 - Role of Workplace Behaviours in Individual and Organisational Productivity
 - Interventions in HR Practices & Systems for Corporate Success
 - HRM in Board Room: Dream or Reality
 - Separation Management- Role of HR
 - Role of HR in grooming Next generation leaders
 - Glass Ceiling Effect, Women and HRM
 - Strategies for Managing Bullying and Harassment at Workplace
 - Performance Management and Competency Mapping- A Global Perspective
 - Managing Diversity at Workplace
 - Organisational Commitment: Measurement & Management
 - HR and Organisational Culture
 - Innovative Employee Engagement Practices
 - HR as Strategic Business Partner
 - Compensation & Reward Management
 - Expectations Management
 - Employee Relations : A Paradigm Shift
 - Customer Centric HR Practices
 - Employer Branding and its Impact on HR
 - HR for Start- up Organisations
 - HR Marketing and Brand Building
 - Green HR- An Emerging Trend
 - HR & Cross Cultural Issues and Challenges in Borderless World
 - E- HRM- Boon or Bane
 - Mentoring & Coaching for Business Excellence
 - Paradigm Shift in Training and Development
 - HR in NGOs- Need and Relevance
 - Innovative Tools and Techniques in Training & Development

Papers can be presented in the following forms but not limited to:

- Concepts and Philosophy
- Application Across Sector
- Experiences and Case Studies

Category	Registration Fees
Corporate Delegates	3000/-
Executive MBA	2000/-
ITM Alumni	1500/-
Faculty Members	1500/-
Research Scholar	1000/-
Students	500/-

Registration:
The registration fee includes conference kit, participation in conference proceedings and lunch.

Special discount offered to student delegates are as follows:
If more than 5 students of the same institution attend the event: 20% discount
If more than 10 students of the same institution attend the event: 25% discount would be given

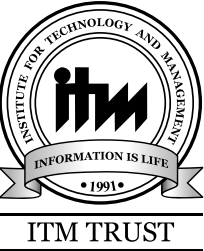
Paper Presentation in Absentia
Those who cannot attend the conference but are willing to present paper in absentia are encouraged to send their abstract, full paper and power point presentation as per the deadlines. Paper in absentia is eligible to be included in conference proceedings with the registration fee. Those who register in absentia will be sent the conference proceedings in CD.

Guest/Spouse Registration
The nominal guest/spouse registration fees is Rs.500/- per person. Guest/spouse is not eligible to present papers. Registration charges are not refundable. However, substitute delegates from the same institute will be acceptable

Mode of payment
The payment of registration fees should be drawn in favor of “Institute for Technology and Management” payable at Mumbai in the form of either cheque or demand draft.

Contact Details:

Name	Tel. No.	Extn. No.	Mobile No	Fax
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INSTITUTE FOR TECHNOLOGY AND MANAGEMENT
Kharghar, Navi Mumbai, Maharashtra, India,

REGISTRATION FORM
International HR Conference - 2012
3rd November, 2012
Theme: Business Transformation by
Human Capital Management - Global Trends and Challenges

Surname

Middle

First

Full Name (Capital Letters) _____

Title (Dr./Prof/Mr./Ms.) _____ Male / Female _____

Designation _____ University / Institute / Organization _____

Address for Correspondence _____

City _____ State _____ Pin _____

Phone Number (Office) _____ (Residence) _____

Mobile Number _____ Email Address _____

Fax Number _____

Whether Presenting Paper (Yes/No) _____ If Yes, Title of the Paper _____

Category of Presenter:

Delegate / Corporate / ITM Alumnus / Faculty Member / Research Scholar / Student

Details of the Cheque/Demand Draft:

In favor of “**Institute for Technology and Management**” payable at Mumbai.

Cheque/Demand Draft No _____ Date _____ Drawn on Bank _____

Declaration:

This person is an Employee / Student/ Research Scholar / Faculty of this Institute/ Organization.

Signature of the Head of the Organization / Institute _____

Seal

Signature of the Participant _____

For further information please contact the Conference Committee as below:
Phone: +91-22-2774 2793/ 98 (Extn.: 366, 355) ● Fax: +91-22-2774 0950
Website: www.itm.edu ● Email: hrc2012@itm.edu