**ICFAI** Foundation for Higher Education
(Deemed-to-be University under Section 3 of the UGC Act, 1956)
Category I Autonomous Institution ● Accredited by NAAC with 'A++' Grade

AACSB ACCREDITED

**IBS**®
ICFAI BUSINESS SCHOOL

**7th International Conference on Human Resource Management**

# REIMAGINING HR:
## Leadership, Strategy, Technology for a New Era

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**Conference Dates**
Feb. 28 - Mar 01, 2025

**Venue**
ICFAI Business School (IBS)
Hyderabad Campus

## About the ICFAI Foundation for Higher Education

The ICFAI Foundation for Higher Education (IFHE) is a deemed-to-be-University established under section 3 of the UGC Act, 1956, Government of India. Prof. C. Rangarajan, the former Governor of Reserve Bank of India, is the Chancellor of the University. The IFHE is accreditation with A++ by NAAC. The IFHE has developed 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. The IFHE has a large and well qualified faculty pool comprising of mostly doctorates with rich industry experience. The faculty members are involved into research, case development and industry consultancy. The IFHE has a 91-acre lush green campus at Hyderabad with a built-up area of over 16 lakh sq.ft. The campus is fully residential, Wi-Fi enabled and equipped with state-of-the-art facilities. Hostel facilities along with a wide range of indoor and outdoor games facilities are available.

## About ICFAI Business School

ICFAI Business School (IBS) is a constituent of the IFHE. Established in 1995, IBS Hyderabad has been accredited by AACSB making it one of the premier business schools in India. The programs offered at IBS include PhD, MBA, BBA and B.Com. IBS is one of the few business schools in India to have AACSB accreditation for undergraduate and doctoral programs along with its flagship MBA program. IBS is one of the consistently top ranked business schools in India. The school has been re-accredited by South Asian Quality Standards (SAQS), rated A** by CRISIL, EB2 IN by ICRA and 40th rank by NIRF in 2023. IBS's MBA program is one of the largest in Asia with a student intake of around 1,200 per annum. In addition, over 60 scholars are pursuing Ph.D. program. The BBA and B.Com program of IBS has an annual intake of around 1000 students and 60 students respectively. IBS faculty members have published around 500 research papers in reputed International and National journals. IBS has dedicated research and content research centers (ICMR & CRC) which are managed by a team of knowledge workers having years of academic and corporate experience. Case studies developed by IBS Hyderabad are used by elite B Schools and premier consulting firms around the world.

## About Department of Human Resources

The Department of Human Resources plays a significant role in grooming the students for pursuing their chosen careers. The department has a diverse pool of faculty who has rich industry and academic experiences. In addition to core courses such as Organizational Behavior and Human Resource Management, the department offers specialization courses in Competency Mapping & Assessment, Employment Laws, Global HRM, HR Analytics, Positive Psychology, Agile HRM, Human Resource Planning, Organization Development: Diagnosis & Interventions, Performance Management & Reward Systems, Strategic HRM, Training and Development, etc. Faculty members of the department have published research papers in reputed peer reviewed national and international journals, which are Scopus abstracted and listed in ABDC. The major thrust areas in which research activities are being pursued are Organizational Citizenship Behavior, Positive Psychology, Emotional Intelligence, Career Management, High Performance Work Practices, HR Outsourcing, Competency Mapping & Assessment, Employer Branding, Work-life Integration, and HR Outsourcing.

## About the Conference

The theme "Reimagining HR: Leadership, Strategy, Technology for a New Era" highlights the exciting potential of combining Human Resources (HR) and current trends to create a more collaborative and innovative workplace. As technology continues to advance, its integration into HR practices opens up new possibilities to improve employee engagement, streamline processes, and foster continuous growth and improvement. This conference will explore how technology can embrace HR to better understand employee needs, personalize experiences and boost motivation. We will also look at how AI can help identify skill gaps, tailor training programs, and provide insights that enhance overall performance. We will discuss how current HR practices can support mental health, work-life balance, and inclusive practices, promoting a supportive and diverse work environment. The event will also cover the automation of routine HR tasks, allowing HR professionals to focus on strategic initiatives and meaningful interactions that drive organizational success. Whether you are an HR professional, a business leader, or someone interested in the future of work, this conference will inspire you to embrace AI-driven synergies and help shape a workforce ready for the challenges and opportunities of tomorrow. Researchers are invited to submit papers on the themes and sub-themes of the conference. Papers that aim to advance theory, conduct empirical research, or undertake qualitative inquiries are welcome. The aim of this forum is to facilitate the discussion and presentation of research and practice ideas on the changing landscape of HRM. The International Conference on Human Resource Management (ICHRM-2025), the biennial event of the ICFAI Business School, invites papers for its 7th edition to be held at the IBS Hyderabad from **February, 28 - March, 01, 2025.** Academicians, researchers, doctoral students, and practitioners are invited and encouraged to submit research papers in all areas of HR, OB, Leadership and Technology. The papers for this conference can fall under the following broad categories:

- Conceptual Papers/ Empirical Papers/ Theoretical Papers (Especially from Academicians)
- Case Studies/White Papers/Practice Papers (Especially from students and Industry Practitioners)

