



6TH INTERNATIONAL HR CONFERENCE

On February
1 & 2, 2019

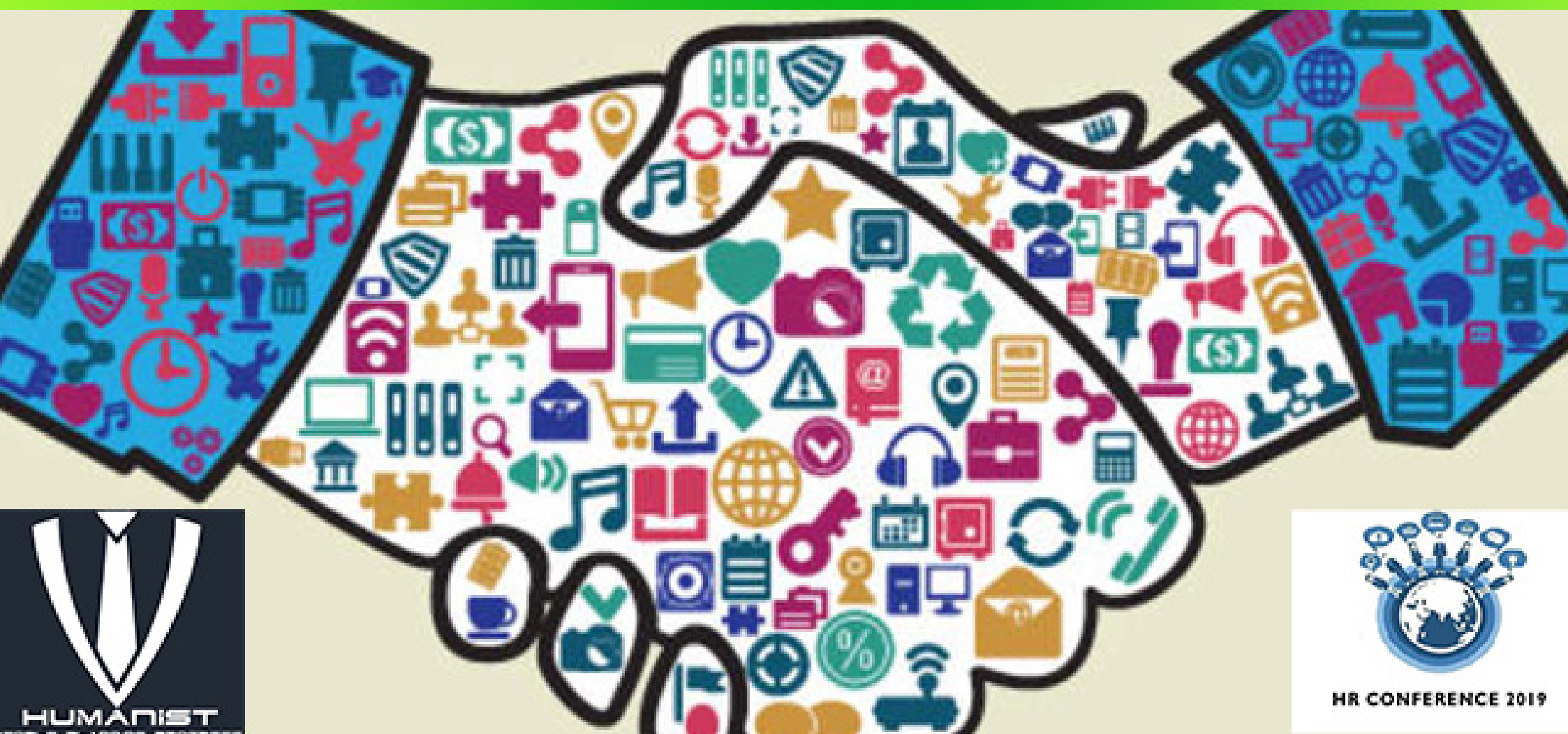
Organized by

K. J. Somaiya Institute of Management
Studies and Research, Mumbai, India

In association
with



DEMYSTIFYING TEAM DYNAMICS



The HR conference at SIMSR is one of the prestigious gatherings for academicians and practitioners. It is a two-day event that takes place in Mumbai, India every year. The conference brings together HR and other professionals from around the country and the world to discuss, reflect on and develop their ideas. It offers many opportunities for professional contact, development and networking.

As Aristotle said, “The whole can be greater than the sum of its parts.”

In its simplest form, teamwork is an activity in which members of an organization come together to work toward a common goal or set of goals. In today’s work environment, teamwork can happen in person or (increasingly) online. It is worth noting that today’s teams are much different than they were in the past. For instance, today’s teams are more diverse and dynamic, containing unique skill sets that bring new challenges and opportunities. As a result, each project that requires teamwork can also serve as an opportunity for personal growth and professional development. Being digitally literate — or possessing the ability to use information and communication technologies — has become increasingly important in team settings, as technology dominates the workplace.

