



7th International HR Conference

January 30th & 31st, 2020

K. J. Somaiya Institute of Management Studies and Research
in association with



CENTER FOR
GLOBAL MANAGEMENT
CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO

Leadership in Changing Times

Pre-Conference Workshop Mixed Methods Research 30th January 2020

This workshop will help attendees to capitalize on the strengths of quantitative and qualitative research to advance knowledge and understanding in the social, behavioral, and health sciences. Based on the needs and interests of the attendees, several of the following areas will be *briefly* surveyed: (a) definitions of MMR; (b) history of MMR, (c) philosophies and paradigms in MMR; (d) identifying major types of MMR (e.g., quantitatively driven, qualitatively driven, and interactive MMR); (e) writing research questions in MMR; (f) methods of data collection in MMR; (g) research methods/methodologies/theoretical frameworks in MMR; (h) sampling designs in MMR; (i) validity and legitimation of results in MMR; (j) constructing basic and advanced MMR research designs; (k) integration in MMR; (l) analyzing data in MMR; (m) writing reports in MMR, and (n) publishing and disseminating MM research. Prerequisites: basic knowledge of quantitative and qualitative research."

Facilitator - Dr. Burke Johnson



Dr. R. Burke Johnson is a research methodologist. He is a Professor in the Department of Professional Studies, at the University of South Alabama. He holds three masters degrees (psychology, sociology, and public administration), and his PhD is from the REMS Program (Research, Evaluation, Measurement, and Statistics) at the University of Georgia. He coauthor or coeditor of six books, three of which are (a) *Educational Research: Quantitative, Qualitative, and Mixed Approaches* (2014, 5th ed., Sage), (b) *Research Methods, Design, and Analysis* (2014, 12th ed., Pearson), and the *Oxford Handbook of Multi and Mixed Methods Research Inquiry* (2015, Oxford University Press). He is author or coauthor of numerous articles and chapters and has published in journals such as the *Educational Researcher*, *Journal of Mixed Methods Research*, *International Journal of Multiple Research Approaches*, *Quantity and Quality*, *Journal of Educational Psychology*, *American Behavioral*

Scientist, *Educational Technology Research and Development*, *Personality and Individual Differences*, *Evaluation Review*, and *Evaluation and Program Planning*. Dr. Johnson is currently focusing his efforts in the areas of mixed research and the philosophy of social science.

For more information, see www.southalabama.edu/colleges/ceps/faculty/johnson.html"

<https://scholar.google.co.in/citations?user=eOOPpCsAAAAJ&hl=en&oi=ao>

Keynote Speaker

Dr. Pawan Budhwar



Dr. Pawan Budhwar is a Professor of International HRM at Aston Business School and the Joint-Director of Aston India Centre for Applied Research, Birmingham, UK. He is also the Co-Editor-in-Chief of British Journal of Management and Associate Editor of Human Resource Management. He is the co-founder and first (now past) President of Indian Academy of Management, an affiliate of the Indian Academy of Management. He has published over 110 articles in leading journals and has also written and/or co-edited 18 books. He has guest edited around a dozen special issues of leading journals. He has served as an advisor to the Commonwealth Commission for scholarships and fellowships for six years and is a Fellow of the Higher Education Academy, British Academy of Management, the Academy of Social Sciences and the Indian Academy of Management.

For more information, see

<https://www2.aston.ac.uk/aston-business-school/research/departments/wop/departments-members/prof-pawan-budhwar>

<https://scholar.google.co.in/citations?user=j0N5WLgAAAAJ&hl=en&oi=ao>

Leadership in Changing Times

Theme and Sub theme

The conceptualization of the construct of leadership has changed with changing times. The rapid change in the political, economic, social and cultural environment of the organization has created a need to relook at the leadership research.

The journey from heroic to post heroic leadership has brought forth different dimensions of leadership. On one side transformational, charismatic and authentic leadership focus on individual's trait, behavior and competence, the post heroic leadership researcher's focus on collective and relational aspect of leadership. Research has also shifted the focus of leadership from leader to followers and to the larger situational context. While majority of the researchers have been studying the positive dimension of leadership, a smaller section brought to the fore, the darker side of leadership. Thus, with the times, the dimensions of leadership that are researched have only increased.

In the past, researchers have used various lenses to comprehend leadership phenomenon. The most frequently used lenses include influence, power. However, recent research in the area of leadership addresses questions such as online leadership, substitutes for and neutralizers of leadership.