### Conference Theme
**Reimagining HR: Leadership, Strategy, Technology for a New Era**

## Sub-themes of the conference Including but not limited to

### Organizational Behaviour
- Personality and Work Behaviours
- Burnout and Work Stress
- Work from Home and Group dynamics
- Organizational Values and Culture
- Employee perceptions and Attitudes
- Leadership
- Work Alienation
- Ethics and Spirituality
- Impression Management
- Work-life Integration
- Virtual Teams
- Positive Organizational Behaviours
- Employee Engagement, Employee well-being,
- Organizational Resilience
- Psychological Capital
- Workplace Politics
- Deviant Workplace Behavior

### Human Resource Management
- AI HRM
- Digitalization in HRM
- HR Analytics
- Talent Acquisition

### Performance Management
- Performance Management
- Compensation and Rewards
- Career Management
- Competency Mapping
- Change Management
- Diversity and Inclusion
- Global Human Resource Management
- Strategic HRM
- Entrepreneurship and Intrapreneurship
- Employment Laws and Employee Relations
- Evolving HR Models

### Emerging areas in HRM
- Industry 5.0
- HRM and Atypical Employment
- Green HRM
- Gamification
- Learning Organizations
- Building Agile Organizations
- Digitalization in HRM
- Indian Knowledge System
- HR, Technology and Automation in HRM, Social-media and HRM

## Paper Submission Guidelines

All the submissions received as per the guidelines will be double-blind reviewed. The full papers must contain an abstract of maximum 300 words, which should include: Purpose of the research, Motivation, Methodology, Main results, and Practical Implications. However, for practice papers, authors may include business context, analytical problem, proposed solution & insights. The authors should clearly indicate the theme under which they want their paper to be considered. Conceptual Papers/ Empirical Papers/ Theoretical Papers should be between 5000-9000 words long while Case Studies/ White Papers/ Practice Papers may be of 1500-3000 words.

The papers should be in font Times New Roman and 12 points in MS-Word, with 1.5 line spacing. The Title/ Cover Page shall contain the details of Paper Title, Author(s), Affiliation(s), Contact Details (e-mail ID & phone No.). The authors should clearly mention whether they are full time faculty members or research scholars or practitioners in their affiliation. Authors shall pay the registration fee only after receiving the confirmation of acceptance of their full paper for the conference.

## Best Paper Award

There will be categories of Best Paper Awards, involving a Certificate and Cash prize to be awarded as shown below:

| Award Category | Details of the Award |
|---|---|
| Best Paper Award - First | A Certificate of recognition and a cash prize of ₹ 15,000 |
| Best Paper Award - Second | A Certificate of recognition and a cash prize of ₹ 10,000 |
| Best Paper Award - Third | A Certificate of recognition and a cash prize of ₹ 5,000 |
| Best Case/White paper Award | A Certificate of recognition and a cash prize of ₹ 5,000 |

## Registration Process

| Category | Early Bird Registration (by Feb. 5, 2025) INR /USD | Regular Registration (by Feb. 15, 2025) INR/USD |
|---|---|---|
| Faculty Members | 3,500 | 4,000 |
| Faculty Members -Foreign | USD 80 | USD 80 |
| Scholars | 2,000 | 2,500 |
| Practitioners | 5,000 | 5,000 |
| Students | 1,000 | 1,000 |

*The above conference fee is inclusive of GST @ 18 percent.
* There would be a group discount of 10% for registrations of three or more members from the same institute.

*Please note that at least one of the authors have to register for the conference and present the paper. Certificates will be issued to only those participants who present their paper in the conference.*

## Publication Opportunities

ICHRM-2025 intends to provide an opportunity to the conference participants to get their papers considered for publication in journals of international repute. Top conferences globally provide this opportunity to their participants to make the conference meet the objectives of academicians and scholars to have good publications. In this regard, we have a tie up with reputed journals indexed in ABDC, Scopus and UGC.

| Important Dates | |
|---|---|
| Last Date for Abstract Submission (300-500 Words) | Dec. 19, 2024 |
| Intimation of Acceptance of Abstracts by | Dec. 26, 2024 |
| Last Date for Full Paper Submission | Jan. 10, 2025 |
| Conference Dates : Feb 28 & Mar. 01, 2025 | |

**Submit Abstract using the Google form Link**
**https://forms.gle/FrLMkEiDgP94ftPW8**
**OR**
**By Email to: ichrm2025@ibsindia.org**

## Conference Advisory Committee

**Prof. L. S. Ganesh** (Vice Chancellor, ICFAI Foundation for Higher Education)
**Prof. S. Vijayalakshmi** (Registrar, ICFAI Foundation for Higher Education)
**Prof. K. S. Venu Gopal Rao** (Director, ICFAI Business School, Hyderabad)
**Prof. D. Satish** (Dean, Dept. of Finance, ICFAI Business School, Hyderabad)
**Prof. Sindhuja P N** (Dean, Academics, ICFAI Business School, Hyderabad)
**Prof. Padmavathi C.** (Dean, UG Program, ICFAI Business School, Hyderabad)
**Prof. G. Ashok Kumar** (Area Head, Dept of Human Resources, ICFAI Business School, Hyderabad)

## Conference Organising Committee

**Prof. A. Kranthi Kumar** (Conference Chair) | **Prof. Akbar Jan** (Conference Co-Chair)
**Prof. Swati Singh** (Conference Co-Chair) | **Prof. Anjali Rai** (Conference Co-Chair)

# IBS®
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**Campus:** ICFAI Foundation for Higher Education, Dontanapalli, Shankerpalli Road, Hyderabad.

**https://ifheindia.org/ichrm-2025/**

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