



ACADEMY OF HUMAN RESOURCES DEVELOPMENT

NEWSLETTER

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INTERNATIONAL RESEARCH CONFERENCE-ASIA

**Sustainable Development of Human Capital: Exploring Perspectives from
Grassroots to Global Research & Practice**

PRE- CONFERENCE : November 07, 2017 @ IIMA

Expert	Workshop	Session	No. of Participants	Focus Area/ Learning Points
Dr. Jia Wang	Engaging in Non-Empirical Research: A Road to Successful Publication	09: 00 - 10.45	45	Epistemologies of non-empirical research ,Value and purpose of non-empirical articles , creating high-quality non-empirical research article.
Dr. Gary N. McLean	Writing for Publication	11.30 –17.00	40	Citation Indices and Ranking Systems ,Tips for Novice Authors, Journal Style, Choosing the right journal.
Dr. Ronald L. Jacobs	Developing Leadership Pipeline: Structured On-the-Job Training (S-OJT): Theory and Implementation	11.30 –17.00	35	Theory and Research implications and opportunities of S-OJT for HRD scholars , design, deliver, and evaluate the training.
Aditi Gupta (MTHR)	Awareness to Action	07:45— 09:15	53	Creating work environment for women at work: HR policies for women.

Pre- Conference was inaugurated by Prof. J. P. Sharma, Vice- Chancellor, Mohanlal Sukhadia University, Udaipur. Guest of honour were Dr. D. M. Pestonjee, Chairman Academic Council, Academy of HRD and Prof. G. Soral, Dean, UCCMS, Mohanlal Sukhadia University. Guest of eminence present during Pre- conference were Dr. Jia Wang, Editor in-Chief, HRDR, USA, Dr. Gary N. McLean, President, McLean Global Consulting, USA, Dr. Ronald L. Jacobs., Prof., University of Illinois and Prof. B. L. Verma, Prof., MLSU.



CONFERENCE : November 08, 2017 @ IIMA

Academy of Human Resources Development in collaboration with AHRD- USA , Mohanlal Sukhadia University, Udaipur and Indian Institute of Management, Ahmedabad organized three day International Research Conference-Asia at IIMA from November 08- 10, 2017 on “**Sustainable Development of Human Capital : Exploring Perspectives from Grassroots to Global Research & Practice.**” Dr. Rajeshwari Narendran, Honorary Director, AHRD in her welcome address emphasised on the changing scenario of human capital dimensions in global and connecting research and practice of HRD in all human endeavours. The conference was inaugurated by Shri A. S. Kiran Kumar, Chairman, Indian Space Research Organization (ISRO) , who shared his experiences in ISRO and stated exemplary experiences of high team attainments and a work culture of excellence in strategically important organization. Dr. T. V. Rao, the guest of honour and Co-founder of Academy of HRD enlightened the gathering with the new trends and novice experiments in HRD. Dr. Anil Gupta, Professor, IIMA, shared some wonderful experiments at grassroot level and innovation research practices at informal levels, churned out of his Shodh Yatra. Dr. Rajashi Ghosh from USA virtually addressed the conference and Dr. Ronald L. Jacobs and Dr. D. M. Pestonjee also blessed the inaugural function.



CONFERENCE HIGHLIGHTS

177 papers were received out of which 116 were selected for presentation. Research papers were selected and presented in the conference on various sub- themes.

