

**NOVEMBER 8, 2017**

<b>MAIN THEME</b>			
<b>TIME: 09.00 – 10.30</b>			
<b>VENUE: CONFERENCE HALL</b>			
<b>FULL PAPERS :6</b>			
<b>NO</b>	<b>REFERENCE NO</b>	<b>TITLE</b>	<b>NAME</b>
1	MT002F	Exploring Javanese Culture and Changing Management Processes: A HRD Perspectives	Dr .Dodi Wirawan Irawanto
2	MT007F	Impact of Servant Leadership Practices on Job satisfaction in management education institutions and Industry	Bharat N. Kantharia Dr. D M Pestonjee
3	MT014F	Fostering Ethics in Organizations through Education: An Enquiry into the rationale and benefits of teaching ethics to tertiary level students with specific focus on four year bachelor of technology course	Dr. Jitendra Shrimali Dr. Dipti Shrimali
4	MT005F	Impact of High Performance Work Systems on Innovation and Firm's Performance	Dr. Mehta Naresh N Dr D M Pestonjee Dr Khan S M
5	MT008F	A Study on Sustainable Development of Human Capital and its Implications from Ground to Global	Khushboo Ahuja
6	137W	An Overview of Work-Life Balance Policies in Indian organizations and its impact on Talent Retention/Development/Management	Sanghamitra Chaudhuri Paramita Roy Sehoon Kim

**NOVEMBER 8, 2017**

<b>MAIN THEME</b>			
<b>TIME: 09.00 – 10.30</b>			
<b>VENUE: AUDITORIUM</b>			
<b>FULL PAPERS:5</b>			
<b>WIP PAPERS:2</b>			
<b>NO</b>	<b>REFERENCE NO</b>	<b>TITLE</b>	<b>NAME</b>
1	MT013F	Women Leaders and Entrepreneurs in the NGO Sector: A Case Study	Dr. Yogita Abichandani Dr. Laura Bierema
2	MT004F	Human Resource Management in Family Entrepreneurship: A Phenomenological Study	Dr.Vimal Babu, Dr.Gary Mclean
3	MT001F	Community-based Enterprises as Processes for the Sustainable Development of Human and Social Capital in Poor and Marginalized Communities	Dr.Krishna Jagdish Gajjar Dr.Maria Cseh

4	MT011F	Developing Human Capital for Social Change- The SRF Foundation Way	Dr. Y Suresh Reddy
5	MT006W	Women at the Forefront of Sustainable Change in India	Dr.Nisha Manikoth Dr. Krishna Gajjar Valerie Mendonca
6	MT012W	Impact of HR in Sustainable Medical Tourism in India	Navneet Kaur Dr. Vijay Shrimali Dushyant Salvi
7	MT010F	A Critical Assessment of benefits delivered to Udaipur Citizens through E-Mitra services	Navin Salvi Jaswant Kumar Khatik

### NOVEMBER 8, 2017

<b>TRACK I &amp; II -WIP</b>			
TIME: <b>15.45 – 18.00</b>			
VENUE: <b>CONFERENCE HALL</b>			
WIP PAPERS: 17			
NO	REFERENCE NO	TITLE	NAME
1	107W	Process Model of Talent Management in Structurally Ambidextrous Organizations	Romana Gulshani
2	111W	The Role of Social Identity and Attachment on Organization Engagement: A Case Study of a Merger-Integration in Thailand	Chee Wai Mak Nopparat Phaopat Dr.OranuchPruetipibultham
3	116W	HRD in Indian Information Technology Sector: Roles, Functions, and Priorities	Malar Hirudayaraj Ruchi Nishikant Sao
4	119W	Impact of Organizational Values and Employee Engagement on Business Performance	Sanjeev Dixit
5	120W	Predictors and Outcomes of Employee Engagement: A review of emerging trends Worldwide	Dr. Sukhmeet Kaur
6	123W	Promoting Work Engagement in the Hotel Sector: A Review of the Literature	Sunyoung Park Karen R. Johnson Sanghamitra Chaudhuri
7	135W	Literature Review on Talent Management in Tourism and Hospitality	Karen R. Johnson, Fischer Huang, Alaina Doyle
8	138W	Does Big Data mean Good data: An assessment based approach to People Analytics	Dr. J M Sampath, Prabhat Ramesh
9	142W	Competing Values in Infrastructure and Real Estate Multinational Firm: India and UAE	Dr Indu Rao
10	150W	Impact of Spiritual Climate on Customer Retention: Examining the Role of Employee	Sunil Kutty