In the future, we hope to see more improvements in terms of usage of AI (artificial intelligence) and automation to help teams work efficiently. With the help of artificial intelligence, companies will be able to build a more diverse workforce. Artificial intelligence will make businesses recruit smarter, while also boosting their chances of retaining top talent. But how exactly will AI do this? Bots and machines will be able to gauge a candidate’s emotional intelligence and will also run keyword searches. Keyword searches will be carried out on items such as resumes. Ultimately candidate experience will improve the more artificial intelligence evolves.

The HR conference team at SIMSR finds this an apt platform to understand the dynamics of teams and its applications in various disciplines of management and other areas of life. Teams are used to solve problems, attain goals and achieve performance. Academic and corporate professionals are invited to present their research in the areas of team and teamwork. The conference paper should be on the subthemes and related areas of teams. The theme and subthemes are indicative areas.

Call for Papers

We invite research papers, conceptual papers, working papers, white papers, case studies, viewpoints, general reviews, literature reviews, consultancy reports and poster presentations from academicians, research scholars, consultants, practitioners from the industry, members of professional bodies and students from across the world to contribute on the following broad themes.

The list is indicative but not exhaustive.

(A) Team Composition

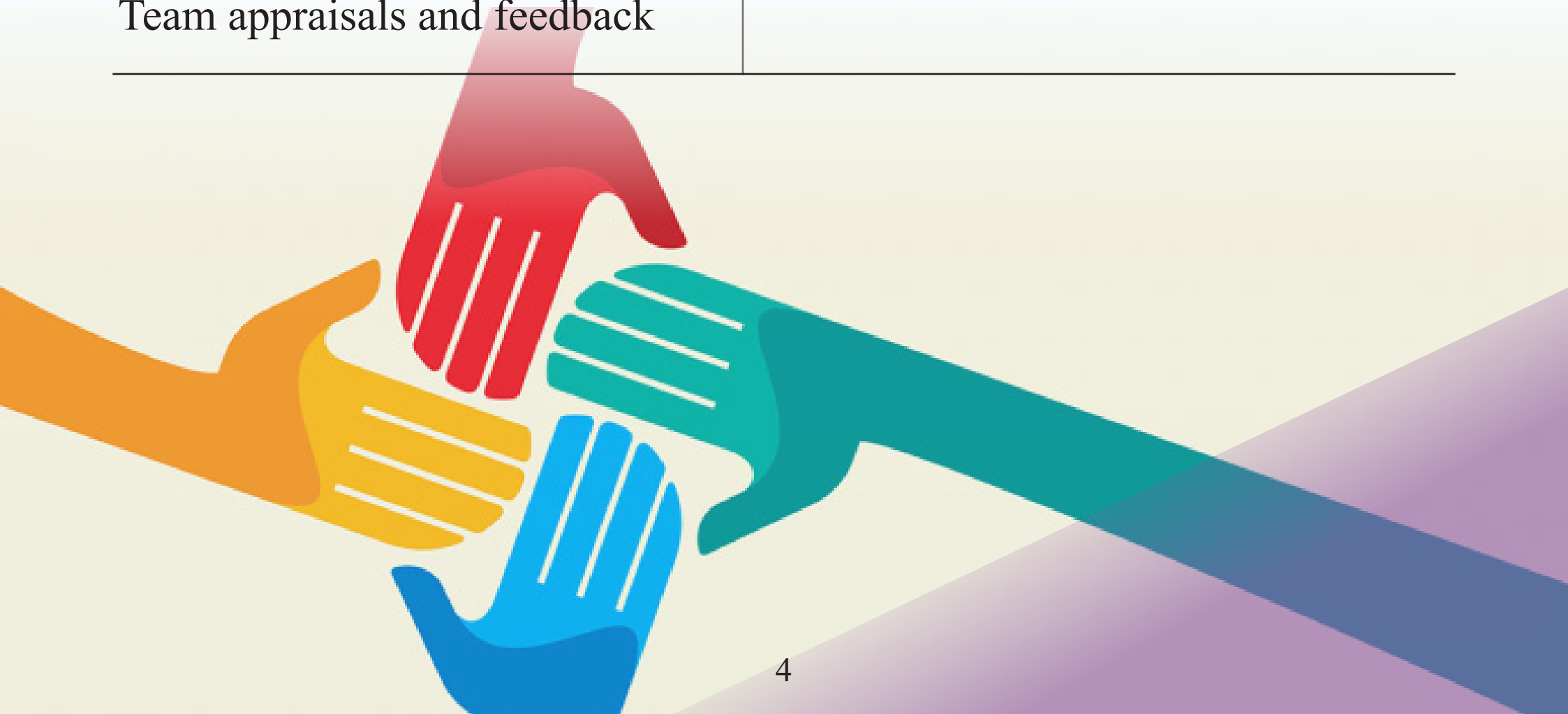
Types of teams	Team composition/size
Components of team building	Organization/management of team
Diversity of teams	Organizational policies for teams
Team assembly	Team identity
Teams and networks	Team interdependence
Team spirit	Environmental influences on teams

