



ICSSR-NERC  
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# *National Conference on Managing Human Resources at work place in the 21<sup>st</sup> century*

5-6<sup>th</sup> January, 2018

ORGANISED BY

DEPARTMENT OF COMMERCE

ASSAM UNIVERSITY DIPHU CAMPUS



Submissions are to be made at the following e-mail address:  
**submissioncomauc@gmail.com**

## About the Conference

We are at present living in an age of innovation and rapid change. The traditional function of Human Resource Management has also gone through a wave of metamorphosis in terms of its function and application. Nowadays, HR Managers provide vital insights on how to align the manpower planning and sourcing to a firm's grand objectives. Not stopping just there, HR analysts are delivering futuristic predictions of effects of HR variables on firm performance and other operational outcomes using statistical tools and techniques. Firms can now directly link their cost of employee hiring with corresponding output measures on employee productivity.

Technology plays a big role in this transformation of the HR function. Today there is huge application of cloud based applications, mobile apps and dedicated HRIS systems to store and provide employee related data in amazingly rapid time. New HR practices are continuously evolving keeping in pace with such technological changes and shaping the traditional approach to HR. Another contributor to this shift in

perception of HR from a routine to a decision making function is globalization, which has prompted us to think more deeply about issues related with expatriate assignments. This conference wishes to understand how the change in perception of HR from being considered as a cost center to a source for sustained competitive advantage is affecting the HR function. With this agenda, **the Department of Commerce, Assam University Diphu Campus, India plans to organize The National Conference on “Managing Human Resources at workplace in the 21<sup>st</sup> Century”.**

### Conference Objectives

The conference is expected to:

- provide a platform for researchers, academicians, policy makers as well as industrial professionals to present their research results, trends, concerns, challenges and best practices related to HRM
- feature inspiring talks by HR professionals and academicians that complement the themes of the conference.

## Areas of Focus

We invite original papers from academicians, industry professionals, research scholars, and independent consultants/ professionals from NGOs, for paper presentation and subsequent possible publication in the proceedings of the conference. We welcome full-length research papers, conceptual work, case studies related to any of the following topics, but not limited to:

### §Strategic HRM

#### §Recruitment and Selection

#### §Current/ new trends in Training and Development, Organizational Learning

#### §Global Human Resource Management

#### §Labour welfare and Social Security

#### §Contemporary issues in Industrial relations

#### §Performance Appraisal Systems

#### § Mergers & Acquisition and its impact on Human Resources

#### §Organizational culture and climate

#### §Human Resource Accounting Practices

### §Compensation: Strategy and Practices

#### §Human Resource Management in Hospitality Industry

#### §Design and Management of Retirement plan

#### §Rapid Changes in HRM in SME's

#### §Any other areas of Human Resources and Organisational Behaviour (Please Specify)

## Important Dates

Last date for abstract submission:

**November 25, 2017**

Notification of abstract acceptance:

**December 01, 2017**

Last date for submission of full paper:

**December 10, 2017**

Notification of acceptance of paper:

**December 15, 2017**

Last date for registration:

**December 20, 2017**

Conference Dates:

**January 5-6, 2018**

## Guidelines for Full Paper Submission

We encourage academicians, research scholars, and HR professionals to submit their full papers which would undergo a double blind peer review process. Kindly refer to the following guidelines before submitting your manuscript:

- Each research paper/ case study must clearly address one or more of the above listed topics.
- Abstracts may be within 200-400 words and cover a brief introduction, followed by the core objectives of the paper, methodology used, findings in brief and implications along with key references
- Submitted manuscripts must not have been previously published, presented, accepted for publication for any other journal or research conference/ seminar.
- The entire manuscript (including cover page, abstract, main text, exhibits, appendices, and references) should be included in one document.
- All author related information – name, affiliation, and contact details should be mentioned only in the cover page and any information conveying identification of the author(s) (including name, affiliation, and acknowledgements) must be removed from the manuscript.
- The manuscript must be submitted in A4 size pages with double-spaced, Times New Roman-12 pitch in MS Word compatible format text.
- The length of research papers (including exhibit and references) should be between 3000-8000 words. Case studies may be between 2000-5000 words.
- List the references in alphabetical order at the end of the paper. All references must be single spaced. The references should be distinguished by hanging indents.
- All the papers will be blind reviewed by an expert committee with respect to their quality, originality, and relevance. Articles will be subject to plagiarism check before being sent for review process.
- In case of joint authors, each author has to individually register to attend/participate and avail the conference kit. Otherwise conference kit will be provided to the registered author only. All rights of publication of papers presented in the conference shall rest with the Conference Organizers.