		Engagement, Employee Service Encounter and Customer Brand Relationship	
11	122W	A Time Line study of Employee Engagement & It's Implications	Dr. Sanjay Jain Lavesh Bhandari
12	202W	Impact of authentic leadership on value driven organizational excellence model	Beena prakash, Prof. T Prasad Prof.S K Nair
13	204W	Do Teachers and School Managers Use Different Strategies to Organize Teacher Professional Development?	Rob F Poell
14	230W	Transformational Leadership & Moderating Effects Of Cultural Intelligence On Organizational Performance	Dr.A Srinivasa Rao, Dr Merwyn Strate
15	232W	Vidya Bharti Innovation in Social Sector	Sonal Soni
16	221W	No More Heroes Anymore – or Are There? A consideration of leadership sustainability in Irish Third Sector Organizations	Joan Buckley

**NOVEMBER 9, 2017**

<b>TRACK I</b>			
<b>TIME: 09.00 – 11.00</b>			
<b>VENUE: CONFERENCE HALL</b>			
<b>FULL PAPER:8</b>			
<b>NO</b>	<b>REFERENCE NO</b>	<b>TITLE</b>	<b>NAME</b>
1	108F	The Influence of Engagement and Self-directed Learning on Job Performance for Managers in Six Asian Countries and the U.S.	Kenneth R. Bartlett Louis N Quast Dennis W Paetzel Ricardo Aparicio
2	106F	A Phenomenological Study on Employee Engagement in Virtual Teams	S B FarheenFathima Upam Pushpak Makhecha
3	103F	Strategic HR and Sustained competitive advantage- The mediating role of Organizational Learning Capabilities and sources of competitive advantage.	Sandhya A R P V Padmaja M M Shankar
4	112F	Relationship between individual health and organizational health: Symbiotic or independent?	Anupama Singh Dr Sumi Jha
5	109F	A study on Employee Retention Practices and its Impact on Organizational Effectiveness with particular reference to print media units operating in Bangalore city	Leelavathy.A.M, Dr. Umakanth.S
6	141F	Traditional or Strategic: A research of HRD practices and competency framework for the rising kingdom of Bhutan	Dr.Nidhi Vashishth
7	105F	Work context, positive organization behavior, and their relationship with outcomes: testing invariance across groups	Dr.Sangeeta Sahu
8	146F	Impact of Emotional Intelligence along with Job Satisfaction on Job Performance: A comparative study on public and private banking sectors in North India.	Shaju M Subhashini Durai Dr. Hemant Sharma

## NOVEMBER 9, 2017

TRACK II			
TIME: <b>09.00 – 11.00</b>			
VENUE: <b>AUDITORIUM</b>			
FULL PAPER:8			
NO	REFERENCE NO	TITLE	NAME
1	208F	Learning and Development in HRD: A Sufi Perspective	Dr. Nadir N. Budhwani Dr. Gary N. McLean Ms. Laura Willis
2	205F	Organizational culture as a determinant of turnover intention: Evidence from Pharmaceutical industry, Gujarat	Dr.Jallavi Panchamia Dr D M Pestonjee
3	203F	Macro perspective of Learning and Development @NIPL	Amit Karandikar Indu Dutt
4	201F	Skill Development for the Bottom of the Pyramid	K Vijay Shailesh Tiwari
5	210F	A meta-analysis of learning and training transfer: Moderating effects of motivation to transfer and social support	Tassanee Homklin Yoshi Takahashi
6	211F	Meaningful work for IT employee in prevailing turmoil situations	Chandra Shekhar Joshi A Venkataraman
7	207F	Learning Culture Abstract	Smita Malakar Charmi Chauhan, Twinkle Mehta
8	209F	Role of National Education Policies in Human Resource Management: Gap between Recommendation and Implementation	Geetanjali Patel Dr. M.S.Annapoorna

