

# HR

## PRACTICES FOR NEW AGE FIRMS



Two Day National Level Conference  
7th & 8th March 2017

ACADEMY OF HIGHER LEARNING  
Bangalore

[www.mlaahl.org](http://www.mlaahl.org)

Human Resource Management is a strategic and comprehensive approach to managing people, their workplace culture and environment.

The new role of HRM involves strategic direction and the tracking of HR metrics and measurement to demonstrate value.

HR processes and practices have evolved significantly over the last few decades. It is essential to know the difference between the HR practices of the past and of the new-age economy organizations to see whether the linkages of HR are getting stronger and more robust with the business.

Policies are being reviewed to accommodate different generations of employees. As Gen-Y grows in the workforce and baby boomers retire, managers and human resource professionals need to develop new engagement models. Policies need to foster an inclusive workplace culture that values different perspectives, builds employee engagement, fosters creativity, fuels innovation and helps attract the very best talent.

Inclusion is a very important component of a company's culture. This allows companies to attract a wider range of qualified employees from and with different lifestyles, thought processes, work experience, ethnicity, race, color, religion, gender, gender identity, sexual orientation, marital status, age, national origin, disability, veteran status or other differences.

Strict policies against discrimination, sexual harassment and the treatment of employees create a culture of mutual respect and dignity, where ethical decision-making is valued and rewarded.

This conference is a step towards understanding progressive HR policies which go a long way towards building an engaged workforce through seeing HR managers as true strategic partners.



This conference seeks to provide a platform to address and deliberate on various issues and concerns field of human resource management.

- HR Under Siege (Panel Discussion)
- Managing Boomers, Gen 'X'ers and Gen 'Z'ers
- Managing Inclusivity
- HR for Sustainable Growth
- Developing People for Ethical Organisations

RESEARCH PAPERS are invited on any of the sub-themes cited above or on any topic which is relevant to the main theme of the conference.

#### AN INDICATIVE LIST (NOT EXHAUSTIVE)

- Big Data Analytics in HRM
- HRIS
- Talent management
- Ethical HR
- Cross-cultural issues in HRM
- Human Capital Management
- HRM for global workforce
- Strategic Human Resource Management
- Employer branding
- CSR and HRM
- Green HRM

#### GUIDELINES TO AUTHOR/S INTERESTED IN PAPER SUBMISSION :

- Papers must not have been published or accepted for publication elsewhere or be currently under any other review. An undertaking to this effect should appear in the cover letter / email.
- The selected papers will be published in International Journal of Exclusive Management Research (IJEMR) with impact factor 5.7
- An ABSTRACT of 300 words with not more than 5 key words along with the details & affiliations has to be sent **m1aahInc@gmail.com** Last Date 20 - 01 - 2017
  - MS Word doc. A4 Size Times New Roman Font Font Size 12 Space : 1.5
- FULL PAPER SUBMISSION - not exceeding more than 5000 words and not more than 12 pages.
  - **m1aahInc@gmail.com** Last Date 15 - 02 - 2017
  - MS Word doc. A4 Size Times New Roman Font Font Size 12 Space : 1.5 Margins : 1 inch all around
  - Page numbering : Consecutively numbered pages
  - Title page : The title page of manuscript must include the title of the theme, author's name, affiliations, keywords (maximum 5) and Phone Numbers & email IDs.
  - References : Authors to follow American Psychological Association (APA) Style to refer.
  - All tables, charts and graphs should be given on separate sheets with title.
  - Name of the author(s) should appear only on the title page. All correspondence will be addressed to the first author in case of joint submission
- A hard copy of the full paper (including abstract) should be mailed to the college address.

#### FOR COMMUNICATIONS PLEASE CONTACT :

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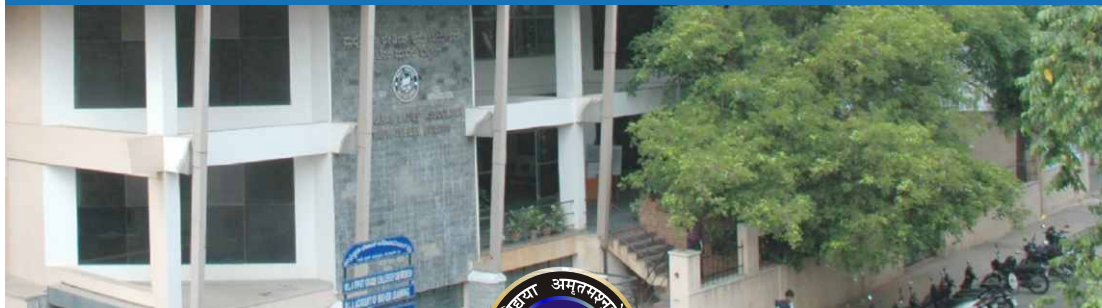
Registration : 07 - 03 - 2017  
9 a.m.

- REGISTRATION
  - Presentation and publication — ₹ 2000
  - Participation — ₹ 1200
  - Student Participation — ₹ 500
  - Presentation and publication absentia — ₹ 2200

This fee includes : Conference Kit, Certificate, Lunch & Refreshments

- Registration of all Authors (Main as well as Co-Author/s) is mandatory. Registration fees should be paid through cash / DD drawn in favour of Principal, MLA Academy of Higher Learning.
- ACCOMMODATION : Outstation participants are required to make their own arrangements for stay during the conference. However, assistance if any, will be provided on request.





MALLESWARAM LADIES' ASSOCIATION is a registered society striving for women empowerment through education. Started in 1927, this all women managed institution has completed 89 years. It has, under its umbrella, six educational institutions beginning from Kindergarten (KG) upto Post graduation (PG) courses and is also an authorized research Centre for Tumkur University.

MLA ACADEMY OF HIGHER LEARNING commenced its innings in August 2006 and is proudly celebrating its decennial year. The college is permanently affiliated to Bangalore University and is accredited by NAAC. The Institution offers two under graduate (BBA and B.Com) and one post graduate program (M.Com). The Academy strives to fulfill its mission to instill in its faculty members and students a passion for learning and nurturing in them the spirit of inquiry and innovation. The college has a blend of young and experienced teaching faculty members from the corporate sector and academia.

We, at the Academy, believe in imparting knowledge and stimulating creative thinking. We inspire students to aim sky-high and strive to achieve these by developing a positive outlook. The Academy encourages its students to excel in areas that they are passionate about.

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