



Rajagiri Conference on

HRM

Theme

Sustainability and HRM

10 – 11th January 2024

Under the aegis of main Rajagiri Conference

**International Conference on Multidisciplinary Approaches
to SDGs and International Partners' meet**

About The Conference

International Conference on Multidisciplinary approaches to SDGs & International partners meet. Jan 10,11,12 and 13 at Rajagiri Valley, Kakkanad, Kochi.

The SDGs were formulated in 2015 by the United Nations General Assembly (UNGA) as part of the Post-2015 Development Agenda, which sought to create a future global development framework to be achieved by 2030. There are cross-cutting areas and synergies between different goals. It is therefore imperative that discussion and action in multidisciplinary domains be initiated. The COVID-19 pandemic had serious negative impacts on all 17 SDGs. Multidisciplinary and trans-disciplinary research across economic, socio-political, and environmental dimensions from the perspectives of academia and industry needs to be carried out to identify the best models and practices which could be adopted. This conference is a platform for academicians and industry experts to share and reflect on their experiences in advancing SDGs and collaborate with organisations working in similar domains. This conference explores the possibility of global networks in domain- specific areas of SDGs that can learn from each other and initiate best models in their practice.

This conference is also an opportunity for Rajagiri to acknowledge and appreciate the Global partners who have been a strong pillar of support for the last 25 years of association through faculty mobility, student mobility, joint projects and collaborative research activities.

RCHRM'24



RCHRM'24 LINK ►



25 years of Internationalisation @ Rajagiri

'Internationalisation' has been a catchword for Rajagiri since its inception and we have completed 25 years of official International collaborations. Currently, Rajagiri has official agreements with 60+ International Universities across 30 countries. Establishing vibrant academic tie-ups with leading universities all over the world has not only helped the students to get international exposure, but also facilitated in sharing of resources for faculty training, curriculum development, research, and consultancy. Our students from PG and UG programmes regularly do short-term study programmes in our Partner Universities with a duration ranging from 1 month to 6 months. We host International students in our regular programmes as full-time students which is also supported by the Study in India (SII) Programme from the Govt of India. The various programmes offered by Rajagiri also have twinning, dual degree arrangements with world-class International Universities across the globe.



A large, multi-story building with a red and white facade, identified as Rajagiri Business School. The building has many windows and a prominent entrance. In the foreground, there is a decorative illustration of green grass, white daisies, and yellow and orange circles.

About Rajagiri Business School

Established in the year 2008, Rajagiri Business School (RBS) is part of Rajagiri Group of Institutions and functions as an autonomous institution. The business school is located in the Rajagiri Valley in Kakkanad, close to the IT hub of Kochi, Info Park, and to the integrated business township, Smart City Kochi. The campus, where the managers of tomorrow hone their skills, has been well-planned preserving the natural splendour of the environment to allow for academic development in communion with nature. In 2022, Rajagiri Business School got full accreditation by AACSB, a globally renowned accreditation agency, and also, recently the PGDM program of RBS is accredited by EFMD, one of the highly reputed international accreditation agencies.

To equip students with the right conceptual foundation, analytical skills, and knowledge application ability, the curriculum at RBS is kept relevant with the dynamics of the changing business environment. With social sensitivity at its core, the emphasis is on experiential learning and holistic development. Case method, simulation, and lectures are the chief pedagogical tools used at the School.



About **Rajagiri College of Social Sciences (Autonomous)**

Rajagiri College of Social Sciences (RCSS) was established as a result of the indefatigable industry and foresight of CMI Congregation. It is located on two picturesque campuses- the Hill Campus at Kalamassery and the Valley campus at Kakkanad in Kochi, in the state of Kerala. RCSS has been placed 27th in the country in the 'Colleges' category by the National Institutional Ranking Framework (NIRF) 2022, MHRD, Govt of India.

The College had its origin as a pioneer in professional social work education starting with a Diploma in social service way back in 1955 and adding on Masters in Social Work (MSW), the first of its kind in Kerala State and one of the very few in South India. The specialization PM & IR then offered in the MSW program gave way for an additional Program -Masters in Personnel Management & Industrial Relations which is the present MA (HRM) offered on campus.