(B) Team Functioning

Training teams	Team learning
Team coordination	Team communication
Team efficacy	Team effectiveness
Teamwork engagement	Working in teams
Multi-team functioning	Team motivation
Team cohesion	Team performance
Decision making in teams	Team challenges
Innovation and creativity	Team-based rewards in teams
Team dynamics	Cross-cultural and international teamwork
Multilevel/systems in teams	Evaluation of team

(C)Team Process

Team values	Team goal setting
Team design	Typology and taxonomy of team processes
Team leader behavior	Team perspectives
Team resilience	Trust in teams
Learning and knowledge networks in teams	Self-managing work and team effectiveness
Leadership for effective teams	Team’s level of task experience
The structure of a team’s leadership network	Conflict in teams
Social integration in teamwork	Team influences on leader effectiveness
Impact of cultural values on resistance to teams	Necessity of interdisciplinary team-work
Transdisciplinary innovation of teams	Measures of virtual team effectiveness
Team appraisals and feedback	



Guidelines for extended abstract submission

- Only original, unpublished work is sought. Any submitted proposal that is identical or substantially similar to work that is already published or under review for another conference or publication will not be considered.
- Word limit for extended abstracts is 1,200-1,500, including charts and tables. References are not included in the word limit. It should indicate the purpose of research.
- By submitting an abstract, the author makes a 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 on a separate page. The corresponding author's name should be indicated.
- Each abstract should have at least three-five keywords.
- All abstracts will be blind peer-reviewed by a panel of eminent experts.
- In a joint submission, at least one of the co-authors should be registered for the conference.
- All the extended abstracts will be published in a compendium with an ISBN number.
- The extended abstract needs to be in Times New Roman, font size of 12, and single spaced. The document has to be in Word doc format only. Please see the template of the extended abstract toward the end of the brochure for your reference.
- Kindly send your abstract to hrconf.simsr@somaiya.edu.
- Selected full papers will be double-blind peer-reviewed by the journals' reviewers and editorial board.

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.

AMDISA - Association of Management Development Institutions in South Asia is a SAARC recognized body. It is a network of management education and management development institutions in South Asia. It has 266 members from the SAARC region. Its mission is to “promote management education and management development activities in South Asia, taking into account the economic, social and cultural context of the region, with the firm dedication to worldwide exchange of experience and ideas in the fields concerned.”



RAMÓN RICO



Ramón Rico, is an associate professor at the University of Western Australia. He was former editor of the European Journal of Work and Organizational Psychology, and currently is associate editor of Organizational Psychology Review, and editorial board member of Academy of Management Review. His research interests include shared cognition, team and leadership adaptation, team diversity, task design characteristics, multiteam systems, and team process and effectiveness.