**NOVEMBER 9, 2017****TRACK I****TIME: 14.15– 15.45**  
**VENUE: CONFERENCE HALL****FULL PAPER:6**

<b>NO</b>	<b>REFERENCE NO</b>	<b>TITLE</b>	<b>NAME</b>
1	121F	An analysis on internalization process of external rewards	Khin Sandar Thein Yoshi Takahashi Yoshifumi Uno
2	127F	Investigation of Pro-social Rule Breaking Behaviors among Frontline Executives as job Resources and Demands	Lisbeth Mary John Dr.K Muhammad Shafi
3	126F	Minimizing the Experience of Workplace Loneliness: An Empirical investigation	PayalAnand
4	129F	An Empirical Investigation on Correlation between Factors affecting Employee Engagement and performance of Women Managers	Dr. Kirti Rajhans, Radha Mhambrey
5	131F	An Empirical Analysis on Constituents and Related Outcomes of Human Capital using Structural Equation Modelling	Ms. ShilpiSahi Prof. Ajay Kr. Singh
6	117F	Quality of work life as a predictor of Employee Engagement among employees at Manufacturing Industries	Manisha Semwal Varsha P S

## NOVEMBER 9, 2017

<b>TRACK II</b>			
<b>TIME: 14.15– 15.45</b>			
<b>VENUE: AUDITORIUM</b>			
<b>FULL PAPER:6</b>			
<b>NO</b>	<b>REFERENCE NO</b>	<b>TITLE</b>	<b>NAME</b>
1	212F	The Essence of Exemplary Leaders: Understanding Passion over the Span of a Career	Nobina Banerjee
2	216F	A Holistic Framework for Eclectic Design in Organizational Learning and Development	Aindrila Chatterjee Bijan Sarkar
3	217F	A Study of HRD values in organizations to build an excellent culture/ A Case Study on the organizational culture of Mastek Ltd.	Prof. RanganaMaitra
4	218F	Integrating Service Learning Programs of universities and Corporate Social Responsibility projects: evidence from four projects of a Sri Lankan university	Chandana Wijayanama Prof Deepthi Wickramasinghe
5	220F	The Effects of Work-Family Life Balance and Social Citizenship on Happiness of Thai Employees	Kalayanee Senasu
6	222F	Impact of Human Resource Development Practices on Employee Turnover Intention: Moderating Role of Organizational Identification-	Dr. Nivethitha S

## NOVEMBER 9, 2017

<b>TRACK I</b>			
<b>TIME: 16.00– 18.00</b>			
<b>VENUE: CONFERENCE HALL</b>			
<b>FULL PAPER:8</b>			
<b>NO</b>	<b>REFERENCE NO</b>	<b>TITLE</b>	<b>NAME</b>
1	139F	Career Matters: An Insight into Information Technology Organizations in India	Vishwanath Joshi
2	133F	Ethical Orientation of HRM (EOHRM) and Ethical Behavior: Empirical Evidence from Sri Lankan Commercial Banks	De Silva, Viruli. A Opatha, H.H.D.N.P Gamage, Aruna S.
3	143F	HR Technology, HR Transformation, Strategic HR Outcomes and Firm Performance – An Empirical Study in Indian Fortune 500 Organizations	Ashutosh Jani

4	102F	Leveraging Leadership Competency for Managerial Effectiveness: An evidence from Indian Oil & Gas sector	Bipul Kumar Shailesh Tiwari Mathew Varghese Abishek Kumar
5	144F	Impact of the Art of Living Programme on Organizational Role Stress and Burnout among Animal Husbandry Personnel of Gujarat, India	Subash Soni Vyas J M Kher H N Thakkar K A Vijayalakshmi Y Pestonjee D M
6	140F	Exploring the key drivers of employee engagement with special reference to Gen Z in selected IT Companies	Dr. Deepika Pandita
7	134F	PMS for Health Care made easy & effective by HR Analytics	Dr.Ridhi Rani Dr.Balaji D Dr.Rita Rani
8	149F	HR Practices and Cultural Governance in Unorganized Sector : Evidence from Indian Diamond Industry	Dr Indu Rao