RCSS was selected and granted 'College with Potential Excellence' (CPE) status by the University Grants Commission (UGC) of India in 2016. The institution was reaccredited in the fourth cycle with an A++ grade and with CGPA of 3.83 by the National Assessment and Accreditation Council (NAAC). The College is presently offering 17 Programs (Graduate, Postgraduate, Postgraduate Diploma and PhD) under 8 Departments

Keynote Speaker



Dr. Aruna Gamage

*Ph.D., M.Sc., Certified HR Auditor,
IPM (SriLanka) and TVRLS (India),
National Trainer*

Dr. Aruna Gamage is a Professor in Human Resource Management in the Dept. of Human Resource Management of the Faculty of Management Studies and Commerce of the University of Sri Jayewardenepura. He obtained his First Degree in B.Sc. Management (Sp.) from the University of Sri Jayewardenepura. He was awarded the Dr. Patric Mendis Award for the best student of the year for Leadership and Management by the University for his outstanding performance in the year 1993. He completed his Master's Degree in Business Management in the year 2000 at the same University and was able to secure the prestigious MOMBUSHO Scholarship in the same year given by the Japanese government to pursue doctoral studies in Japan. He completed his doctoral studies at Meijo University, Japan in the year 2005 and was awarded the "Best Foreign Student of the Year Award – 2005" for his outstanding performance by Meijo University. He chaired the Third International Conference on Business Management in the year 2006 (ICBM- 2006).

Prof. Gamage was the former Head of the Dept. of Human Resource Management and the Coordinator of the MBA/M.Sc. in Management Programmes of the Post Graduate Centre for Business Studies of the University of Sri Jayewardenepura. He has won the 2019 Honorary Award 2019 for his contribution to the field of Commerce, Zonal Education Office, Horana. Dr Gamage is an accomplished researcher who has published extensively in national and international journals and received the Research Award for the highest citations from the Faculty of Management Studies and Commerce, University of Sri Jayewardenepura in 2018. In 2017, he received the Research Award for the highest h-index of the Faculty of Management Studies and Commerce, University of Sri Jayewardenepura. His mastery in consultancy is well explained through the 2016 Research award for securing the highest external grants, the University of Sri Jayewardenepura. Dr Gamage is also the winner of the 2012 Fulbright Advanced Research Lecturing Awards Programme 2013- 2014, USA.

Dr Gamage is currently a visiting faculty at various universities and institutions in Sri Lanka. He is also a skilful corporate trainer for several government and private sector institutions. His current research interests include the Decent Work agenda under sustainability goals.



Panel discussion Session

Panelists



S. Ramkishore

S. Ramkishore is the Head-HR (Heavy Civil Infrastructure Independent Company) at Chennai, Tamil Nadu, India. It is a part of the Larsen & Toubro group (L&T), a \$21 billion Indian multinational conglomerate. In his tenure spanning over a decade at the L&T group, he has also previously helmed various leadership roles such as Head-HR (Divisional Corporate), Head-HR (Water & Effluent Treatment Independent Company), Head-HR (Water, Smart World & Communication IC), Head-HR (Water, Renewable Energy IC), and Head-HR (Water & Solar Strategic Business Group). The Water and Effluent Treatment Independent Company is one of the global leaders in the water business, designing and building mega water infrastructure in the fields of Water supply and distribution, Waste Water and Industrial effluent collection, treatment, disposal/ reuse, Lift irrigation, Desalination and Zero liquid discharge (ZLD) projects in India and abroad. Prior to his illustrious career at L&T group, he was Deputy General Manager (Personnel) at the Indian Airlines, where he worked for over two decades handling a variety of HR/ER responsibilities across the Western, Eastern and Northern Regions.



