

## CALL FOR PAPERS

Academy of Human Resource Development, International

Jointly with the

Academy of Human Resources Development, India

Announces the

### **First Asian Regional Conference on Human Resource Development**

Conference Theme:

## *Human Resource Development in Asia: Trends and Challenges*

October 28-29, 2002

(Pre-conference Workshops: October 26-27)

#### **Venue:**

Indian Institute of Management, Bangalore, INDIA



---

First Asian Regional Conference on Human Resource Development

# *Human Resource Development in Asia: Trends and Challenges*

October 28-29, 2002

---

**T**he Asia Chapter of the Academy of HRD (the top global organization in the field of HRD), in cooperation with the Indian Academy of HRD, invites scholarly papers (empirical or conceptual) for its first Asian Regional conference. The conference will bring together researchers and practitioners in the field of HRD coming from various disciplines and fields of study (HRD and HRM, business management, education, IT, economics, psychology, sociology and others). It will also be an effective forum for networking and professional interactions among leading HRD researchers and practitioners from around the world who have interests in HRD in Asia. From throughout Asia, attendance is expected from Japan to New Zealand, from Vietnam to Saudi Arabia.

The Academy of Human Resources Development, India (established in 1991), based in Ahmedabad, is a center for Research and Education in India. It holds round table and other conferences, conducts doctoral level fellowships and other education and training programs to prepare HRD professionals and has a number of publications.

The Academy of HRD, headquartered in the USA, is supported by four international publications: Human Resource Development Quarterly (HRDQ), Human Resource Development International (HRDI), *Advances in Developing Human Resources*, and the new Human Resource Development Review. All of these journals are published quarterly by reputed publishing houses in the USA and the UK. Selected papers from this conference may be considered for publication in these journals.

---

**Possible Topics or Issues to be covered**  
(not an exhaustive list)

- **HRD in the Business or Corporate Sector** (recent trends, competency mapping research, 360 degree feedback research, roles and responsibilities of HRD staff, assessment centers, culture change and change management, performance management systems, HRD Audit, career planning, coaching and mentoring and their effectiveness.)
- **HRD in the Not-for-Profit Sector** (government, development, social infrastructure, health, education, services sectors)
- **HRD Theory, Concepts, Frameworks, Systems** (relevance and application to Asian context)
- **HRD Tools, Techniques, and Innovations** (36p degree feedback, instructional technology, performance management systems, assessment centers.)
- **Measuring and Managing the Impact of HRD** ( HRD audit, measurement, approaches, implementation research )
- **HRD and Information Technology Driven Change** ( role of IT in HRD, role of HRD in change management, particularly in technological changes, such as SAP, ERP )
- **HRD Professionals and HRD Roles** (emerging roles of HRD professionals, new competencies, new knowledge & skills, academics & consultants)
- **HRD Research in Asia** (potentials, problems, strategies used, partnerships among academia and industry )
- **HRD at the National Strategic Level** (national policy initiatives, various strategies used, focus and interpretations of HRD in different countries)
- **Organization Development and Learning** (OD and change management, learning organization, life-long learning, appreciative inquiry, action learning)
- **Career Development and Planning** (CD practices in Asia, public vs. private organizations)
- **International HRD** (cultural influences on HRD practice, cross-cultural differences, comparative analyses)
- **HRD Interventions Based on Indigenous Culture and Values**
- **Impact of Globalization on Human Development in Asian Countries.**

[In all cases, keep in mind that the list above is suggestive only. Any paper that forwards our scholarly understanding of the HRD field is eligible for review and consideration.]

**Guidelines for Submission of Papers**

- Please send a Summary of about 500 words as an e-mail attachment in MS Word file. You will receive feedback within one week as to whether the Summary is acceptable, allowing you to begin work on the full paper.
  - For the full paper, follow the same guidelines as for the annual AHRD Conference submissions. The guidelines are available from the web site [www.ahrd.org](http://www.ahrd.org); alternately, write to Dr. Udai Pareek, Conference Proceedings Editor at e-mail: [udai@iihmr.org](mailto:udai@iihmr.org) or [tvraoad1@sancharnet.in](mailto:tvraoad1@sancharnet.in) All papers are to be in English and must be complete at the time of submission.
  - Last date for sending the summary: April 30, 2002
  - Last date for submission of full papers: July 15, 2002
  - Information on the acceptance of papers: July 30, 2002
  - Submission of final revised papers: August 30, 2002
-

## **Pre-conference Workshops and Skillshops**

Interested professionals are requested to offer pre-conference workshops on any related themes.

The following research themes are being considered at present:

- HRD Audit
- 360 Degree Feedback as a Change Tool
- Cultural Dimensions in HRD
- Other proposals will be considered

Each theme will be for one full day duration. The pre-conference workshop will be lead by one person or a group of persons and should be designed for a full day. Those who desire to offer such workshops may send details of the workshop they would like to offer to: Dr. T. V. Rao, Conference Site Chair, India (tvraoad1@sancharnet.in). The details should include the purpose of the workshop, coverage, time schedule and prerequisites if any for participation.

## **Conference Schedule**

(details will be announced later)

- Get Acquainted Ice Breakers on 27th October 2002 afternoon starting at 4.00 PM.
- This will be followed by a plenary session at 6.00 PM with introduction of the Conference themes etc. and first Keynote speech.
- Conference Dinner will follow this at the venue on 27th October, 2002.
- The conference will close on October 29th at 5.30 PM after the final plenary session.
- AHRD meetings will be on October or after the sessions on 29th 6.00 PM onwards.
- Delegates are advised to plan for sightseeing after or before the conference. A full day tour to Belur and Halibeid, the famous architectural spots and temples, another full day to Mysore Brindavan gardens and Tippu Sultan Palace etc. Tour operators will be available on site for registration on arrival.