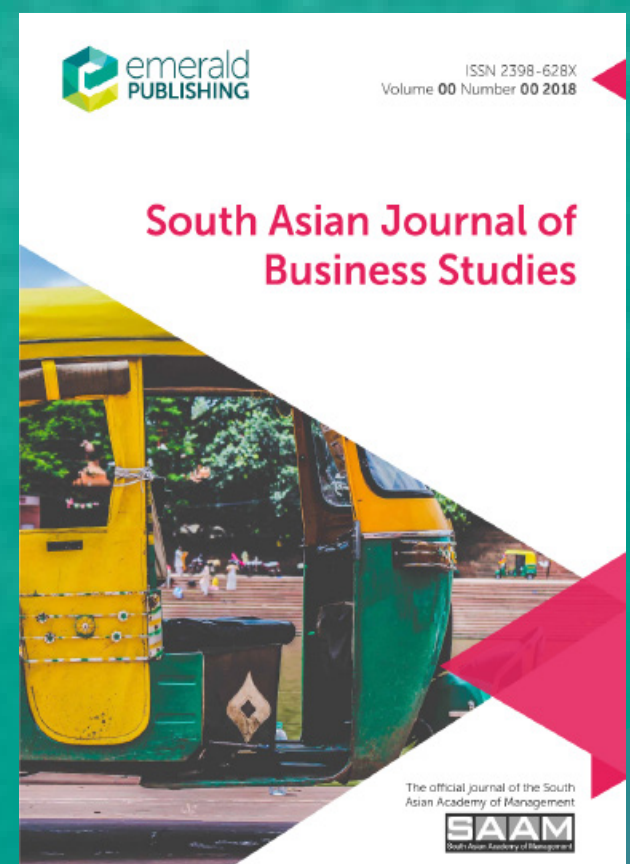
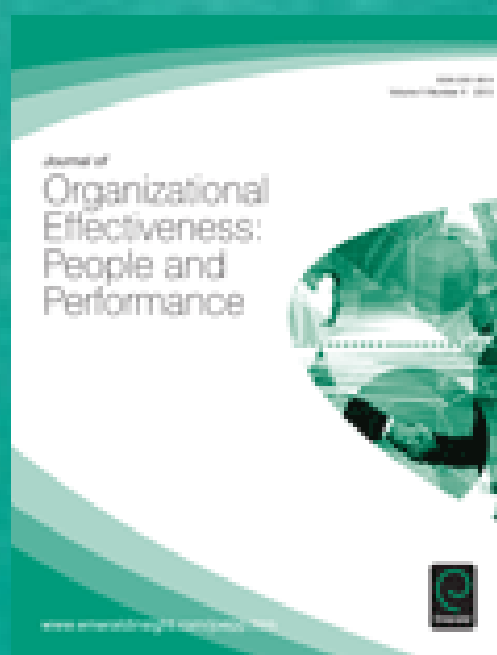
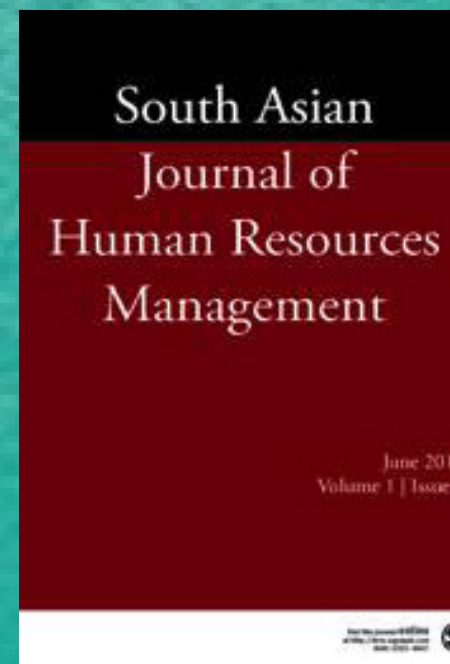
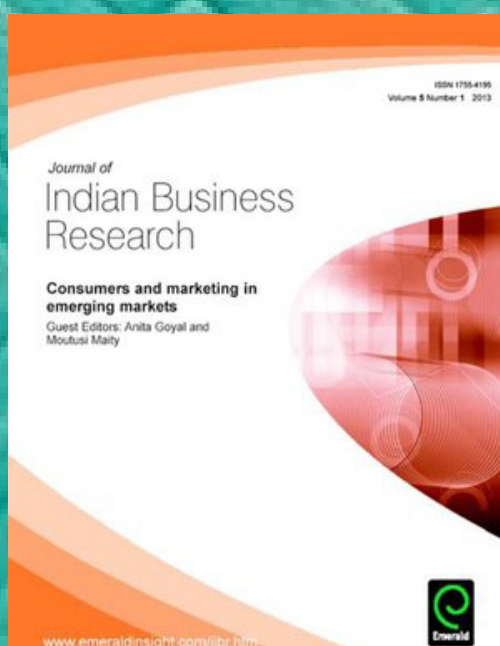
We are honored that Professor Ramón Rico will facilitate a half-a-day preconference workshop on “Theory building and doing research that is useful for practice” and deliver the keynote address titled “Team adaptation in complex environments: Lessons from practice, evidence from research, and challenges for the road ahead”, to set the tone for the conference theme.

Publication of Conference Proceedings

All papers presented at the conference will be published in the conference proceedings with ISBN number.

Partnering Journals

The authors can choose any of the following journals for getting their papers published after the conference. Manuscripts will have to successfully clear the journal review process of the respective journals. Participation and presentation in the conference do not guarantee publication in the journal.



The Journal of Organizational Effectiveness: People and Performance

(JOEPP) aims to attract papers in the field of human resource management that:

Focus on the role of people in organizational effectiveness;

