



75<sup>TH</sup> ANNIVERSARY  
**SRM**<sup>®</sup>  
BETTER WORKPLACES  
BETTER WORLD<sup>™</sup>

CALL FOR PAPERS

# International HR Conference cum Conclave

## HR in Dynamic Business Environment

HYBRID MODE

IHRCC  
2023





## About IIM Jammu

The Indian Institute of Management (IIM) brand has become synonymous with innovation, talent, and zeal for success and contribution to management. The government of India established IIM Jammu in Jammu and Kashmir in 2016. IIM Jammu inaugurated its Off-Campus at Srinagar on January 24, 2020. IIM Jammu has set high standards for outstanding value-based quality education, high-quality research, executive education, consultancy, and solid corporate and international linkages. IIM Jammu

encourages contemporary research on regional, national, and global issues.

Presently, IIM Jammu operates from the Old University Campus, Canal Road, Jammu. The proposed 200 acres of state-of-the-art campus is coming up at Jagati, 14 km from Jammu City about 16 km from Jammu Railway Station, and 18 km from Jammu Airport. The new Academic session 2023-24 starting from the new Campus, which is a blissful mix of modern architecture, culture, and heritage of Jammu and Kashmir.



## About HR Conference

Over the past decades, the business world has witnessed a dramatic role change in human resources management. This disruption is shaped by people's consciousness, organizations' aspirations, digital transformation, socio-cultural transition, and brutal recession driven by socio-political economics. HR is one of the most dynamic fields ever growing and evolving. At the same time, the complexities are ever-growing and pose challenges to HR practitioners. The rate at which the workplace evolves, mainly due to technological advancement and digital literacy, has turned the HR portfolio into a new path, i.e., the mechanization process. However, this also calls for a new consciousness in human resource management, especially considering the progressive dehumanization that AI has initiated today. We must, therefore, seek to create a human experience that builds an organic HR system that can endure changing complexities while also befitting current consciousness.

Upholding this spirit, IIM Jammu invites researchers, academicians, and practitioners to come forward and share their experience and research at our "HR in Dynamic Business Environment conference," to be held early in October 2023. This conference aims to focus on learning from voices on the ground with the evolution, latest development, and future direction. Also, mark people's experiences and reflects on the dynamics and complexities shaped by digital transformation in the HR domain.

The conference will provide a comprehensive shared experience and understanding of the recent trend in HR and allow us to have a collective space and time to engage with the state-of-the-art capacity and necessary training: acknowledging the Indian and world social-economic text. This event will dwell on the voices of collectives and industry experts, academicians, and researchers to chart the new path consciously together.

### Who should attend?

Academicians, Industry experts and HR practitioners, I/O psychologists, and Research scholars in I/O psychology, OB-HR, and its allied domains should attend the conference.

## Theme and Tracks

This conference invites all researchers, practitioners, and experts to submit an original paper(s) in the given tracks but not limited to

- 1 Digitalization in HR
- 2 Impact of AI on HR
- 3 Employee Experience and Engagement
- 4 Employee Health and Well-being
- 5 Corporate Social Responsibility and Sustainable HRM
- 6 Quality of Work life
- 7 Ethics and Values in the VUCA world
- 8 HR Analytics
- 9 Strategic Leadership in the Digital Age
- 10 Flexible Work Practices and Policies
- 11 Talent Management
- 12 Learning and Development
- 13 Meaningful Work in Relation to Artificial Intelligence and Automation
- 14 System Design, Thinking, and Action Learning
- 15 Spirituality at the Workplace
- 16 Future of Work
  - Fixed to Flexi
  - Reimagining Work Design
  - Democratisation of Digital Space
  - Offline - Online Decoded

## Submission Guidelines

We invite the submission of original research, reviews, methodology, and cutting-edge research related to Organizational Behavior, Human Resource Management, Psychology, and its allied domain for presentation at the conference. Following participation, discussion, and feedback at the conference, authors can revise and resubmit the manuscript for publication in our partnering journals. Our conference website will update information related to partnering journals and other opportunities. Authors will be free to opt out of the publications in conference proceedings/ partnering journals after the conference presentation.