PANEL DISCUSSION

Panel Discussion on **Trans global Perspectives of Sustainable Development of Human Capital** :

Panelists : (from left to right)

Dr. AAhad Osman-Gani
Dr. Yonjoo Cho
Ms. Hema Mani
Dr. Parthasarathi Mishra
Mr. Ashutosh Jani
Dr. Aquil Busrai



Panel Discussion on **“Industry-Academy Interface: Bridge between HRD Theory, Research and Practice”**. The panel included the following :- (from left to right)

Dr. Darlene Russ Eft
Mr. Nayan Parikh
Mr. Raj Narayan
Dr. Shailendra Mehta
Dr. Sangeeta Sharma
Dr. Rick Holden
Mr. Shrikant Lonikar

Panel discussion on **Youth Icon HR Leader: Lateral thinking for Gen Next HR** . The panellists were: (from left to right)

Dr. Rajeshwari Narendran
Dr. Nidhi Vashishth
Mr. Dileep Jain
Dr. Louis Quast
Dr. Jon M. Werner
Mr. Manoj Sharma
Mr. Anil Nair



JOINT SIG MEETING

To encourage scholarship, dissemination of information, and fellowship among persons of similar academic and professional interest Joint Special Interest Group–Asia (SIG) meeting was held during the conference between India, China and Korea.

JOURNAL EDITORS PANEL

During the conference a Journal Editors panel discussion on Academic Publishing by Human Resource Development Quarterly (HRDQ), Human Resource Development Review (HRDR) and Human Resource Development International (HRDI) was held on the second day of the International Research Conference .

The panel included Dr. Jon M. Werner, Professor, Department of Management, University of Wisconsin Whitewater, Dr. Jia Wang, Editor-in-Chief, HRDR ,Texas, A&M University, Dr. Julie Gedro, Associate Dean & Professor of Business, Empire State College/State University of New York and Maria Cseh, Chair of Human Organizational Learning Dept. & Associate Professor, George Washington University.



Dr. Rick Holden, Professor, Liver Pool School at John Moores University, UK conducted workshop on ***“Relevant but Rigorous: Developing Scholarly Practice Outcomes in HRD”*** at the International Research Conference Asia held from November 08-10, 2017 at Indian Institute of Management, Ahmedabad.

PAPER PRESENTATIONS



AWARDS



It was a proud moment for the Academy of HRD as Fellow title award was conferred to Mr. Vishwanath Joshi , Mr. Sreeram Darbha, Ms. Nobina Banerjee and Mr. Naresh Mehta at the International Research conference at IIMA on successful completion of Doctoral research.

BEST RESEARCH PAPER AWARD

Ms. S B Farheen Fathima	Indian Institute of Management, Trichy	A Phenomenological Study on Employee Engagement in Virtual Teams
Ms. Upam Pushpak Makhecha		
Ms. Mandari Pabasara Wijerathna	KOREA TECH	Buddhist Women's Views on Boundary less Career in Sri Lanka: A Qualitative Inquiry
Ms. Jin Gu Lee		

IJHRDPPR AWARD FOR CERTIFICATE OF MERIT

Mr. Naipal Singh	Oriental Bank of Commerce	Training & Development Practices in a Public Sector Bank and Way Ahead
Mr. G. Senthil Kumar	Bharthiyar University Marian College, Kuttikanam	HRD as an intervention for Learning Disabled: Helixx Open School as a Social Innovation
Mr. Allen Kuriakose		
Mr. Ashutosh Jani	PDPU	HR Technology, HR Transformation, Strategic HR Outcomes and Firm Performance – An Empirical Study in Indian Fortune 500 Organizations

IJHRDPPR AWARD FOR PRACTICE BASED PAPER

Mr. Bipul Kumar	Indian Institute of Management, Indore	Leveraging Leadership Competency for Managerial Effectiveness: An evidence from Indian Oil & Gas sector
Mr. Shailesh Tiwari	Indian Oil Corporation Ltd.	
Mr. Mathew Varghese		
Mr. Abhishek Kumar		
Dr. Nadir N. Budwani	Lawrence Kinlin School of Business, Canada	Learning and Development in HRD: A Sufi Perspective
Ms. Laura Willis		
Dr. Gary N. McLean	President, McLean Global Consulting, USA	

VALEDICTORY



Shri. R. S. Sodhi, MD, AMUL graced the valedictory function as a chief guest. Dr. R. Karthikeyan, National President, ISTD was the guest of honour.