Dr. Payal Kumar

Dr. Payal Kumar is Principal Academic Advisor, Indian School of Hospitality, India. She was formerly Professor and Chair HR/OB and Associate Dean – International Affairs at BML Munjal University, Gurugram, India. She completed her Master of Arts from the School of Oriental and African Studies, University of London, UK, and Fellow Program in Management in Organizational Behaviour from XLRI, Jamshedpur, India. She is the advisory member of several international peer-reviewed journals, and is a senior reviewer in top journals such as Journal of Organizational Behaviour. She is the South Asian ambassador for Academy of Management Discoveries Journal, and an Emerald Publishing Brand Ambassador. She has published 17 books so far with international publishers such as Springer and Emerald Publishers, apart from several research papers. She is the series editor of the Palgrave Studies in Leadership and Followership, a 5-volume series with volume editors spanning USA, Austria, Australia and India. Apart from being a prolific writer, she is also a prize-winning researcher, winning accolades including the Best-symposium for the MED division, Academy of Management Conference, Seattle, USA, 2022 and the Andre Delbecq & Lee Robbins MSR (AOM) Scholarship. Prior to her academic career, Dr. Kumar served as Vice President (Editorial & Production) at SAGE Publications, India.

Panel discussion Session

Panelists



Dr. Bino Paul

Dr. Bino Paul is Deputy Director / Pro-Vice Chancellor, Tata Institute of Social Sciences (TISS) and Professor - School of Management and Labour Studies at TISS, Mumbai, India. He holds a doctoral degree in Economics, and an M.Phil in Planning & Development from Indian Institute of Technology Bombay. In an illustrious academic career spanning over 25 years, Dr. Paul has established himself as an eminent researcher in areas such as Labour Market, Social Networks and Knowledge Activity; and an impactful teacher in areas such as Labour Economics, Social Network Analysis, and Urban Economics. He has been the recipient of honours such as the Duo Professor Fellowship (DUO India), and the Leadership for Academicians Programme (LEAP) by the Ministry of Education. He has published several research papers in prominent national and international peer-reviewed publications such as Journal of Labour Economics, Labour and Industry, Indian Journal of Labour Economics, Journal of Social Structure, Journal of Workplace Learning, Economic & Political Weekly, and book chapters in several books by reputed international publishers such as Oxford University Press and Springer. He has authored several papers on sustainability and sustainable development in prominent national/international publications such as Scientific Reports, Sustainability, Indian Journal of Human Development, and Sustainable Development to name a few. He has done numerous research projects in collaboration with national and international bodies such as International Labour Organization (ILO), Government of South Africa, Fondazione Giacomo Brodolini (FGB), Northwestern University (USA), Ministry of Shipping (Government of India), Indian Council of Social Science Research (ICSSR), Ministry of Minority Affairs (Government of India), Government of Maharashtra, Government of Chhattisgarh, and Shipping Corporation of India. Dr. Paul, along with a team of fellow researchers, was awarded a German Patent (Utility Model) for the development of a system to Account for the Impact of Covid 19 on Households of India - a methodology in the area of Resource Planning and Analytics.



Shilpa Rajan

Ms. Shilpa Rajan has created a legacy in the Indian HR realm through her accomplishments and visionary leadership over the past 22 years. As a seasoned HR professional, she personifies strong people management skills in HR functions and processes including Change Management, Performance management, Diversity Management, and Organizational Development. A postgraduate in Human Resources Management from MG University, she started her career as a Corporate Life Skills Coach at the Tata Consultancy Services, Learning and Development Center, Thiruvananthapuram. In a span of 9 years, Ms. Shilpa, quickly rose through the ranks to become the Head-HR, Global Integrated Services Unit - Tata Consultancy Services. Ms. Shilpa had a short stint in academics when she worked as an Assistant Professor in Human Resources at the Xavier Institute of Management and Entrepreneurship (XIME), Bangalore. Ms. Shilpa later held powerful leadership positions such as Global HR Head - Cyber Security & Risk Services at Wipro Ltd, Global Human Resources Director, at Honeywell, and Global Head of Diversity (DEIB) & and Head of the People Champions Function at Mastek Ltd. Currently, she serves as the General Manager HR at Bosch Global Software Technologies, based in Bangalore, India. Ms. Shilpa Rajan is also an HR leader certified in Business Excellence, Behaviour Analysis, and Value Analysis (TBEM, CPBA & CPVA). She is a renowned Corporate trainer in concepts such as Six Hats and Lateral Thinking with rich experience in managerial and behavioural training. She is Gold Certified in Business Excellence by Tata Quality Management Services (TQMS). She is an avid speaker who recently showed her strong presence, speaking on the topic 'Leveraging Data-driven Engagement for Talent Sustainability' at the 4th edition HR Tech Summit Awards 2023 organized by UBS Forums Pvt Ltd.