## **Conference Venue**

Bangalore is a very picturous garden city. It is known as the IT capital of India and also known as the Silicon Valley of India. It enjoys a very cool climate right through the year. At the time of the conference, the average temperature is 25°C It is a young city with a lot of pubs and eating places. It is known for its temples. There are a number of educational institutions there, including the famous Indian Institute of Science.

## Conference Chairs and Committees

### CONFERENCE CEO AND ASIA CHAPTER CO-COORDINATOR

**Dr. AAhad M. Osman-Gani**

*Professor of HRD and International Business*  
Nanyang Business School  
Nanyang Technological University, Singapore  
Tel: (65) 6790-4982 • E-mail: aahad@ntu.edu.sg

### ADVISORY

**Dr. Gary McLean,**

University of Minnesota, USA, and  
Past-President, AHRD, International  
420 Vo-Tech Building  
1954 Buford Ave., St. Paul, MN 55108 USA  
Tel. 612-624-4901; Fax. 612-624-4720 • email: mclea002@umn.edu

### CONFERENCE SITE CO-CHAIRS

**Dr. T V Rao**

Chairman, T V Rao Learning Systems Pvt. Ltd.  
603, 6<sup>th</sup> Floor, PARSHWA  
Opp.Rajpath Club, Sarkhej -Gandhinagar Highway  
Ahmedabad 380 015  
Tel: 079: 6872718, 6870312, 6870687  
E-mail: tvraoad1@sancharnet.in, talamvrao@rediffmail.com

&

**Prof. N M Agarwal**

Area Chairperson – OB HRM Area  
Indian Institute of Management, Bangalore  
Bannerghatta Road  
Bangalore 560 076  
Tel: 080 – 6993037, 6993161 ® 6590125 • E-mail: agrawal@IIMB.ERNET.IN

### PROGRAMME COMMITTEE CO-CHAIRS

**Dr. AAhad Osman-Gani and Dr. T.V. Rao**

### PROGRAM ASSOCIATE CHAIRS

- **Dr. Rebecca Sta Maria**, Malaysia: Rebecca@intanbk.intan.my
- **Dr. Tan-Chiraprapha Akaraborworn**, Thailand: chira123@hotmail.com
- **Dr. Bella Ya-Hui Lien**, Taiwan: bmayhl@ccunix.ccu.edu.tw
- **Dr. Kiyoe Harada**, Japan: HRDharada@aol.com
- **Dr. Ahmad A. Ajarimah**, Middle-East & Gulf: ajarimaa@aramco.com.sa
- **Dr. David Ripley**, NewZealand : d.ripley@mang.canterbury.ac.nz
- **Dr. Eunsang Cho**, South Korea: escho@krivet.re.kr

### CONFERENCE PROCEEDINGS EDITORS

**Editor: Dr. Udai Pareek**

Indian Institute of Health Management Research  
1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur – 302 011

**Co-Editors: Dr. T.V. Rao, & Dr. AAhad Osman-Gani**

Papers and Summaries to be sent to udai@iihmr.org with a copy market to tvraoad1@sancharnet.in

(Information regarding arrivals, departure, accommodation etc. to be sent to Prof. N. M. Agarwal)

## **Registration and Accommodation**

**REGISTRATION FEE:** For members of AHRD, USA: US \$150 (covers pre-conference dinner on 27<sup>th</sup> October, conference materials, proceedings, lunch and tea from 28<sup>th</sup> to 29<sup>th</sup> October, 2002, and the concluding dinner) For non-members US \$200.

All registration fees to be sent to Co-Program Chair, Dr. T. V. Rao. Cheques should be drawn in the name of "Academy of HRD, Asian Regional Conference," payable in Indian Rupees at Ahmedabad. For credit card payments please write to tvraoad1@sancharnet.in to get further details.

Indian Rupee equivalent to Dollars: \$50 x 50 = Rs. 2500  
\$150 x 50 = Rs. 7500  
\$200 x 50 = Rs. 10000

**Accommodation:** Rooms are available at the venue of the conference at US \$50 per day. Please book in advance by writing to Prof. N. M. Agrawal, Co-Chair, and Organizing Committee: by e-mail at agrawal@iimb.ernet.in or by mail or fax at the address below:

**Prof. Narendra M Agrawal**  
Area Chairperson- OB HRM Area  
Indian Institute of Management, Bangalore  
Bannerghatta Road, Bangalore – 560 076  
India (Telephone 91-80-699 3037 (office)  
Fax: 91-80-658 4050

Reservations for accommodation can also be made by directly writing to Mr. J. R. Saligram Chief Programs Officer at IIMB at the address below:

**Mr. J. R. Saligram**  
Chief Programs Officer  
Indian Institute of Management, Bangalore  
Bannerghatta Road, Bangalore – 560 076  
India (Telephone 91-80-699 3203/ 6582540 (office)  
Fax: 91-80-658 4004/ 658 4050 e-mail: saligram@iimb.ernet.in

**Bangalore** is a Garden City. A lot of hotels provide good accommodation in and around US \$50 to US \$100 a day. Details will be sent to those intending to stay outside the conference venue.

Pre-conference workshops Registration Fee US \$50 per one-day workshop. Details of the pre-conferences will be mailed to all registrants as available.