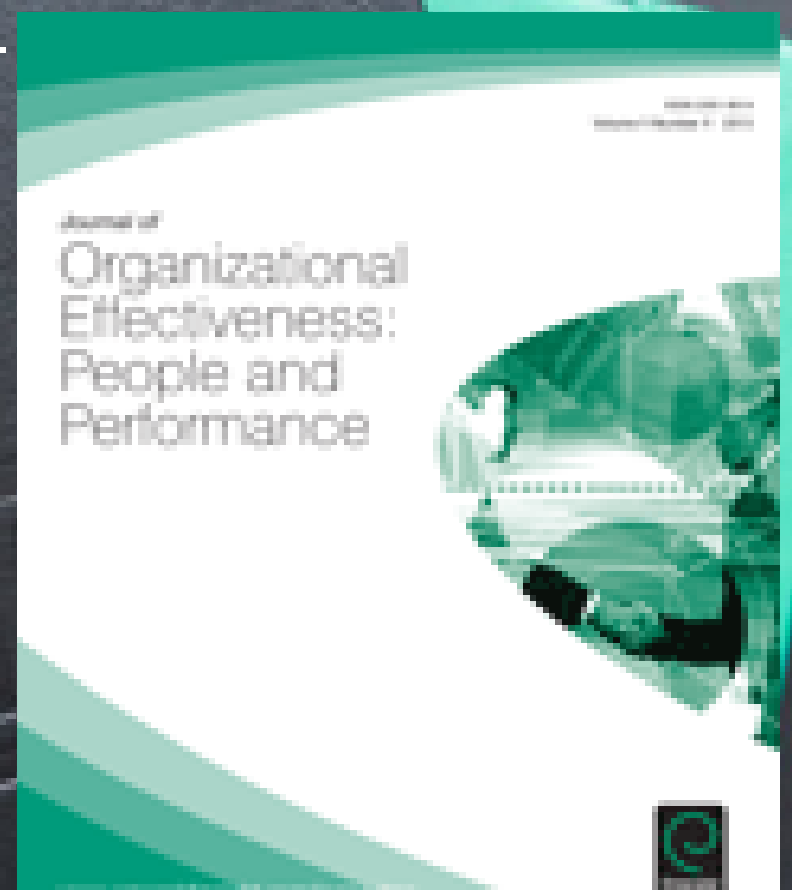
Adopt a broad definition of performance, beyond just financial performance, and tapping into the achievement of important distal strategic outcomes (such as innovation, customer centricity, operational excellence, globalization) and into the intermediate performance

outcomes necessary to achieve these; Foster cross-disciplinary insight into the people management implications of these performance challenges; Forge points of common understanding and informing respective disciplines of knowledge that can be co-opted and applied to new settings.

JOEPP includes papers which provide synthetic and state-of-the-art reviews, conceptual pieces, and quantitative and qualitative studies on performance and people management process issues. It carries research that provides integrative reviews and critiques of existing theory and practice. To address the multiple-levels of analysis challenge it publishes research papers that tackle performance issues that have relevance at the individual, team, function, organization and societal (policy) level. JOEPP is a B category journal and is scopus indexed.

For more details about the journal please refer to the following link:

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



Organization Management Journal is a blind peer-reviewed online publication sponsored by the Eastern Academy of Management.

We are happy to share that we have a tie up for a SPECIAL ISSUE with the journal wherein selected papers from the conference will be published. The papers will go through the journal's rigorous blind review process in order to be considered for publication.

OMJ is designed as a forum for broad philosophical, social, and practical thought about management and organizing. We are interested in papers that address the interface between theoretical insight and practical application and enhance the teaching of management. OMJ publishes scholarly empirical and theoretical papers, review articles, essays and resources for management educators. Appropriate domains include:

- Organizational behavior
- Business strategy and policy
- Organizational theory
- Human resource management
- Management education, particularly experiential education

The journal is C category in ABDC list.

For more details about the journal please refer to the following link:
<https://www.tandfonline.com/loi/uomj20>





South Asian Journal of Business Studies is an international, multidisciplinary journal with a focus on South Asia and its role in the global context.

Through our published articles, we aim to address issues facing South Asian business and management, recognize its unique position in the global economy and contribute towards the development of inclusive, sustainable business in South Asia.

The journal provides a much needed platform showcasing practice, policy and strategy in South Asian business and management and the regions impact on the global business ecosystem. We seek to publish articles from any of field as long

as they demonstrate how they advance international business theory and/or practice. In particular, we welcome research that integrates theories and concepts from different disciplines and/or has implications for practitioners and policymakers. We encourage authors to discuss the potential for societal impact in their research.