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<b>TRACK I and II</b>			
TIME: <b>16.00– 17.15</b>			
VENUE: <b>CONFERENCE HALL</b>			
FULL PAPER:5			
NO	REFERENCE NO	TITLE	NAME
1	225F	A New Age Of Discoveries in HRD : VASCO da GAMA 1498 Journey Revisited	Eduardo Tomé Rajat Nagar Apoorva Goyal
2	148F	Impact of HRD practices on the relationship between employee engagement and organizational citizenship behavior	Dr. Shreshtha Dabral
3	227F	Building a Culture of Excellence - The Key Ingredients	Dr. J M Sampath
4	233F	Challenge and Issues in Skill Development in Rajasthan: A New Vision	Hemendra panwar Pradeep Meghwal Dr.Manju Baghmar
5	132F	The Learning Transfer of In-service MBA Students in Myanmar	Nu Nu Mai Yoshi Takahashi



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<b>TRACK III</b>			
<b>TIME: 11.15– 13.15</b>			
<b>VENUE: CONFERENCE HALL</b>			
<b>FULL PAPER:7</b>			
NO	REFERENCE NO	TITLE	NAME
1	301F	Survey and Research on Optimal Staffing of Ultrasound Doctors in Shanghai Public Tertiary Hospitals Based on Data Mining	Jialin Yang, Huafeng Cheng, Jianguo Xia
2	312F	HRD as an intervention for Learning Disabled: Helikx Open School as a Social Innovation	G Senthil Kumar AlenKuriakose
3	308F	Training & Development Practices in a Public Sector Bank and Way Ahead	Naipal Singh
4	323F	Competitive Differentiation through Blue Ocean Leadership – a Healthcare Case Presentation	Govind S. Nayar , Laure-Emmanuel Carra R. Nayar
5	318F	Bro culture’: Study of toxic work cultures in start-ups	TanushreeMahapatra Aditya GopalKovvali SnehalBarhate
6	311F	Impact on CSR Activities – A case study of “Gear man” role	P.Babagnanakumar
7	316F	The factors impacting the Long Term Settlements and its counter impact on the Industries	DR D P Sahoo

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<b>TRACK III</b>			
<b>TIME: 11.15– 13.15</b>			
<b>VENUE: AUDITORIUM</b>			
<b>FULL PAPER:5</b>			
NO	REFERENCE NO	TITLE	NAME
1	320F	Perceived Work Environment and Stress among Academia: Human Resource Management No-show in Universities?	Prof. TanujaAgarwala
2	302F	“Total Quality in Higher Education and its Impact on Later Life Success-A Study with HRD Perspective	Dr.S.Muralidhar, Bhagya G B
3	327F	A Study on Organizational Commitment, Role Efficacy and Job Satisfaction with special reference to Post-Graduate Teachers of Selected Universities in Gujarat	Dr. Raju M. Rathod
4	330F	Facilitators, Hindrances, and Challenges of Implementation of National Human Resource Development Mission in Malaysia	Udaya Mohan Devadas
5	329F	A Case Study Role of HR in improving Customer service in State Bank of India	Kalikant Mishra

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<b>TRACK III&amp; IV -WIP</b>			
			<b>TIME: 11.15– 01.15</b> <b>VENUE: CR I</b>
			WIP PAPERS:12
NO	REFERENCE NO	TITLE	NAME
1	421W	Expanding the Construct of Diversity Management in India: Stigma, Identity, and Implications for HRD Research and Practice	Julie Gedro Bidhan Chandra
2	314W	Study on Impact of Mergers and Acquisitions on the workforce and on the standards of customer service, as well as development of a HR scorecard to determine the effectiveness of mergers with a focus on the banking sector	R Giridharan
3	309W	Questioning and Inquiry, a trait based study on Leaders.	MinakshiBalkrishna DrRajeshwariNarendran
4	416W	Gender Differences in Acculturation, Gender Role Ideology, Work-family Conflict and Health: The Situation of Immigrants in U. S. A.	Kamala Ramadoss
5	304W	Enhancing Organizational Innovation through Informal Learning: A Case Study on Initiative Tree at CNT Pvt LTD	Nidheesh Joseph Prof. Upam PushpakMakhecha
6	436W	Flexible Work Arrangements: A Revelation Of Employee Feelings Of Alienation	Anjali Bansal
7	428W	Gender Diversity Management: Different Stakeholders and their Interpretations	Ms. Shreyashi Chakraborty
8	425W	Tokenism Theory and Women Leaders: An East Asian Perspective	Sehoon Kim, Yonjoo Cho
9	406W	An Investigation of Inflight Service Quality and Passenger Loyalty, with the Moderating Effect of Employer Branding: The Case of China Airlines	RickyChen-WeiYen, Tony Cheng-PingShih
10	328W	Psychodynamic Evaluation of Disruptive Leadership	Kassiopia Chaudhuri
11	429W	Behavioral Dynamics- A Study Of Women Entrepreneurs	Deep Channa
12	437W	A study on Female Leadership in tertiary education sector of India: Ways to Augment and overcome barriers on their Way to the Top”	Ms. Supriya Surana,

