Faculty of Commerce, Banaras Hindu University (BHU) in association with Indian Council of Social Science Research (ICSSR), Ministry of Human Resource Development (MHRD), New Delhi

Organising

NATIONAL CONFERENCE ON HUMAN RESOURCE DEVELOPMENT (NCHRD-2015)
THEME- EXCELLENCE IN HRD FOR SUSTAINABLE GROWTH
Venue: Faculty of Commerce, B.H.U. Varanasi-05 (U.P.)
February 14-15, 2015

ABOUT THE CONFERENCE
Human Resource Development (HRD) and Sustainable growth lies in a mutually co-constructive relationship since, sustainability are emerging as a people and as well as human resource issue. Research on the role of HRD in developing sustainable organizations and societies has been gaining momentum in recent years. This merger of HRD and Sustainability has thrown up new opportunities and challenges in the areas of inclusiveness, leadership, technology, competency and social development and innovation etc. Implementation of best HRD practices has become most important instrument for the societal development, business sustainability and individuals with social leadership capabilities. Time has come when organizations have to explore new frontiers and walk into newer arenas for achieving sustainable growth. To explore these critical issues, this conference will provide an intensive and interactive forum for learning and sharing of new ideas and valuable insights for discussing important strategies surrounding to the issue of “Excellence in HRD for Sustainable Growth” in this competitive environment. The main focus of the conference is to arrive at common approaches and strategies that may be adopted by organizations and social institutions to inculcate sustainability through the best practice of HRD culture.

OBJECTIVES OF THE CONFERENCE
I. Developing the linking road between the HRD and Sustainability;
II. To provide a platform for academicians, research scholars and corporate executives to share their opinions/research work and innovative ideas;
III. Gaining insight into effective approaches of HRD for Sustainable Growth;
IV. Enriching the knowledge of delegates with the experience of both theories and practices of HRD and Sustainable Growth in national and global perspectives;
V. Understanding the impacts of modern HRD practices on Sustainable Growth and
VI. To arrive at common approaches and strategies of modern HRD practices that may be adopted by organizations and social institutions to inculcate sustainability through the best practice of HRD culture.

The conference welcomes submissions across the following (S.N:1-5) sub-themes and also invites speakers from industry and academia for panel discussion (S.N: 6):

1. **Theory and Foundations of HRD:**
   - Evolutions and Thoughts of HRD;
   - Multi-disciplinary approaches to HRD;
   - Strategic HRD Models and Framework;
   - Political Environment and HRD;
   - National and Institutional HRD Policies and Strategies;
   - Postmodernism and HRD;
   - Ethical Foundations of HRD;
   - Sustainable Development and HRD;
   - Dimensions of HRD;
   - HRD climate;
   - HRD for Gen Y;
   - HRD in Indian Industry and Global perspectives;
   - HRD in Rapid growth organizations;
   - Labour law reforms and HRD;
   - HRD for unorganized sector;
   - HRD Theory-Practice linkages; and
   - HRD strategies in government and private concerns.

2. **Economic and Social Empowerment through HRD:**
   - Globalization of higher education;
   - Educational system and HRD;
   - Role of Higher education in HRD system;
   - Vocational Education and Training;
   - Human Development Index;
   - Right to Education Act and HRD;
   - Community Development, Extension Education and HRD;
   - Social Justice and Social Reforms through HRD.
   - LGBT and Race issues;
   - Financial inclusions and HRD;
   - Women Empowerment and HRD;
   - Social Networking and HRD;
   - Role of CSR in HRD;
   - Corporate Social Reporting and HR Disclosures; and
   - Societal HRD.

3. **Human Capital Development**
   - Approaches of Human Capital Development;
   - Emotional Intelligence at Workplace;
   - Decent Work and Quality of Work Life in Modern Organizations;
   - Work-Life Balance in the service industry;
   - Employee Well-being in Indian Organizations;
   - Leadership Development;
   - Compensation Policies and HRD;
• Mentoring, Coaching and Counseling;
• Talent Management and Mapping;
• Career Planning and Development;
• Performance Appraisal and Management;
• HR Analytics;
• Employer Branding;
• Knowledge Management; and
• Training and Development design and interventions.

4. **Technological and Quality Innovations through HRD:**

- Emergence of Virtual HRD;
- Total Quality Management;
- Social and Professional Online Networks;
- Kaizen Approach;
- Quality Circle and HRD;
- Crowdsourcing;
- Six Sigma for Developing Human Resources;
- Emerging Technology and Global HRD; and
- Effectiveness of E-learning Programmes in Organizations.

5. **HRD Culture and Evaluation Practices**

- High Performance Work Systems;
- Organizational Change and Development;
- Evaluating OD Interventions Success;
- Strategic HRD Evaluation Frameworks and Models;
- Organizational Crisis Management;
- HR Scorecard;
- Balanced Scorecard;
- Green HRD;
- HRIS and HRD;
- HRA and HRD Audit;
- HRD and Organizational Performance;
- Organizational Citizenship Behavior;
- Employee Empowerment and Retention; and
- Diversity Management and HRD.