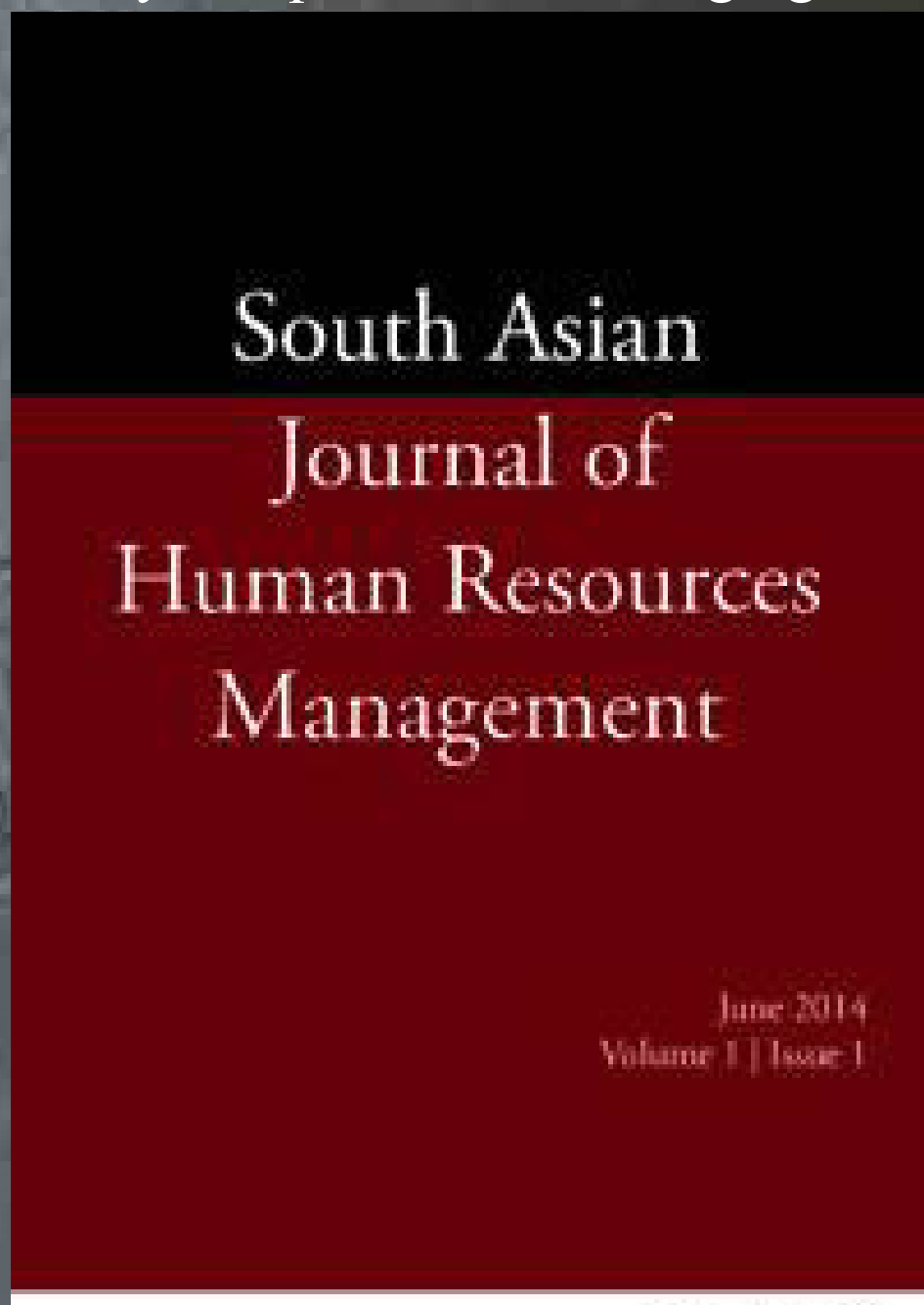
Subject areas include, but are not limited to:

- The role of Western MNCs in South Asia
- Cross-cultural partnerships
- Business continuity and resilience
- Grass Roots Entrepreneurship and the Role of SME?s
- The role of culture, religion, and governance in shaping South Asian business practices
- Sustainability and Corporate Social Responsibility
- The Role of Gender Equality and Diversity in Business and management
- Foreign Direct Investment and Trade Issues in South Asia
- Emerging Role of South Asian MNCs in the Global Arena
- Marketing and Sales Issues that are unique to South Asia
- Emerging Leadership Models

The journal is C category in ABDC list.

For more details about the journal please refer to the following link: <https://www.emeraldinsight.com/journal/sajbs>

South Asian Journal of Human Resources Management (SA-JHRM) is a peer-reviewed journal that focuses on publishing articles on theory and practice of managing human resources in South Asia. One of the



chief goals of the journal is to publish contemporary research that is beneficial to academicians, practitioners and the larger community. The journal encourages conceptual and empirical research papers, research notes, interviews, case studies and book reviews for publication after a double blind review process. To be considered for publication, a manuscript should broadly focus on managing people and contextualized within one or more South Asian countries at the firm, regional, national and international levels. SAJHRM is a C category journal in the ABDC list and is Scopus indexed.

For more details about the journal please refer to the following link:

<https://in.sagepub.com/en-in/sas/journal/south-asian-journal-human-resources-management>

The Journal of Indian Business Research (JIBR) ISSN: 1755-4195, published by Emerald insight. JIBR publishes articles that facilitate a new understanding of Indian business. All articles appearing in the journal will be double-blind reviewed to ensure academic rigor and practical relevance. The journal is C category in ABDC list and is scopus indexed.