Shri. R. S. Sodhi presented amazing stories from the White Revolution in India, creating a great economic empowerment model. Dr. R. Karthikeyan focused his speech on training, learning and lessons for HR in the emerging scenario.

Dr. D.M Pestonjee, guest of honour expressed his views on Harness—the qualities of Head, Heart and Hand. While Dr. Gary McLean expressed the contribution of AHRD and handed over the next AHRD Asia Conference to National Institute of Development Administration (NIDA), Thailand. The vote of thanks was proposed along with conference report by Dr. Rajeshwari Narendran.

YOGA



To promote awareness and learning yoga, The conference organized yoga camp from 08—10 Nov, 2017 from 6.00-7.00 am at IIMA under the expertise from Shivanand Ashram.

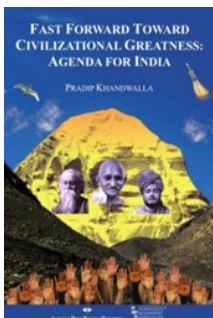
A Cultural evening and gala dinner was organized by AHRD at Centre for Environmental Education, Ahmedabad to showcase the rich culture of India. Various folk dance forms of India were performed by Mudra school of classical dances.



AHRD NEWS

BOOK

FAST FORWARD TOWARD CIVILIZATIONAL GREATNESS: AGENDA FOR INDIA'



- **Author:** Dr. Pradip N. Khandwalla
- **Paperback:** 388 pages
- **Publisher:** Academy of HRD & AMA (15 Sept. 2017)
- **Language:** English
- **ISBN-13:** 978-9383215690
- **Price:** ₹350.00 + ₹100.00 (Listed price + Courier charges)

For Booking, Contact: mdp@academyofhrd.org

10% Discount on listed price exclusively for Academy of HRD, India, members

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TO
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GLIMPSES OF INTERNATIONAL RESEARCH CONFERENCE



I thoroughly enjoyed the conference and it truly exceeded my expectation. Thank you for all the work you have done for the conference and for me in particular! All the best wishes to you and I hope we will meet again!

Jia Wang
Editor , HRDR, USA

Thank you and I want, again, to express my appreciation to the conference committee and all of its volunteers. Running a conference of this size successfully takes a lot of effort and competence. I appreciate all of it. Thank you .

Gary N. McLean
President
McLean Global Consulting

Thank you so much for the hospitality and organization of the event. I enjoyed it very much and look forward to meeting you in a future AHRD conference. In the meantime, I wish you all Happiness and Joy. THANK YOU. Please keep in touch.

Mak Chee Wai
NIDA, Thailand

Thanks so much for all your and your team's hard work!

Yonjoo Cho
Indiana University, USA

Dear AHRD Team, Good to witness the success story created by the entire team of AHRD under the able leadership of Dr. Rajeshwari. I could feel the sense of highest level of ownership among all the team members of AHRD to make it successful. KUDOS

Manoj Sharma
Head HR, Adani Green Energy Ltd.

Thanks for organizing such an excellent International Conference. I really appreciate the efforts taken by whole AHRD team especially Dr. Rajeshwari Narendran, the Director for making this Conference a great success. I shall be happy to associate myself in any future endeavor of this HRD Academy

K. K. Mishra
SBI

together everyone
TEAM
achieves more

AHRD TEAM

Dr. Rajeshwari Nraendran,

(Hon. Director, AHRD)

Ms. Merlin George

(Assistant Director, Program & Head Admin)

Savita Gopalan

(Manager, Programmes)

Ms. Aparna. M

(Admin Associate -Conference Co-ordinator)

Mr. Jyothu Francis

(Manager)

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Arpit Patel

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Ayana Complex, 2nd Floor, Opp. Suvarna Villa Bungalows, Thaltej Hebatpur 100 ft. Road
Thaltej, Ahmedabad, Ph: 079-29707306/29707305

E-mail : admin@academyofhrd.org or programs@academyofhrd.org

Website: www.academyofhrd.org