

**Best Paper Awards:** The authors of two best papers will be awarded certificates for their work of ingenuity, importance and quality research as adjudged by an awards committee. To compete for the best paper award, a full paper must be submitted as per schedule.

**Review Process:** Completed submissions shall be pre-screened for conformity with submission guidelines and for overall appropriateness for the Conference. Papers that pass the initial screening processes will be double-blind reviewed.

**Originality:** All submissions must be original and should not have been published or accepted in a journal or conference proceedings, nor presented at another conference. Further, submissions must not be currently under consideration for publication or presentation elsewhere.

**Publication:** All accepted extended abstracts shall be published in conference proceedings with ISBN number. The authors must have registered and completed the formalities of payment of registration fee for inclusion of the paper in conference proceedings.

Selected papers shall be published in South Asian Journal of Human Resource Management (both ranked by Australian Business Deans Council) as well as The IUP Journal of Management Research and The IUP Journal of Organizational Behavior (both are Refereed Journals approved by the UGC). Some of the papers may be published as chapters in an edited book of a reputed publisher with ISBN number.

**Registration:** All participants should register for the Conference by completing the Registration Form which is given separately with the brochure and is also available on the conference websites: [www.ibshyderabad.org/ICSUSHRM2018](http://www.ibshyderabad.org/ICSUSHRM2018).

Registration fee is payable in advance. The payment can be made through online bank transfer. Bank details would be made available on conference website in due course. Registration fee covers admission to all academic sessions, conference kit, tea/coffee and lunch during designated breaks and conference banquet.

Participant Category	Registration Fee	Early Bird Registration (Before September 15, 2018)
<b>Participants from South Asian Countries</b>		
Academicians	INR 3,500 or USD 100 or Euro 75	INR 2,500 or USD 85 or Euro 65
Practitioners	INR 7,000 or USD 130 or Euro 100	INR 5,500 or USD 110 or Euro 85
Full-time students	INR 2,000 or USD 35 or Euro 25	INR 1,500 or USD 25 or Euro 20
<b>Participants from Non-South Asian Countries</b>		
Academicians	USD 200 or Euro 150	USD 180 or Euro 135
Practitioners	USD 300 or Euro 225	USD 250 or Euro 200
Full-time students	USD 60 or Euro 45	USD 50 or Euro 40

@ Registration fee is inclusive of all applicable taxes. \* Full-time students should attach copy of valid testimonials / Student Identity Card along with Registration Form.

**Cancellation Policy:** Registration fee once paid will not be refunded.

**Accommodation:** Limited accommodation on the University of Hyderabad campus is available on a first cum-first served basis. Hence, participants are encouraged to register early and book their rooms in advance. Participants interested in availing accommodation on the UoH campus are requested to intimate the Conference Secretariat about the same by e-mail while registering for the conference.

**Visa Matters:** Participants holding non-Indian Passports may require a visa. For more information, please check with the Indian Embassy in your respective country. The Conference Secretariat will issue Letter of Invitation for the conference, which can be used for obtaining Visa. However, the Institute will not be able to provide any further assistance with Visa. Foreign participants are requested to register before 30<sup>th</sup> September, 2018, as the Government of India requires the personal details of each foreign participant for visa clearances.

Conference Advisory Council	
Prof. Podili Appa Rao	Vice Chancellor, University of Hyderabad, Hyderabad
Prof. J. Mahender Reddy	Vice Chancellor, IFHE, Hyderabad
Prof. Abdul Mannan	Chairman, UGC, Bangladesh
Prof. Dr. Abdur Rab	Vice Chancellor, International University of Business Agriculture and Technology (IUBAT), Bangladesh
Prof. Susan E. Jackson	Distinguished Professor, School of Management & Labor Relations, Rutgers University, New Jersey, USA
Dr. Marcus Wagner	Chaired Professor of Management, Innovation and International Business, Augsburg University, Augsburg, Germany
Prof. Michael Müller-Camen	Human Resource Management Institute, Department of Management, Vienna University of Economics and Business, Vienna, Austria
Dr. Jim Westerman	James E. Holshouser Distinguished Professor in Ethics, Department of Management, Appalachian State University, USA
Dr. Sugumar Mariappanadar	Senior Lecturer, Management/HRM, Peter Faber Business School, Australian Catholic University, Melbourne, Australia
Dr. Charbel Jose Chiappetta Jabbour	Director, University of Stirling Management School, Scotland, UK
Prof. Andrea Kim	School of Business, Sungkyunkwan University, Seoul, South Korea
Mr. V. Rajanna	Vice President & Regional Head, Global Business Head – Technology Business Unit, Tata Consultancy Service Ltd., Hyderabad
Prof. B. Raja Shekhar	Dean, School of Management Studies, University of Hyderabad, Hyderabad
Prof. S. Venkata Sesaiah	Director, ICAI Business School, IFHE, Hyderabad
Prof. P. Jyoti	School of Management Studies, University of Hyderabad, Hyderabad