The Journal of Indian Business Research (JIBR) is a leading specialist reference resource of academic information and analysis on Indian business. It highlights cutting edge research, new concepts and theories, fresh practical ideas and ini-

tiatives that can be readily applied to understand business strategies of Indian companies, both in and outside of India, as well as the business strategies of foreign firms operating within India.

The journal publishes research pertaining to all functional aspects of business, such as marketing, finance, accounting, management information systems, human resource management, organizational behaviour, public systems, strategic management and services.

JIBR publishes articles that facilitate a new understanding of Indian business while simultaneously making significant contributions to the theoretical advancement of the discipline. All articles appearing in the journal will be double-blind reviewed to ensure academic rigour and practical relevance.

The journal is C category in ABDC list and is Scopus indexed.

For more details about the journal please refer to the following link:

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





Business Perspectives and Research (BPR) ISSN: 22785337, published by SAGE Publications (Indexed in EBSCO, J-Gate, and ProQuest). BPR aims to publish conceptual, empirical and applied research. We are happy to share we have a SPECIAL ISSUE tie up with the journal wherein selected papers from the conference, post a blind review process, will be published.

Business Perspectives and Research (BPR) aims to publish conceptual, empirical and applied research. The empirical research published in BPR

focuses on testing, extending and building management theory. The goal is to expand and enhance the understanding of business and management through empirical investigation and theoretical analysis. BPR is also a platform for insightful and theoretically strong conceptual and review papers which would contribute to the body of knowledge. We have partnered with BPR to have special issue.

It also publishes critical review of newly released books under Book Review section. The aim is to popularize and encourage discussion on ideas expressed in newly released books connected to management and allied disciplines. BPR also periodically publishes management cases grounded in theory, and communications in the form of research notes or comments from researchers and practitioners on published papers for critiquing and/or extending thinking on the area under consideration. The overarching aim of Business Perspectives and Research is to encourage original/innovative thinking through a scientific approach. The journal ISSN: 22785337, and is published by SAGE. It is indexed in EBSCO, J-Gate, Proquest and Scopus.

For more details about the journal please refer to the following link:

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

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 CD/Compendium of the proceedings with an ISBN number.
- The registration fee will include lunch and snacks for conference days and a conference dinner.
- Separate registration to be done for preconference workshop
- 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.
- 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, 2019 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.
- A heritage city tour of Mumbai can be arranged if sufficient participants are registered for the same at a nominal cost of Rs 3000/- per person inclusive of dinner.

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

Name of payee	K.J. Somaiya Insitute 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

Delegate Category	India & SAARC Countries Registration	Early Bird	Foreign Nationals	Early Bird
Student	₹2500/-	₹2000/-	US \$150/-	US \$100/-
PH.D. or fellow student	₹3000/-	₹2500/-	US \$200/-	US \$100/-
SIMSR Alumni	₹3000/-	₹2500/-	US \$100/-	US \$75/-
Academic participant	₹7500/-	₹4000/-	US \$250/-	US \$200/-
Corporate participant	₹15000/-	₹12000/-	US \$350/-	US \$300/-
Pre conference workshop	₹7500/-	₹4000/-	US \$250/-	US \$200/-
Other (Spouse/friends/guest)	₹2500/-	₹2000/-	US \$150/-	US \$100/-



Important Dates

**Last day for submission of
extended abstract**

November 30, 2018

Notification for selected abstract

December 10, 2018

D a t e s f o r C o n f e r e n c e

Conference dates

February 1 and 2, 2019

Pre-conference workshop

February 1, 2019

Early bird registration for conference

December 15, 2018

Last day for conference registration

January 7, 2019

**Last day for pre-conference workshop
registration**

January 7, 2019



KEY BENEFITS

Best Practice Tips

This is a unique event where delegates get best practices from people who work in and study teams.

Opportunity for Publication

A few selected papers will be sent to the journals. The decision of the editorial board of the journals will be final. HR conference is just a facilitation.

Certificates

Certificates of participation.
Certificates for paper presenters.

Travel to Mumbai

For information on getting to Mumbai as well as local travel information, please visit the website.

Networking

Delegates from various countries come together wherein they share their vast experience and knowledge. This provides a great platform for one to interact and network.

Recognition & Awards

There are attractive awards for best research paper, practitioners' paper, case study and student paper.

Accommodation

We have limited accommodation at our hostel, which will be allotted strictly on a first-come, first-served basis. For inquiries, write to hrconf.simsr@so-maiya.edu

Other than the hostel, many hotels are available nearby:

<https://goo.gl/Cz17Hq>

Looking forward to your contribution.