HR track

invites submissions on a broad range of topics.

SDG practices in HR involve a number of listed goals of sustainable development, such as no poverty, zero hunger, quality education, gender equity, clean water and sanitation, decent work and economic growth, innovation, inequalities, peace, and justice. It also encompasses the recent developments in sustainable HR practices, such as the Labour Codes and ESG Initiatives by corporations.

The sub themes could be as under but not limited to

Green HRM inclusive of

- Balanced Corporate Responsibility (BCR)
- Sustainable Social Responsibility (SSR),
- Sustainable HRM practices for Workplace Mental Health and Employee well-being
- Design of Sustainable Organizations and Sustainable Leadership
- **Relevance of IR in the unorganized sector,**
- **Humanomics (defined as an interdisciplinary program to teach and research a humanistic science of economics)**
- **Hurconomics (defined as a way of looking at people, processes and events in economic and financial terms)**
- **New Labour Codes and Employee Relationship and Behaviour,**

- **Digital Implications on HR Practices**
- **Diversity, Equity and Inclusion (DEI) in the HR gamut,**
- **Flexi-Policies,**
- **Green Jobs**
- **Decent Work**
- **Newer HR practices such as:**
 - Design your workspace options,
 - Choose Your Reward (CYR) (cafeteria) kind of strategies,

In short, the most unorthodox HR roles and practices that are popular across the globe, in which anyone in the field and the one who is expected to enter the field needs to be trained and equipped for anytime in their career.

The purpose of this conference is to bring together both national and international practitioners, research scholars, and working professionals in human resource management/development, with a special focus on SDG/ESG friendly HR. The conference is structured around a number of theme-focused sessions. Extended abstracts, followed by full research articles, and practitioners' perspectives and ideas in the field of HRM are invited from practitioners, academicians, researchers, and doctoral students. The presented full-length papers will be evaluated for publication in reputed journals.

Submission Guidelines

Extended abstracts (minimum 2000 words) are to be submitted as a single file, preferably in PDF format. The font size for the body of the text should be 12-point Times New Roman. The submission should contain the title, name(s) of the author(s), affiliation(s), keywords, and e-mail address of the corresponding author. Please name the manuscript as "Last Name_ First Name" of the submitting author.