#### CONFERENCE CHAIRS

Prof. Sita Vanka, School of Management Studies, University of Hyderabad, Hyderabad  
 Prof. M. Bhaskara Rao, ICAI Business School, The ICAI Foundation for Higher Education, Hyderabad  
 Mr. C. Ramakrishna, Executive Director, AMDISA, Hyderabad

#### KEY DATES AND DEADLINES

Submission of abstract commences	June 01, 2018
Decision on abstract commences	June 15, 2018
Submission of full paper commences	July 15, 2018
Decision on full paper commences	August 01, 2018
Early bird registration	August 01, 2018 to September 15, 2018
Registration closes	October 01, 2018
Pre-Conference workshop*	October 31, 2018
International conference	November 01-02, 2018

\* Please refer Conference website or Pre-Conference Workshop Brochure for full details.

#### Contact

**Sita Vanka, PhD**, School of Management Studies, University of Hyderabad  
 Tel.: +91 9866217076, E-mail: [sita\\_vanka@yahoo.co.in](mailto:sita_vanka@yahoo.co.in)  
**M. Bhaskara Rao, PhD**, ICAI Business School,  
 The ICAI Foundation for Higher Education, Tel.: +91 9908102340,  
 E-mail: [icsushrm@gmail.com](mailto:icsushrm@gmail.com), [dr.mbhaskararao@gmail.com](mailto:dr.mbhaskararao@gmail.com)

#### Address for Correspondence

Please address all your correspondence/queries to:  
 Conference Administrator-ICSUSHRM 2018, School of Management Studies,  
 University of Hyderabad, Prof. C. R. Rao Road, CUC, Gachibowli,  
 P. O. Central University, Hyderabad,  
 Telangana 500046, India. E-mail: [icsushrm@gmail.com](mailto:icsushrm@gmail.com)

[www.ibshyderabad.org/ICSUSHRM2018](http://www.ibshyderabad.org/ICSUSHRM2018)

## 2-Day International Conference on

# Sustainable Human Resources Management

*Practices, Policies & Perspectives in South Asia*

November 01 & 02, 2018 (Thursday & Friday)

#### Venue

School of Management Studies, University of Hyderabad  
 Prof. C R Rao Road, CUC, Gachibowli, Hyderabad - 500 046, Telangana.



Supported by



Sponsored by



Associate



Knowledge Partners

South Asian Journal of Human Resources Management  
 The IUP Journal of Management Research | The IUP Journal of Organizational Behavior

jointly organized by



हैदराबाद विश्वविद्यालय  
 University of Hyderabad  
 School of Management Studies

## About the Organizers



**The ICFAI Foundation for Higher Education:** The ICFAI Foundation for Higher Education (IFHE) is a deemed-to-be-University under section 3 of the UGC Act, 1956. It has three faculties viz., management, science & technology and law. IFHE has evolved a comprehensive student-centric learning

approach consisting of several stages, designed to add significant value to the learner's understanding in an integrated manner, covering relevant knowledge, practical skills and positive attitudes. IFHE has a large and well qualified faculty pool comprising of mostly doctorates with rich industry experience. The faculty members are involved in research, case development and industry consultancy. The University is accredited by the National Assessment and Accreditation Council (NAAC) with A+ grade. The University Grants Commission (UGC) has granted autonomy to the University.

ICFAI Business School (IBS) is one of the consistently top ranked business schools in India. IBS is ranked 22<sup>nd</sup> among business schools in India by the National Institutional Ranking Framework (NIRF), Ministry of Human Resource Development, Government of India for the year 2018. The school has been re-accredited by South Asian Quality Assurance System (SAQS), rated A\*\* by CRISIL, EB2 IN by ICRA and as an Excellent Business School by EdUniversal. The programs offered at IBS include PhD, MBA and BBA. Case Research Centre of IBS develops on an average over 100 business cases per year. These cases are used all around the world for teaching, in textbooks and industry.

