



# 2<sup>nd</sup> INTERNATIONAL CONFERENCE ON HUMAN RESOURCE MANAGEMENT "ENHANCING ORGANIZATIONAL VALUE THROUGH HR"



April 11th - 12th, 2013 @ IBS Hyderabad, India



1st HRM Conference  
Photo Gallery

## About the Conference

Past few decades have witnessed a great amount of change in business enterprises globally. The economic dovetailing has not only created opportunities for business communities to expand their wings from local economy to global economy but also has created a challenge to survive and sustain amidst high competition. The focus has shifted from product-based to the solution-based approach, and in turn customer intimacy has become a buzz word.

Organizations at large are focused towards designing products, processes, policies, strategies, and practices which could benefit the customers at large which in turn would lead to financial success and sustainability of the organizations. It is all about creating value in each process that could benefit the customer ultimately.

Human Resource Management as a function is also shifting from its traditional transactional role to the transformational role and is being viewed as a strategic partner of the organization. The HR systems, roles strategies and competencies are being aligned in a way that facilitates the attainment of organizational goals and enhances its value.

The purpose of this conference is to provide the HR practitioners, academicians, researchers and students a platform to share, discuss, and understand how HRM as a function enables the organizational processes to build a sustained competitive advantage.

### Conference Objectives

- Examine the contribution of Human Resource Management & Organizational Behavior to the creation and enhancement of value for the organizations
- Understand the evolution of Human Resource Management as a strategic function
- Understand the interdependence between Human Resource Management and other Management disciplines
- Capture the epistemological and theoretical foundations of Human Resource Management research

## Areas of Focus

Research papers & case studies may be related to any of the following topics but not limited to:

- Strategic Human Resource Management
- Training & Development
- Global Human Resource Management
- Performance Management
- Industrial Relations
- Compensation and Reward Management
- Organisational Behavior : Individual & Group Behavior
- HR Analytics
- Organisational Learning
- Knowledge Management
- Competency Management
- Recent Trends in HRM
- Organisational Development & Change Management
- Human Resource Planning
- Innovation in HRM
- HRM and technology interface
- Organization Theory & Structure

## Important Dates

Last date for submission of full paper:  
January 31, 2013

Notification of reviewers' decision:  
February 15, 2013

Last date for registration:  
March 10, 2013

Conference Dates:  
April 11-12, 2013



## 1st International Conference on HRM at a Glance

The 1st international conference on HRM was organized at IBS Hyderabad on March 29-30 2012. The conference received overwhelming response from the academicians, researchers, corporate and students from many countries. Around 100 papers were received from 12 countries viz; Australia, UK, Malaysia, Myanmar, Bangladesh, Pakistan, Bahrain, Nigeria, Iran, Kenya, Turkey and India. 52 Papers were finally selected after a review to be included in the conference for presentation out of which 45 papers were finally presented. Mr. Rabindra Singh, Director (Personnel) NMDC and Dr Monica L Forret, Director of Doctor of

Management Program, St. Ambrose University, IOWA, USA graced the occasion as Chief Guest and Guest of Honor respectively.

The each presenter was allotted 25 minutes wherein 15 minutes were given for the presentation and 10 minutes for the feedback and discussion. The 2 day conference ended on a positive note as the presenters felt highly satisfied with the feedback process and hospitality. In valedictory function Mr Suresh Anubolu, Director HR, CA technologies was present as a Guest of Honor to felicitate the participants

## Guidelines for Submission

We encourage academicians including students, and HR practitioners to submit full papers/case studies of their current research. All papers/ case studies will undergo a double blind peer review process. Please read the following guidelines before submitting your paper:

- ◆ Each research paper/ case study must clearly address one or more of the above listed topics and also the broad theme of the conference
- ◆ Submitted manuscripts must NOT have been previously published, presented, accepted for publication for any other journal or research conference
- ◆ The entire manuscript (including the cover page, abstract, main text, exhibits, appendices, and references) should be included in one document
- ◆ All author (s) related information- Name, affiliation, and contact details should be mentioned on the cover page
- ◆ All information conveying identification of author (s) (including the name, affiliations, and acknowledgments) must be removed from the text to enable the double blind review process
- ◆ The manuscript must be in MS Word format
- ◆ The length of the research paper (including the exhibits and references) should be between 3000 and 5000 words. Case study may be of 2000-3000 words.
- ◆ The font should be Times New Roman 12-Pitch
- ◆ Double space the main text of the document
- ◆ List the references in the alphabetical order at the end of the paper. All references must be single spaced. The references should be distinguished by hanging indents
- ◆ All manuscripts must be formatted according to the Academy of Management Style Guide 2008, available at [http://journals.aomonline.org/amj/style\\_guide.pdf](http://journals.aomonline.org/amj/style_guide.pdf).
- ◆ The manuscript should indicate a corresponding author.
- ◆ In case of acceptance of the manuscript, one of the co-authors must be available to present the paper at the conference
- ◆ Please email your formatted manuscript to [ibshrmconference@ibsindia.org](mailto:ibshrmconference@ibsindia.org)

## Conference Registration Details

- ▶ Registration fee to be paid by Demand Draft / DD drawn in favor of IBS, Hyderabad payable at Hyderabad. Please mention your name on reverse side of DD
- ▶ Registration fees can also be paid online, the details are as given:  
HDFC A/c No. 05212020001733, Branch: Banjara Hills, A/c Name: The ICFAI foundation for higher education, Swift Code: HDFCINBBXXX, RTGS/FEFT Code: HDFC0000521.  
In case the fees is paid online, the print of the payment details has to be sent along with the registration form.
- ▶ Accommodation & food arrangement will be provided at IBS campus
- ▶ Prior intimation is requested to avail the facilities

## Registration Fee Details

Category		From India	From Abroad
Academicians	Single Author	INR 2500	USD 150
	Multiple Authors	INR 3500	USD 200
Corporate Delegates	Single Author & Multiple Authors	INR 3500	USD 200
Doctoral Scholars	Single Author	INR 1500	USD 50
	Multiple Authors	INR 2500	USD 100

## About IBS Hyderabad

IBS® Hyderabad is a constituent of the ICFAI Foundation for Higher Education (IFHE, HYD) a deemed to be university, offers high-quality programs in different areas of Management to students, executives, and professionals. Since its establishment in 1995, IBS has grown impressively and achieved widespread recognition from business and industry, academic circles, and professional bodies. IBS is consistently ranked among the top B-Schools in India, in the annual B-School surveys every year. The university has a reputation for innovative program design, and delivery, quality courseware, personalized instruction, strong industry interface, research, publications and consultancy

## Venue

# IBS

HYDERABAD

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## Conference Organizing Committee

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