Last date for abstract submission
30 November 2023

Notification:
Within 15 days of submission

Full paper submission:
15th December, 2023

Conference Inaugural Function:
10th January 2024 FN

Important Dates

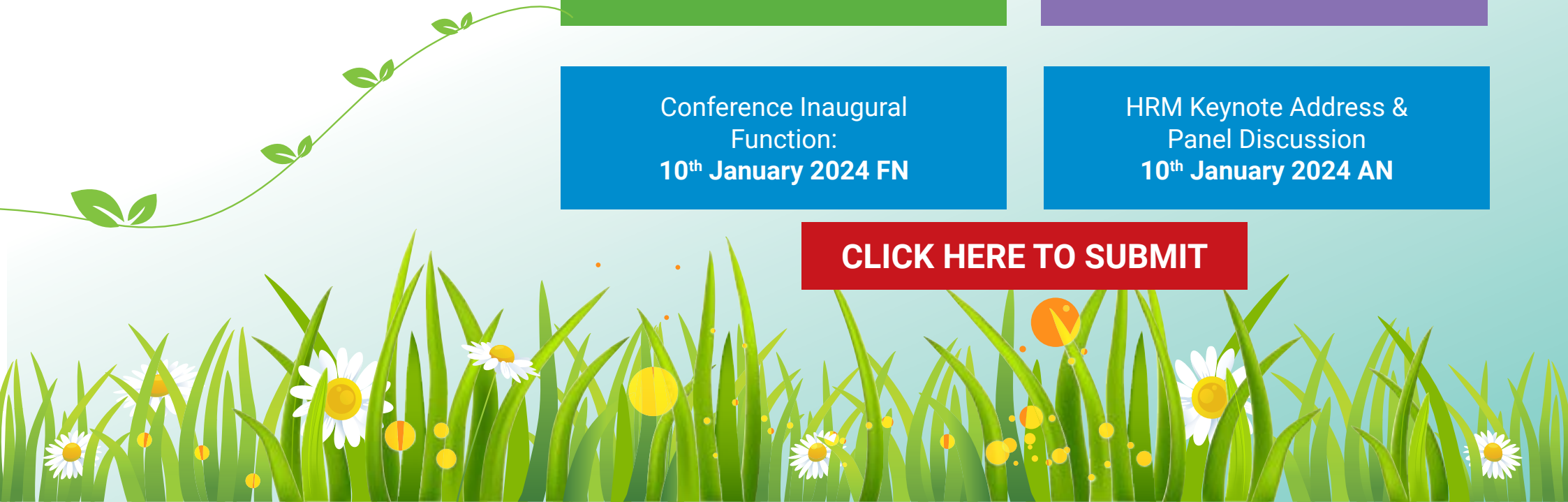
Last date of Early Bird Registration:
10 December 2023

Paper presentation:
11th January, 2024

Email:
hrcon2024@rajagiri.edu

HRM Keynote Address & Panel Discussion
10th January 2024 AN

CLICK HERE TO SUBMIT



Publications

Paper presented at the conference will be peer reviewed and considered for publication in reputed indexed journals. However, papers must fulfill the journal's quality standards. Papers for special issues must fit within the scope and goal of the special issue. For each journal, only one manuscript per author/co-author will be considered. Where appropriate, authors have to bear the publication/submission fees. Selected papers are required to mention that the paper was presented at the Rajagiri Conference on HRM, RCHRM'24.

Best Paper Award



The Best Paper Award will be presented for outstanding research work. The awardee will be decided by a committee of experts. Details of the platform and panels will be communicated at a later date.

Registration Fee

National Participants

Category	No. of conference Days	Early Bird Registration	Late/Spot
Indian Professionals/ Academicians	4 Days	Rs. 4000*	Rs. 4500
	3 Days	Rs. 3000*	Rs. 3500
	2 days***	Rs. 2000*	Rs. 2500
	1 Day	Rs. 1000**	Rs. 1500
	Half-day	Rs. 600**	Rs. 900
Indian Students	4 Days	Rs. 3500*	Rs. 4000
	3 Days	Rs. 2500*	Rs. 3000
	2 days	Rs. 1500*	Rs. 2000
	1 Day	Rs. 750**	Rs. 1250
	Half-day	Rs. 500**	Rs. 800

*Registration fee includes breakfast, lunch, tea, dinner, and conference kit.

**Conference kit won't be provided. Tea, lunch/dinner will be provided as applicable.

*** For RCHRM 2024, 2 days are applicable. If somebody wants to be part of the main SDG conference for more than two days, they can do so.

Registration Details Cont.

International Participants

Category	Early Bird	Late/Spot
Foreign Professionals/ Academicians	\$ 350	\$ 400
Foreign Students	\$ 250	\$ 300
SAARC Countries' professional/ Academicians	Rs. 10000	Rs. 10500
SAARC Countries Students	Rs. 8000	Rs. 8500

Registration fee includes accommodation (during conference days), breakfast, lunch, tea, dinner, and conference kit.

[CLICK HERE TO REGISTER](#)

The payment particulars should include the participant's name in FULL followed by RCHRM'24.