Professor Shailaja Karve, Ph.D.
Conference Convener

Dr. Megha Gupta
Conference Co-Convener

Conference Team

Dr. Preeti Rawat	Dr. Hemangi Bhalerao
Prof. Amitabha Sengupta	Prof. Shiji Lyndon
Dr. Shrabani Bhattacharjee	

Mail your queries regarding paper submissions, accommodation on campus, etc. to:

Ms. Surabhi Shah
Research Associate
surabhi.shah@somaiya.edu
+91-22- 6728 3076

Contact us at:

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+91-22- 6728 3000 / 6728 3050 / 6728 3151

Supported By:



The HR Club of SIMSR

https://www.facebook.com/humanistsimsr/?ref=br_rs
<https://www.linkedin.com/in/simsr-international-hr-conference/>

TEMPLATE

TITLE OF YOUR RESEARCH

(16pt Times New Roman, Uppercase, Bold, Align text to center).

First Author Name (No “Dr.”, “PhD” or any other title)

University Name, Country (12pt Times New Roman, Lowercase). No department or email address, please.

Second Author

University Name, Country (12pt Times New Roman, Lowercase). No department or email address, please.

***Author for Correspondence – Name and Email address**

TITLE OF YOUR RESEARCH

(16pt Times New Roman, Uppercase, Bold, Align text to center).

Abstract (14pt, Bold Times New Roman):

The abstract should be around 200 words. The abstract should reflect only what appears in the original paper. 12pt, Times New Roman.

Keywords (12pt, Bold, Times New Roman):

Up to four or five keywords in alphabetical order separated by commas.

Introduction (14pt, Times New Roman, Bold)

Formatting guidelines must be followed rigorously since papers will not be typeset. Authors are advised to print this sample manuscript and use it as a reference while preparing their own paper to ensure all guidelines are met.

Literature Review (14pt, Times New Roman, Bold)

The length of the paper should not be longer than 1,500 words including the title page, main body, tables and figures. References are not included in the word limit.

Research Methodology (14pt, Times New Roman, Bold)

Papers should be 1.5 line spacing throughout. Font used for the title of the paper in the title page should be in capital letters, centered, bold, and Times New Roman 16-point font. The font used for the Abstract and main body of the paper should be Times New Roman 12-point font. The page size should be A4 formatting. 2.5cm margins should be used on all sides (left, right, top, bottom). Endnotes, headers or footers should not be used.

The Findings (14pt, Times New Roman, Bold)

Figures and Tables

All tables, figures (charts, diagrams and line drawings) should be included as part of the manuscript. Supply clear headings for all tables and figures. Tables/figures should be no more than a single page each. The font to be used in a table/figure is 9pt Times New Roman. There is no bold and italic text included in the final processed tables. Cells in tables and figures should not be colored. Captions for figures and tables must be placed underneath the art. Captions are in 9pt Times New Roman and italic font.

Variable	N	Range	Mean \pm SD
<i>Years in Law Enforcement</i>	71	4 - 30	15.9 \pm 5.8
<i>Age</i>	71	26 - 60	42.2 \pm 6.7
Variable	N	Percentage*	
<i>Gender</i>			
Male	49	75	
Female	16	25	

Table 1. Example of a table caption

Discussion (14pt, Times New Roman, Bold)

Summary and Conclusions (14pt, Times New Roman, Bold)

References (14pt, Times New Roman, Bold)

References must be in American Psychological Association (APA) style and carefully checked for completeness, accuracy and consistency.

Book with Single Author:

Gore, A. (2006). *An inconvenient truth: The planetary emergency of global warming and what we can do about it*. Emmaus, PA: Rodale.

In-text reference: (Gore, 2006)

Book with Two Authors: Michaels, P. J., & Balling, R. C., Jr. (2000). *The satanic gases: Clearing the air about global warming*. Washington, DC: Cato Institute.

In-text reference: (Michaels & Balling, 2000)

Magazine Articles:

Allen, L. (2004, August). Will Tuvalu disappear beneath the sea? Global warming threatens to swamp a small island nation. *Smithsonian*, 35(5), 44-52.

Begley, S., & Murr, A. (2007, July 2). Which of these is not causing global warming? A. Sport utility vehicles; B. Rice fields; C. Increased solar output. Newsweek, 150(2), 48-50.

In-text references: (Allen, 2004) (Begley, 2007)

Journal Article:

Miller-Rushing, A. J., Primack, R. B., Primack, D., & Mukunda, S. (2006). Photographs and herbarium specimens as tools to document phenological changes in response to global warming. American Journal of Botany, 93, 1667-1674.

In-text reference: (Miller-Rushing, Primack, Primack, & Mukunda, 2006)

Website:

United States Environmental Protection Agency. (2007, May 4). Climate Change. Retrieved From the Environmental Protection Agency website: <http://www.epa.gov/climatechange>

In-text reference: (United States Environmental, 2007)

Gelspan, R. (2007). The Heat Is Online. Lake Oswego, OR: Green House Network. Retrieved from The Heat Is Online website: <http://www.heatisonline.org>

In-text reference: (Gelspan, 2007)