## Organizing Committee

<i>Chief Patron</i>	Hon'ble Vice Chancellor, Assam University
<i>Committee Chairman</i>	Hon'ble Pro- Vice Chancellor, Assam University Diphu Campus
<i>Advisory Committee</i>	Prof. Amolesh Bhowal Prof. Ratan Borman
<i>Seminar Convener</i>	Mr. Joyjit Sanyal
<i>Organizing Committee Members</i>	Dr. Ayekpam Ibemcha Chanu, Dr. Subit Dutta, Ms. Sweety Das.

### Contact Persons:

Mr. Joyjit Sanyal, Mob. No.: +91-97063-80115, +91-8812834507.

Prof. Ratan Borman, Mob. No.: +91-94351-66864.

Dr. Ayekpam Ibemcha Chanu, Mob. No.: +91-94350-67223

## ABOUT THE UNIVERSITY CAMPUS

A new campus of the University at Diphu in the Karbi Anglong district of Assam was proposed as part of the University's aim to provide the chance of Higher Education to a wider section of people as well as to satisfy a long felt demand of the people of Karbi Anglong. Conceived as an outreach campus of Assam University, academic activities in the Diphu Campus started from the Academic Session 2007- 08. The authorities of the Karbi-Anglong Autonomous Council have allotted 272 bighas of land on Diphu-Lumding Road about 8 kms away from the Diphu town. The land so allotted has already been taken over by the University and the construction process is in progress. The campus site is located in a picturesque place surrounded on all sides by lush green hills. Academic and Administrative activities for the Diphu Campus is at present being carried out in a temporary accommodation as the construction of the appropriate infrastructure in the permanent campus site is in progress. Arrangement of Hostel accommodation for students is in the process. Assam University Diphu Campus has a Central Library which initiated from the month of December, 2007. Presently, the library is equipped with 13.571 titles including text books and reference books commonly needed by the students, scholars and faculty. Altogether 23 Journals, 9 magazines and 16 Newspapers are subscribed by the Library.

## REGISTRATION DETAILS

Category of Participant	Amount (in Rupees)
Faculty Members/Academicians	800 INR
Research Scholars	500 INR
Students and Participants without paper	300 INR

\*accommodation is available on payment basis and prior intimation.

## MODE OF PAYMENT:

**Bank transfer only.**

**Bank Name: HDFC Bank**

**Branch Name: Diphu Branch**

**Account Name: Co-ordinator National Seminar Organising Committee**

**Account Number: 22687620000077**

**IFSC:HDFC0002268**

## ABOUT THE DEPARTMENT

The Department of Commerce, under the Mahatma Gandhi School of Economics and Commerce is one of the ten Departments of Assam University, Diphu Campus that started functioning from July 2007. The Department offers Master of Commerce Programme, Master of Philosophy [M.Phil] and Doctor of Philosophy [Ph.D] Programme. It also offers a P.G. Diploma Programme in Entrepreneurship and Innovation. The department offers range of specialisation in the areas of Accounting, Finance, Banking, Human Resource Management, Marketing, Entrepreneurship etc. The thrust of the teaching and Research Programme in the department is on developing capabilities among the students for analysing contemporary business scenario so as to enable them to make correct and timely business decisions. The department has laid special focus on entrepreneurial and small busies studies and tribal areas development. The Department also regularly organises seminars, symposia and workshops.

## BEST YOUNG RESEARCHER AWARD

The best judged research paper, to be adjudged by a Committee, will be awarded with a citation and certificate. Young research scholars below the age of 35 years can participate as a single author, or jointly with any other researcher (s) who is not a faculty member / permanent staff of any organization.

## PUBLICATION OPPURTUNITY:

Few selected papers shall be published in an edited book volume by a reputed publishing house in the near future with ISBN number subject to submission of full papers within 10<sup>th</sup> December, 2017. The Authors are requested to submit two hard copies of their paper during registration on the conference dates.