**All submissions will be online.**

Paper Formatting	
Paper Structure	<ul style="list-style-type: none"> <li>• Abstract</li> <li>• Introduction</li> <li>• Literature review/ research framework</li> <li>• Methodology/ Approach</li> <li>• Findings/Result</li> <li>• Discussion/Conclusion/Implications/Recommendations</li> <li>• Acknowledgements (if necessary)</li> <li>• Reference</li> <li>• Appendices (if necessary)</li> </ul>
Font	12-point Times New Roman
Paragraph	1.15 spacing
Margin	Standard (Top: 2.54 cm, Bottom: 2.54 cm; Left: 3.18 cm, Right: 3.18 cm).
Page Numbering	Bottom-Right
Layout	Single-column, Portrait
Format	Pdf only
Referencing Style	APA
Review Process	<ul style="list-style-type: none"> <li>• All submissions will go through the review process.</li> <li>• Papers for publication in partnering journals will go through the review process of the respective publication.</li> </ul>

## Type of submission

We invite all Experts, practitioners, and scholars worldwide from this domain to submit their original work, not limited:

- Research papers
- Working papers (Conceptual)
- Case studies.

## Guideline for extended abstract submissions

Interested author(s) are encouraged to submit an extended abstract of 3000 maximum word limit (including the synopsis and exclusive of reference). The extended abstract must consist of brief 150 words (Max.) synopsis of the paper.

- All paper(s) submitted must be in English only.
- All paper(s) submitted must include the title of the paper (in bold), full name(s) of all the author(s), and affiliation with the corresponding details of at least one author.
- Example: Dr. James, Professor of Organizational Behavior, Indian Institute of Management Jammu, Jammu & Kashmir, India
- Corresponding email address: james@iimj.ac.in
- All manuscript(s) must adhere to the formatting guidelines given in the table.
- Extended abstract must contain a proper introduction with aims, objectives, methodologies, and relevant findings and recommendations.
- There will be only one-time submissions.
- All manuscripts must specify the type of paper (E.g., Research papers, working/ conceptual papers, case studies, etc.).
- All tables and figures must number with the title correctly.  
Example-1: Table 1.1: Showing the participant's profile  
Example-2: Figure 1.1: Showing the HR Model

## Registration Details

Registration (only online) will start on 21st July 2023 on the conference website. Registration is necessary even though no paper is submitted. One author must register for the paper's inclusion in the conference proceedings. The conference fee includes a Conference Kit and a copy of the conference proceedings, Lunch, Dinner, Tea, and refreshment.



### Extended Abstract Submission Link

[https://docs.google.com/forms/d/e/1FAIpQLSfSNDWdsKITzoC0UbLrtfpwRpJSwS\\_5JT4Cyee7YCO0ReKD7w/viewform](https://docs.google.com/forms/d/e/1FAIpQLSfSNDWdsKITzoC0UbLrtfpwRpJSwS_5JT4Cyee7YCO0ReKD7w/viewform)

Note: Registration Link to be updated in the IHRCC website

Registration and fees details			
	Category	Indian (INR)	Foreigner (USD)
		Regular	
1.	Conference		
	Academicians/ Industry Professionals	3000	150
	Research Scholars	2000	100
	Students (PG/UG)	1000	50
2.	Pre-Conference Workshop	1000	50
3.	Conclave	1000	50

Note: No change of fees, irrespective of the mode of presentation.

### Publication opportunity

Selected best paper(s) will be published in Special Issue of The Learning Organization, Emerald. Publication process is as per the journal guidelines. Interested Authors(s) must submit the full manuscript for publication opportunity.

Note: Follow the journal's authors guidelines for developing manuscripts.

### Important Dates

Extended abstract submission starts

**1<sup>st</sup> June 2023**

Extended abstract submission deadline

**15<sup>th</sup> September 2023**

Notification of Abstract Acceptance

**Within 20 days from the date of submission**

Pre-conference Workshop

**12<sup>th</sup> - 13<sup>th</sup> October 2023**

Registration Open

**21<sup>st</sup> July 2023**

Registration Deadline

**30<sup>th</sup> September 2023**

Conference Date

**14<sup>th</sup> & 15<sup>th</sup> October 2023**

## Organizing Committee

Prof. B.S. Sahay, Director, IIM Jammu (Patron)

Dr. Guangpuanang Kahmei, Assistant Professor, IIM Jammu (Conference Chair)

Dr. Anuja Akhouri, Assistant Professor, IIM Jammu (Joint Conference Chair)

Dr. Mamta Tripathi, Assistant Professor, IIM Jammu (Member)

Dr. Baljeet Singh, Assistant Professor, IIM Jammu (Member)





## Conference Venue

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### Conference Secretariat

Indian Institute of Management Jammu  
Jagti-181221, Jammu & Kashmir, India

**P** : 0191-2585837

**W** : <https://www.iimj.ac.in/ihrcc-2023>

**For Queries:** please write to: [hrcc@iimj.ac.in](mailto:hrcc@iimj.ac.in)