In the 7th International HR Conference 2020, we invite submissions that seek to gain insight on the emerging trends in the leadership research. We invite research paper, conceptual paper, literature review, working paper, case study and view point from academicians, research scholars, consultants, practitioners from the industry, members of professional bodies and students, across the world to contribute on the following themes. The list is indicative but not exhaustive.

1. Theories of Leadership
 - Trait and behavioural theory
 - Contingency theory
 - Transactional, transformational and charismatic leadership theories
 - Authentic leadership theory
 - Servant leadership
2. Antecedents of leadership
 - Personality and leadership
 - Values and leadership
 - Intelligence and leadership
 - Emotions and leadership
3. Leadership and attitude
 - Leadership and emotions
 - Leadership and engagement
 - Leadership and commitment
 - Leadership and organizational citizenship behavior

4. Leadership and teams
 - Leader characteristics and its impact on team
 - Collective, distributive and shared leadership
 - Leadership in virtual teams
5. Leadership and Power
 - Leadership and influence strategies
 - Leadership and organizational politics
 - Leadership and organizational corruption
 - Ethics in leadership
6. Followership in Leadership
 - Leader biases and follower performance
 - Leader member exchange
 - Implicit leadership and followership theories
 - Leader follower value congruence
7. Dark side of leadership
 - Narcissistic leadership
 - Abusive leadership and its consequences
 - Destructive leadership behavior
8. Leader and leadership development
 - Role of personality in leader development
 - Leadership development and glass ceiling
 - Use of technology for leadership development
 - Spirituality and leader development
9. Leadership in digital era
 - Leadership using digital means
 - Leader behavior in virtual context
 - Use of technological innovations to lead virtual teams
 - Leadership and artificial intelligence
10. Leader and firm performance
 - Leadership and succession planning
 - Leadership and diversity management
 - Leadership and culture
 - Leadership and organizational learning
 - Leadership and organizational change
11. Leadership in Oriental Context
12. Leadership in various contexts and sectors
 - Leadership in family managed business
 - Leadership in difference sectors (Healthcare, ITES, Education, Manufacturing, Sports, BFSI, NGO)

Paper Submission Guidelines

- Authors must send structured abstract of not more than 500 words using following guidelines:
 - Research Objective (mandatory)
 - Research Design (mandatory)
 - Findings (mandatory)
 - Implications (mandatory)
 - Limitations (optional)
 - Key words (mandatory)
- Only original, unpublished work is sought. Any proposal submitted to present identical or substantially similar work already published, under review for another conference or publication will not be considered.
- By submitting an abstract, the author makes a good faith commitment to present his/her paper at the conference.
- Names of the authors, their addresses (postal and email), and phone numbers should also be indicated.
- Full papers will be blind peer reviewed by panel of eminent experts.
- In a joint submission at least one of the co-authors should be registered for the conference.

Kindly send your abstract and full paper at hrconf.simsr@somaiya.edu

Publication of Conference Proceedings

The abstract of all the papers presented in the conference will be published in the conference proceedings with ISBN number. Following are the details of partnering journals:



The conference has collaboration with **International Journal of Organizational Analysis** for a Special Issue wherein selected papers of the conference will be published. Journal of Organizational Analysis is Scopus indexed and a 'B' category journal in ABDC list. For more details about the journal please refer to the following link:

<https://www.emeraldinsight.com/journal/ijoa>



The **Journal of Indian Business Research** is a leading specialist reference resource of academic information and analysis on Indian business. It published by Emerald insight. JIBR publishes articles that facilitate a new understanding of Indian business. The journal is C category in ABDC list. For more details about the journal please refer to the following link:

<http://emeraldgrouppublishing.com/products/journals/journals.htm?id=ijbr>



South Asian Journal of Business and Management Cases is a peer-reviewed, bi-annual journal of Birla Institute of Management Technology, Greater Noida (India). The journal aims to provide a space for high quality original teaching cases, research or analytical cases, evidence-based case studies, comparative studies on industry sectors, products, and practical applications of management concepts. The journal is indexed in J Gate, Scopus and is approved by UGC. For more details about the journal please refer to the following link: <https://us.sagepub.com/en-us/nam/journal/south-asian-journal-business-and-management-cases#abstracting---indexing>



Business Perspectives and Research is published by SAGE publications. It is indexed in EBSCO, J-Gate, and ProQuest. For more details about the journal please refer to the following link:

<http://journals.sagepub.com/home/bpr>

Best Paper Award

Three Best Papers of the conference would be awarded cash prize.