6. **Inter-linkage between HRD and Sustainable Growth (Panel Discussion)**

**Opportunities to Participate and Call for Papers (Refereed/Working)**

Since the conference is based on multidisciplinary approach hence, papers are invited from academicians & research scholars (different disciplines), corporate executives, representatives of civil society and practitioners on any topic mentioned on the conference sub-themes. The conference accepts manuscripts of original work in the form of refereed or working papers, on these topics and related areas are welcome.

- **Refereed Papers:** Should be submitted as a full publishable manuscript with empirical findings, or conceptual/qualitative research articles.
• **Working Papers**: These papers typically integrate theory, research, and practical experience. Papers must foster inter-linkage between excellence in HRD practices and sustainable growth.

### Key Dates

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<th>Event</th>
<th>Date</th>
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<tr>
<td>Last date of Full Length Paper submission</td>
<td>15th December, 2014</td>
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<tr>
<td>Final date of Paper acceptance confirmation (by e-mail)</td>
<td>22th December, 2014</td>
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<tr>
<td>Last date for Submission of revised paper (if any)</td>
<td>29th December, 2014</td>
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<tr>
<td>Last Date of Registration</td>
<td>31th December, 2014</td>
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### Guidelines for Paper Submission and Queries

Full length paper (soft copy) must be sent via e-mail to nchrd2015@gmail.com and hard copy be sent to Prof. S C. Das, Conference Convener, Faculty of Commerce, BHU, Varanasi-221005 (U.P). All submissions would be reviewed by the expert panel on the basis of relevance, originality, methodological quality, researches, conclusions, policy implications and references mentioned in the manuscript. Authors are requested to adhere the submission rule as specified.

- **Length of Full Manuscript**: The length of paper, including the abstract and references should be in between 2500-3500 words.

- **Length and Content of Abstract**: Each paper must have an abstract within 200-250 words and it should present the objectives, research design, major findings and implications of the research paper. The abstract should include 4-6 keywords and must place on the top of the Paper and not to be attached separately.

- **Author Names and Affiliations**: Each Paper submission must have a separate front Sheet continuing the following information, mentioning. Title, Names of Author(s), Organization, Affiliation/Position(s), Address, E-mail, Sub-areas and Submission Type.

- **Manuscript Page Setup**
  - Margins: 25.4 mm (1 in.) top, 25.4 mm (1 in.) left; 25.4 mm (1 in.) bottom, 25.4 mm (1 in.) right.
  - Font (typeface): Times New Roman, 12 points.
  - Numbering: Insert page numbers at lower middle of each page;
  - Text Spacing: 1.15.
  - First-Level Sub-head: (All capitals, boldface on separate line)
- Second-Level Sub-head: (initial capitals, boldface on separate line)
- Table and Figures must be numbered serially and that must correlate with the text.

**Paper Writing Sequence:** The following norms of writing research papers are suggestive. Authors are free to adopt other contemporary/advanced structure:

- The title of the paper must be in between 10-14 words and in 15 points.
- Abstract
- Introduction
- Overview of Literature
- Research Objectives
- Research Questions or Hypotheses (if any)
- Research Methodology (Coverage, Data Collection and Data Analysis and Interpretation etc.)
- Results and Discussions
- Conclusion and Implications
- References.

**Referencing Style:** The referencing style should be in American Psychological Association (APA) 6th Edition Format.

**American Psychological Association (APA) 6th Edition Format.**

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<thead>
<tr>
<th>Sources</th>
<th>Referencing List</th>
<th>Citation in Text</th>
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Publication Opportunity
The selected high quality papers contributed by faculty members / Research scholars/Corporate executives/practitioners and representatives of civil society will be published on the basis of recommendations of Manuscript Review Committee in the form of a book with ISBN. All the registered authors/ delegates whose paper would be selected for publication will receive a complimentary copy of the same.

Review and Best Paper Award
The manuscripts shall be subjected to a blind review process. The Manuscript Review Committee will confer Best Paper Award in all five different sub-themes which has been presented in the conference and not previously presented or published anywhere else. The decision of the panel shall be final and binding. The papers will be evaluated based on originality in the paper, clear objectives, sound methodology, interpretation of data and the policy implication etc. The award for the best five papers will be announced on the second day of the conference.

Presentation Schedule
Accepted papers will be presented during paper presentation sessions of the conference, which will run in parallel sessions. Each paper presentation will be approximately 10-15 minutes. The details of presentation schedule will be announced on 20th January 2015.

Venue: The conference will be held at Faculty of Commerce, B.H.U. Varanasi-05 (U.P).