**University of Hyderabad:** University of Hyderabad (UoH), one of the major institutions of higher education in India, is largely devoted to postgraduate studies and is widely known for its excellence in research and for its distinguished faculty. The University has built a reputation for providing high quality academic training, and has been recognized through a



number of awards – PURSE is one among them given by the Prime Minister of India. The University is accredited by the National Assessment and Accreditation Council (NAAC) with A++ grade. The University Grants Commission (UGC) has granted autonomy to the University. International measures of research excellence also show the pre-eminence of University. UoH ranks among the top 100 universities in Asia in many of its areas of study. UoH is ranked 5<sup>th</sup> among Universities in India by the National Institutional Ranking Framework (NIRF), Ministry of Human Resource Development, Government of India for the year 2018.

**Association of Management Development Institutions in South Asia:** Association of Management Development Institutions in South Asia (AMDISA), the only Association that networks management education and management development institutions in



South Asia, is recognized by South Asian Association for Regional Cooperation (SAARC) and has 256 members from the region. AMDISA launched the global benchmark quality assurance and accreditation system for Business Schools viz., South Asian Quality Assurance System (SAQS) as a service to the management education profession worldwide. SAQS quality label is recognition to the institution's commitment to quality and quality assurance through continuous improvement. AMDISA publishes the South Asian Journal of Management.

**The Conference:** With over 21 per cent of world's population (1.6 billion) occupying 3 per cent of world's area and contributing 3.8 per cent of the global economy as of 2015, the South Asian region comprising of Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka is an important geopolitical union of nations. The region is plagued by extreme poverty, mega-urbanisation, immense disparities between the rich and the poor and fundamental problems in the areas of infrastructure, energy

and the environment (Delinić, 2011). There is tremendous opportunity for cooperation among South Asian nations for sharing best practices and discussing policy implications. With vast population, the concerns for the region are gross enrolment ratio (GER), youth unemployment, poverty, economic development, infrastructure, technological developments, industrialization, etc. Social and economic issues of the region are linked to the human development and management of human capital. Therefore it is apt to focus on issues on management of human resources and more so on sustainable HRM practices in the region.

Sustainable HRM is defined as those long-term oriented conceptual approaches and activities aimed at a socially responsible and economically appropriate recruitment and selection, development, deployment, and downsizing of employees (Ehnert, 2006). Broadly, there exist three schools of thought on sustainability. The first approach emphasizes on reproducing capability. Here, the focus is on creating such HR systems that can manage social, environmental, and demographic pressures to last long and achieve organizational goals (Ehnert, 2009). The second approach emphasizes on the triple bottom line consisting of economic, environmental and social consequences. Scholars argue that HR practices that are oriented toward triple bottom line are sustainable in nature primarily because of their ability to create socio-, eco-, and economy-friendly image in the minds of the stakeholders (Branco & Rodrigues, 2006). The third approach emphasizes on coupling the earlier two approaches together by acknowledging and appreciating that HR systems and external economical, ecological, and social factors are interrelated (Renwick, Redman, & Maguire, 2011). In fact, sustainable development is also an important development goal of SAARC. Against this background, the University of Hyderabad and the ICFAI Foundation for Higher Education (IFHE) are jointly organizing a conference on Sustainable Human Resources Management: Practices, Policies and Perspectives in South Asia.

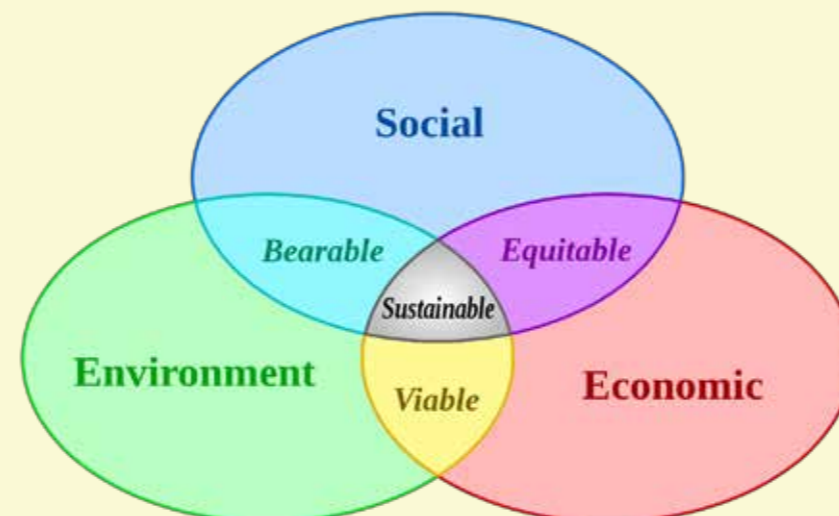
The focus of the conference is on the evolving area of HRM viz., sustainable HRM, the source of sustained competitive advantage. However, papers from all sub-themes of HRM are welcome. Conceptual/theoretical/empirical papers on the themes/subthemes of the conference are invited. Critical reflection of existing concepts, theories, or frameworks requiring refinement for carving a role for HRM in creating sustainable organizations are encouraged. This forum is meant to discuss, discover, innovate and deliver the emerging areas of HRM.