Registration Details

- Registration details are available online. Please visit the conference website to learn more.
- For registration, please fill in the registration form and send it to K.J. Somaiya Institute of Management Studies and Research, Mumbai, India, along with a demand draft of application fee in favor of “K.J. Somaiya Institute of Management Studies and Research,” payable at Mumbai through NEFT payment. Please see the table below for payment details while registering. Please share your NEFT details with hrconf.simsr@somaiya.edu.
- The registration form will be put up on the website in the month of September.
- The registration fee will include a compendium of the proceedings with an ISBN number.
- The registration fee will include lunch and snacks for conference days and a conference dinner.
- The 2nd author will get a 10% discount; the 2nd paper will get a 40% discount.
- Each author can submit up to 3 papers, but each author has to register separately.
- Papers presented in absentia are required to pay the registration fee.
- Non-paper presenters and spouse/friends accompanying the paper presenter have to register as well.
- Cancellations of conference and preconference bookings received before January 1, 2020 will incur a 50% cancellation charge. Cancellations after this date will not be refunded.
- Invitation and Professional Development Letters: Delegates who require an invitation letter in order to make travel and visa arrangements should first make a conference booking online.

Registration Fee

Delegate Category	India & SAARC Countries		Foreign Nationals	
	Regular (Rs.)	Early bird (Rs.)	Regular	Early bird
Academicians	10,000	8,000	US\$ 350.00	US\$ 300.00
Ph.D. Scholar	3,000	2,500	US\$ 150.00	US\$ 100.00
Corporate	12,000	10,000	US\$ 450.00	US\$ 400.00

Bank account details for electronic fund transfer (Cancelled cheque leaf to be provided)

Name of payee	K.J. Somaiya Institute of Management Studies & Research
Payee bank account number	029010100386319
Type of bank account	Saving bank
Name of the bank and branch	Axis bank, Ghatkopar (E)
Bank branch address	Ghatkopar (E), Mumbai - 400077, Maharashtra, India
Bank code	UTIB000029
Branch code	UTIB000029
GST Registration No.	27AAATS2056G1ZL

Important Dates

Abstract Submission Deadline: 30th Sept 2019

Communication of Acceptance of Abstract: 31st Oct 2019

Early Bird Registration (Payment): Before 30th Nov 2019

Regular Registration: 1st Dec to 15th Dec 2019

Registered participants who are interested in submitting their manuscripts for consideration in journal publication attached to the conference are required to submit their full paper before 15th Dec 2019.

About the Collaborating Institutes

About Somaiya Vidyavihar trust:

Somaiya Vidyavihar (SVV), an education trust, was founded by Padmashree Karamshi Jethabhai Somaiya in 1959 to provide quality holistic education. It encompasses 36 institutions, with 39,000 students and 1,500 faculties and is spread over two campuses (3.5 km apart) of 65 and 105 acres each. SVV has campuses in Mumbai (financial capital of India), and rural areas of Maharashtra, Karnataka and Gujarat. Somaiya Vidyavihar has always been a place with a purpose — making a positive difference in quality of life of its students and the community. Research Innovation and Incubation Lab (RIIDL) at our campus has made remarkable contributions in young startup programs and won awards from government. It is known as much for its science, technology, medicine, engineering, management, social sciences and commerce programs, as for its programs for academic studies in various faiths and cultures of India.

K. J. Somaiya Institute of Management Studies and Research (SIMSR) was established in 1981 as a part of Somaiya Vidyavihar with the objective of providing state-of-the-art education in management and allied areas. The institute is consistently ranked among top 25 management institutes and top 10 private sector B-schools in India. The institute offers full-time, part-time and executive programs in business management with specializations in international business, retail management, financial services, integrated marketing communications, finance, human resources, operations, marketing and executive MBA programs along with Master of Computer Applications and doctoral Programs. All the programs are approved by All India Council of Technical Education, Ministry Of HRD, Govt. of India and University of Mumbai. Apart from the regular programs the institute offers customized and industry-specific certificate and executive development programs for government bodies, companies, defense personnel and NGOs.

California State University, San Bernardino's Jack H. Brown College of Business and Public Administration opened in 1965. Set at the foothills of the beautiful mountains, Cal State San Bernardino serves more than 20,000 students each year and graduates about 4,000 students annually. Cal State San Bernardino is listed among the best colleges and universities in the western United States, according to The Princeton Review, Forbes and U.S. News & World Report, in their respective annual rankings.

Prof. Shiji Lyndon

Conference Convener

Dr. Preeti Rawat

Conference Co-convener

Conference Team

Dr. Shailaja Karve	Dr. Hemangi Bhalerao
Prof. Amitabha Sengupta	Dr. Megha Gupta
Dr. Shrabani Bhattacharjee	

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