



DEPARTMENT OF IR&PM,
BERHAMPUR UNIVERSITY

NATIONAL CONFERENCE
**Future Employment Relations in India:
Role of Stakeholders**

18-19 March, 2017



Organized by:

Department of IR&PM, Berhampur University,
Bhanja Bihar, Ganjam, Odisha, India

Courtesy: IRPM Alumni Association

ABOUT THE UNIVERSITY

Berhampur University which came into existence on 2nd Jan 1967 remains as a symbol of glory and prosperity for the people of South Orissa. The lush green campus of the university is spread over 250 acres of land is 10 kms away from the Berhampur City and 5 kms away from magnificent sprawling beach of Bay of Bengal Goplapur -on-Sea, a unique place for tourists. A major commercial town Berhampur lies south of Chilika Lake (biggest salt lake in the world). Berhampur the silk city is a famous trading center for beautiful hand woven silk. The city is well connected by NH roads and south eastern/East coast railways.

There are twenty post-graduate departments in the university offering specialized PG Courses, M. Phil & Ph.D programmes.

ABOUT THE DEPARTMENT

The Department of Industrial Relations & Personnel Management was established in the year 1967 and has the unique distinction of being the first teaching department of the university besides being first of its kind in the State of Orissa. The Department offers two years Master's degree; one year M. Phil degree and Ph.D program with the latest learning pedagogy that includes theoretical instructions, case analysis, seminar presentations, and management games. Field- work internship has been the main stay of the department for providing practical training to the students. The Alumni profile of the department is quite rich, as over the last five decades its products have adorned high positions as HR executives in different industrial organizations, Government and Non-Governmental organizations, Banks and as academicians in different universities and business schools. The Department consistently has a good placement record. Every year about 50 per cent of its students get placed in different organisations both Public and Private sectors.

THE CONFERENCE

During the first decade of the twenty-first century, Human Resource Management (HRM) thinking and practice have evolved in significant new directions. Issues and approaches that were previously seen in many organizations as being peripheral have moved to center stage as HR agendas have been adjusted to take account of developments in the business environment. Hence, we have seen much more interest in work-life balance issues, in HR ethics, partnership agreements and in the formal evaluation and measurement of HR practices. Ideas developed in the 1990s have moved from 'fringe' or 'fad' status to occupying a pivotal role in many organizations' HR strategies. This is true of employer branding, the use of balanced scorecards.

Better employment relations have always created a positive psychological contract with the provision of flexible benefits and the range of activities collectively comprising 'e-HR'. Older, more-established approaches have been reconfigured and often relabeled to make them fit for purpose in the contemporary world. Workforce planning has thus been reinvented as talent management, pay administration has metamorphosed into total reward management, equal opportunities has become diversity management, while terms such as coaching, mentoring, competencies and business partnering have been accorded specific definitions in our professional vocabulary. We have also seen the emergence of some genuinely new areas of research and practice, such as strengths based performance management, formal strategies aimed at fostering well-being and happiness at work and the evolving employee engagement agenda. Last, but not the least, we have seen the development of a situation in which the need to adapt, evolve and restructure is a constant presence in many organizations. Whereas

change used to be episodic in nature, it has for many become endemic, with major implications for the way we carry out HRM.

As employment relationship appears to be subordinate context of broader HRM discipline, it is obvious that the dynamics of interaction between Employee, Employer and the State will assume a new realm of equations in the changing scenario.

The conferences, seminars, debates and discussions are there to create healthy platform of among the academicians, scholars and practitioners to contribute on better employment relationship in the lines of changes in Human Resource Management.

The conference intends to address the following major themes:

- Changing Employment Scenario in the age of Corporate Restructuring
- Evolution of Social Media and Its Impact on HR Management and Development
- Paradigm shift in Corporate Governance Regime and its influence on Workforce
- Increasing dependence on Knowledge and its effect on core HR Functions
- HRM and Technology Interface
- Organizational Democracy in the regime of more Transparency and Accountability
- Performance Management Issues
- Handling Grievances of a Knowledge Worker
- Social Security in landscape of Cost-cutting and Downsizing scenario
- Leadership as a guiding force towards HR-Organization integration

Original Research Papers, Reviews, Theoretical Criticisms and Case Studies are invited for presentations in the seminar and publications in the seminar proceedings.

CALL FOR PAPERS

Papers are invited from academicians, HR professionals, researchers, trade unionists, and members from NGOs, media, judiciary, bureaucracy, corporate houses and social activists for presentation of the same in the technical sessions of the conference. Persons desirous of contributing papers should submit the hard and soft (e-mail to: ncirpmal17bu@gmail.com) copies of the same on or before **February 20, 2017**.

REGISTRATION

The delegates willing to participate in the Conference are required to pay Rs.1000/- (Executives) and Rs. 500/- (Scholars) as registration fee per person. The payment has to be made in shape of Demand Draft drawn in favour of "IRPM Alumni Association" drawn on State Bank of India, Bhanja Bihar Branch (IFSC Code - SBIN0002107, SB A/C No. - 10941792842). No TA and DA will be paid to the delegates attending the Conference.

ACCOMMODATION

Accommodation shall be provided at Berhampur on request and payment in this regard has to be made by the delegates. Requests for accommodation should reach the Organizing Secretary latest by **March 10, 2017**.

PROGRAMME

18th March, 2017

- Registration
- Inauguration
- Panel Discussion
- Technical Session - I

19th March, 2017

- Technical Session - II
- Valedictory Function
- Alumni Meeting

PATRON

Professor Rajendra Prasad Das,
Vice-Chancellor

CONFERENCE CHAIRMAN

Prof. Jayaram Pradhan

ORGANISING SECRETARY

Prof. Bibhuti B. Mahapatro

CO-ORGANISING SECRETARY

Dr. Satyabrata Patro

ORGANIZING COMMITTEE

Dr. Anuva Choudhury

Sri B. K. Lakra

Sri S. Vijay Kumar

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Sri S. S. Patnaik

Sri Bamadev Misra

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