### Pre-Conference Workshop on Sustainable HRM

A one-day pre-conference workshop on Sustainable HRM is scheduled on October 31, 2018 (Wednesday) at the University of Hyderabad campus. Distinguished professors and accomplished researchers would be resource persons. Refer the relevant link on the Conference website for further details.

### Objective(s)

To provide a platform for the stakeholders to present and discuss the trends, innovations, concerns and challenges encountered in the areas of HRM with specific focus on sustainable HRM and solutions thereof.



## Conference Themes

The conference welcomes papers on various themes/topics of HRM, although the focus is on Sustainable HRM. The aim of the Conference is to bring together international scholars and practitioners to reflect on the progress, to present state-of-the art scholarly work in the field of HRM, and to create agenda for further research.

- Changing Employer-Employee Relationships
- Competency-based Sustainable HRM
- Cross-Cultural HRM
- Digital HRM
- Disruptive Trends in HRM
- Diversity and Sustainability
- e-HRM
- Employee Engagement
- Employer Branding
- Engaging & Managing Human Resources
- Equality, Diversity and Inclusion: Matters of Sustainable HRM
- Flexibility & Change Management
- Green HRM
- Harnessing Analytics for HRM Effectiveness
- HR Analytics: Sustainability and the Role of Data
- HR Information Systems
- HR Outsourcing & Offshoring
- HR Shared Services
- HRM and Corporate Ethics
- HRM and Entrepreneurship
- HRM and Societal Responsibility
- HRM and Sustainable Organizations
- HRM, Employee well-being and Organizational Performance
- HR's Role in Organizational Innovation
- Human Capital Management
- Inclusive HRM for Vulnerable Employees
- Industrial Relations to Employee Relations
- Innovation and HRM
- Intellectual Capital and HRM
- Interdisciplinary Studies in Contemporary Research
- International HRM
- Intersection of Sustainable HRM and Proactive Organizations
- Leadership, with Focus on Sustainable Leadership
- Learning & Development
- Learning Organization
- Learning, Development and Talent Management for Sustainability
- Multiple Dimensions of Sustainability and HRM
- Offices without Humans
- Organizational Behavior
- Organizational Citizenship Behavior
- Organizational Culture and Climate
- Organizational Development and Change Management
- Performance Management Systems
- Positive Psychology
- PsyCap and Sustainable HRM
- Psychological Contract
- Recruitment and Selection for Sustainable Work
- Re-engineering for Enhancement of Work Processes
- Role of Leaders and Managers in Sustainable Delivery and Outcomes of HRM
- Self-sustaining Excellent HR Systems
- Social Media & Privacy
- Strategic Human Resource Planning
- Strategic Staffing
- Sustainability and Managing Performance
- Sustainability of Flexibility and Entrepreneurialism in Future Labor Markets
- Sustainable Careers
- Sustainable HRM and Sustaining Employee Motivation
- Sustainable HRM for all: A Multi Stakeholder Perspective
- Sustainable HRM for the Public Sector
- Sustainable HRM in Educational Institutions
- Sustainable HRM in Healthcare Organizations
- Sustainable HRM: How do we Measure?
- Sustainable Organizations
- Sustainable Talent Acquisition and Employer Branding
- Sustainable Workforce
- Talent Management
- Technology-based Self-service Applications
- The Implementation and Value of Innovative HRM
- Theories and Strategies for Sustainable HRM
- Union Substitution Strategies and Co-partnership
- Work Harm Reduction
- Work-life Harmony
- Other Contextually Relevant Research Papers

### Call for Papers

- Submit extended abstracts of 1,000-2,500 words clearly indicating objectives methodology, findings, and contributions of the study.
- Authors whose extended abstracts are accepted may submit full papers of 5,000-8,000 words.
- All papers must be written in English language, prepared as per APA 6.0 guidelines ([refer www.apastyle.org](http://www.apastyle.org)) and submitted in Microsoft Word format (.doc/docx).
- All extended abstracts/full papers must be submitted through e-mail to [icsushrm@gmail.com](mailto:icsushrm@gmail.com)