## NOVEMBER 10, 2017

<b>TRACK IV</b>			
		<b>TIME: 14.00– 16.00</b>	
		<b>VENUE: AUDITORIUM</b>	
<b>FULL PAPER:9</b>			
NO	REFERENCE NO	TITLE	NAME
1	415F	National Crisis in STEM: Underrepresentation of Women of Color in Academia and in the Workplace	Mary V. Alfred Sarah Ray Michelle Johnson
2	442F	Innovative HRD Practices: Evaluating the Role of Demographic variables on Employee Branding.	Neerja Kashive DrVandanaTandon Khanna
3	422F	Validating the Measurement Model Considering the Antecedents and Consequents of Work-Life Balance among Working Women	NeelniGiriGoswami Prof. Shalini Nigam
4	408F	Leadership among Front-Line Managers: What are the Competencies	Laura Boehme Darlene Russ-Eft John Rovens Andrew Rovens
5	444F	Who are Creative: Future Engineers or Future Managers?	Prof. Sameer Pingle Prof. Sapna Parashar Rajwinder Kaur Jitendra Nenvani
6	446F	Exploring Spirituality at Workplace Through Indian Lenses	Rama Shankar Yadav
7	447F	Ethical Decision-Making Model in Thai Context	Thamarat Jangsiriwattana Sanober Salman Boonthipa Jiantreeangkool
8	423F	Work-Life Balance and Psychological Well-Being	Dr. Nina Muncherji Ms. Ritika Singh
9	448F	Leadership styles of the leader role models of Gen Y prospective managers studying in B-schools	RavindraDey Keith C. D'souza

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<b>TRACK IV</b>			
		<b>TIME: 14.00– 16.00</b>	
		<b>VENUE: CONFERENCE HALL</b>	
<b>FULL PAPER: 10</b>			
NO	REFERENCE NO	TITLE	NAME
1	404F	Locus of Control and Employee Silence: The Moderating Effects of LMX and P–O fit	Molly Yong Sin Sun Allan Cheng Chieh Lu
2	402F	From R&D Specialist to Management Associate? Exploring the Role of Self Determination in Career Choice Intentions.	Yit Sean Chong Pervaiz K Ahmed Ai HwaQuek Aamir S Malik
3	414F	Antecedents and consequents of organizational politics: Mediating role of relationship conflict	Amitabh Deo Kodwani Poonam Mishra
4	413F	A Study of Masculinity in National Culture and its Effect on Socio-Economic Development:	Hicham Alilou, Nisha N.Manikoth, Karim Moustaghfir
5	407F	The Mediating Role of Knowledge Management on the relationship between HRM Practices and Perceived Business Performance of the select Sericulture Units in Karnataka	Dr.Anil Kumar Dr.Usha Devi
6	412F	Buddhist Women's Views on Boundary less Career in Sri Lanka: A Qualitative Inquiry	MandariPabasaraWijerathna, Dr.Jin Gu Lee
7	418 F	A Qualitative Study of Work Stress and Employees' Expectations of Stress Management Interventions in Context of Indian Oil & Gas Industry Professionals	Satish Pandey Dinyar M Pestonjee
8	438F	Psycho-social factors determining energy conservation behavior of individuals for promoting sustainability	Rutwik J Gandhe, Satish C Pandey
9	440F	The Impact of Religious Faith and Workplace Spirituality on the Business Sentiments of Stock Brokers	Shriram Darbha
10	434F	Developing Next Generation Leaders- management lessons begin in school through enabling evolutionary excellence (E <sup>3</sup> )program	Dr. Kalpana Sampath