Upon completing the registration process, kindly make the registration fee payment through a bank transfer. Once the payment is successfully made, please proceed to upload the receipt on our website, and wait for confirmation. We will promptly confirm your payment and registration.



Programme Board

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Professor
Rajagiri College of Social Sciences

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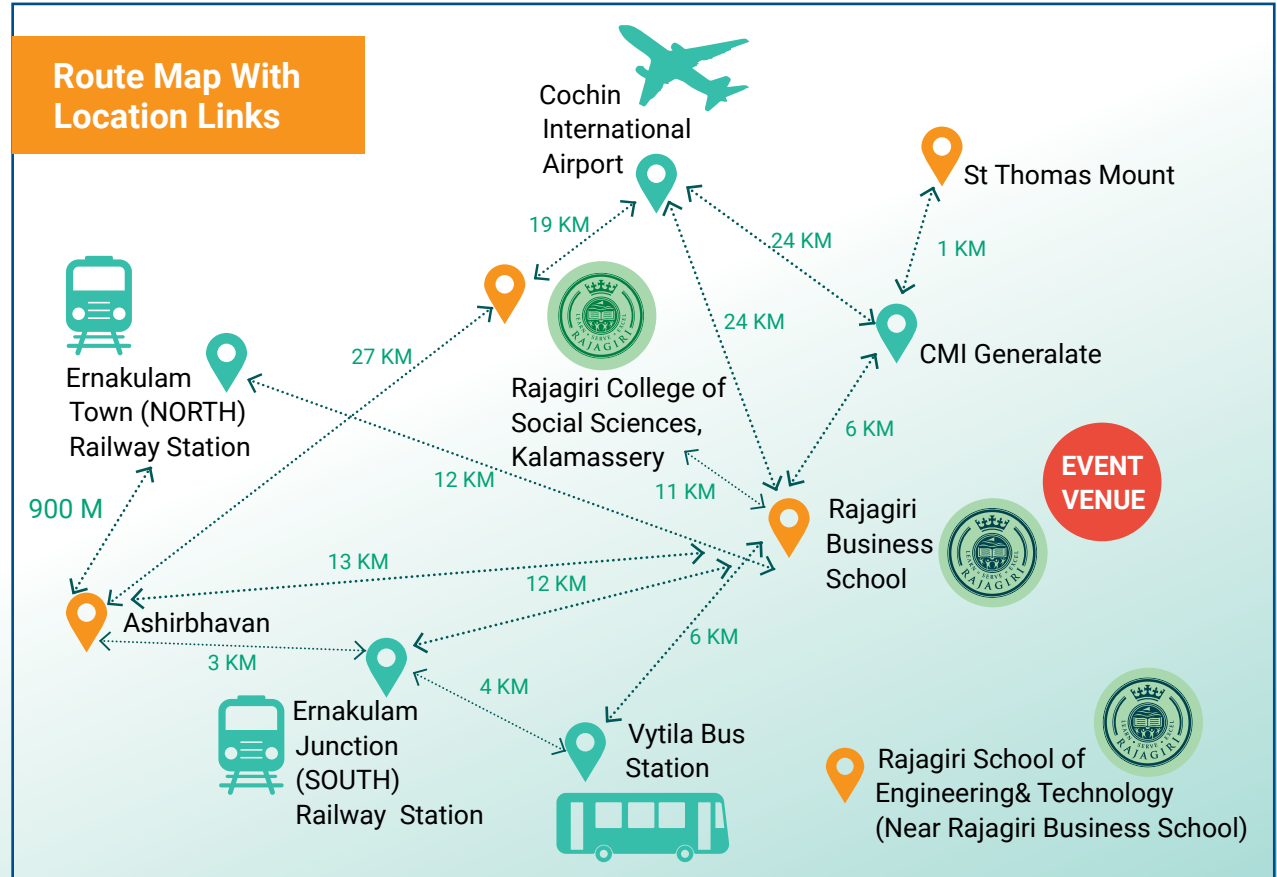
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**For more information,
Registration and Submission** 



Note: Click on the location name for links.