Registration Fee
Registration for all the participants (Author and Co-author) is mandatory. The details are as follows:

<table>
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<tr>
<th>Category</th>
<th>Amount (Rs.)</th>
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<tbody>
<tr>
<td>Corporate Delegates</td>
<td>2,000</td>
</tr>
<tr>
<td>Academicians</td>
<td>1,500</td>
</tr>
<tr>
<td>Research Scholars</td>
<td>1,000</td>
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</tbody>
</table>
The registration fee includes admission to the conference, conference kit, tea, snacks, lunch and dinner during the conference. Each co-author is required to register and pay the registration fees individually.

**Certificate of Attendance**

For paper presenters, a certificate of presentation would be issued only on Chair/Co-chair/Rapporteur of the said session confirming his/her presentation in the technical session. The co-authors too need to be physically present to be entitled to obtain the certificate of presentation.

**Travel and Accommodation**

Outstation delegates (one person per paper) will be reimbursed travel expenses (either full or partial) on the availability of sufficient funds as per the established ICSSR norms on submission of the railway/bus tickets in original. Limited modest accommodation is available for out-station delegates attending the conference on first come first serve basis. We can’t guarantee accommodation but we will try our best to accommodate all the delegates.

**Mode of Payment**

The registration fee can be done by Cash/Demand Draft/Online Payment. The mode of payment will be activated during last week of October, 2015.

**Conference Advisory Committee**

Prof. Shyam Chandra  
Prof. V. S. Singh  
Prof. C.P Mall  
Prof. Prashant Kumar  
Prof. A.A. Ansari  
Prof. J.S. Mathur  
Prof. O.P. Rai

**Conference Organising Committee**

**Conference Chair:** Prof. A. R. Tripathi  
Head & Dean, Faculty of Commerce,  
BHU, Varanasi-221005

**Conference Convener:** Prof. S. C. Das,  
Faculty of Commerce,  
BHU, Varanasi-221005,

**About the Host Institution (Banaras Hindu University)**

Banaras Hindu University is a leading residential & internationally reputed temple of learning situated at half a mile away from the bank of Ganga in the holy city of Varanasi – “the sacred city” known for spirituality. The University was founded by the great nationalist and visionary leader, Mahamana Pt. Madan Mohan Malviya, in 1916. The university is spread over 4,000 acres in two campuses – i.e. the main campus being in Varanasi and the second campus being developed at Rajiv Gandhi South Campus, Barakachha, Mirzapur. There are 4 institutes, 17 faculties, more than 140 teaching departments, 4 advanced centres and 4 interdisciplinary schools, 1 undergraduate college for women and more than 80 hostels with more than 30,000 students, about 1,800 teachers and nearly 5,000 non-teaching staffs. The Faculty of Commerce is one of the most renowned faculty of the country, came into existence in the year 1940. In 1950 it was elevated to the status of a Faculty. Since the inception, the Faculty of Commerce grew by leaps and bounds under the able stewardship of eminent scholars and academicians. At present, the Faculty runs the Undergraduate, Post Graduate and Doctoral programmes in the areas of Accounting and Taxation, Financial Management, Marketing Management, Human Resources Management; and Insurance & Banking.

**ALL CORRESPONDENCE SHOULD BE ADDRESSED TO:**

Prof. S.C. Das, Conference Convener,  
Room No. 310, Faculty of Commerce, Banaras Hindu University,  
Varanasi-05 (U.P.)  
Cell No. 09415624673, Tel: 0542-6701812  
Email id: nchrd2015@gmail.com
Faculty of Commerce, Banaras Hindu University (BHU) in association with Indian Council of Social Science Research (ICSSR), Ministry of Human Resource Development (MHRD), New Delhi

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REGISTRATION FORM

1. Name in Full : ____________________________________________________________
2. Gender:       Male ☐       Female ☐
3. Designation:____________________________________________________________
4. Affiliation:____________________________________________________________
5. MailingAddress:________________________________________________________
                        City_________________State__________________________
                        E-Mail: ______________________________ Phone/Mobile No.____________
6. Academic Qualification:__________________________________________________
7. Submission Type:   Referred Paper ☐   Working Paper ☐
8. Title of the Paper: ______________________________________________________
                        ___________________________________________________________________
9. Description of Registration Fee (Rs.)________________________________________
                        (Cash/DD/On Line payment System)
10. Whether Accommodation Required? (Yes/No) ______________________________
11. Date & Time of Arrival: _________________________________________________
12. Date & Time of Departure: _______________________________________________

Declaration: This paper has neither been published earlier nor submitted for publication in any Journal/Conference/Seminar/ Symposia.

Place: __________________________________
Date: ___________________________    Signature

Note:
- Kindly provide your email for quick correspondence.
- Certificates will be issued to Paper Presenters only.
- Mode of Payment will be intimated during last week of October (2014).