



## ACADEMY OF HUMAN RESOURCES DEVELOPMENT

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*“Management is one field where practices precede theory and management theories are largely built on practices that are successful or less successful. Indian managers are highly action oriented and are sitting on bundles of data. Indian managers and management scientists do not have adequate training or opportunity to document scientifically their experiences and add it to the management knowledge. Recognizing the need to provide opportunities for managers to scientifically study and document their own action initiatives and change processes, and add to the body of management knowledge, this doctoral level program of AHRD was initiated”....Dr. T. V. Rao*

The Academy’s flagship program, the Fellow Program, is a doctoral level program comparable to Ph.D. while the Associate Program is a pre-doctoral level program comparable to M.Phil. ***A total of twenty nine students have been awarded the Fellow Title of the Academy till date.*** The Fellow/Associate is a three year non-residential part time program. It is ideal for practicing HRD managers and academicians to upgrade their competencies, undertake research in the field of HRD and enable them in career advancement. The objectives of the program are to:

- ✚ Identify key research needs of the organization for strategic planning and decision-making
- ✚ To independently design and conduct research studies in HRD & OD
- ✚ To identify and document data on people-related issues
- ✚ To evaluate HRD & OD interventions for effective change management processes
- ✚ To initiate and provide guidance to research-related activities
- ✚ To offer internal/external consulting and counseling for initiating and managing change processes

The Fellow Program covers eighteen modules and is structured into three major phases. Phase I – the preparatory phase, comprises of three contact classes for a period of twenty days every six months (attendance is mandatory). Phase II covers the study and project assignments and Phase III is the Thesis/Dissertation Phase. For more details on the FPM program of the Academy, please click on: [http://www.academyofhrd.org/images/pdf/fna\\_broch\\_appform.pdf](http://www.academyofhrd.org/images/pdf/fna_broch_appform.pdf)



*“AHRD through their Fellow program has made me visible across the whole academic community apart from helping me contribute to genuine research. Getting research experience through a specialist higher learning institution (AHRD) has helped me focus my interests and give me a leg up on the competition. It has also helped me determine whether I will enjoy a full-time academic career or prefer an alternative career path that still incorporates consulting or business, or a hybrid research job that combines scientific and non-scientific skills”....Fellow, AHRD, Harry Charles Devasagayam, Vice-President HR, Ascend Telecom Infrastructure Pvt. Ltd., Bangalore.*

*“My doctoral journey with the Academy of Human Resource Development, Ahmedabad was unique and splendid. I had the opportunity to learn, interact and absorb from some of the best known luminaries in their respective domains who constitute the academic-pool and Governing Board of this wonderful institution. I shall always cherish these marvelous memories.”....Fellow, AHRD, Debaprasad Chattopadhyay, Senior Professor & HOD-HR, Globsyn Technologies Ltd., Kolkata.*

## Highlights

- ✚ The Academy is pleased to announce the submission of the Research Report on “Empowering HR to Lead Transformative Practices: Issues & Perspectives in Power Sector Undertakings” to the Power HR Forum that represents public enterprises with a turnover of Rs.1,00,000 crores.
- ✚ The Indian Society for Training and Development (ISTD) conducted a two-day workshop at the Academy on “Advanced Organizational Interventions” from January 27-28, 2014.
- ✚ Prof. Imon Ghosh, has completed his term as Director of the Academy of HRD at the end of January 2014. The Board has asked him to continue as an Honorary Director for an interim period.

## Congratulations

- ✚ AHRD Fellow, Debaprasad Chattopadhyay’s paper on *“Impact of Spirituality of Leaders at Work and Leaders’ Reputation on Teams’ Spiritual Climate”*, has been selected by IIM - Bangalore for publishing by Cambridge University Press.
- ✚ AHRD Fellow, Harry Charles Devasagayam’s paper on *“Organizational Citizenship Behaviour of Distributed Teams: A Study of the Mediating Effects of Organizational Justice in Software Organizations”*, has been selected as the Best Global HR Research by the World HR Congress that was held in Mumbai.

## Upcoming EVENTS

- ✚ The contact classes for the Fellow and Associate Program of the Academy will be held in the month of April 2014.
- ✚ Kishore Shah, a student of the Academy, will be publishing his book *“364 Days of Transformation”* in April, at the Academy, with foreword by Dr. Ashutosh Bhupatkar.



Book Launch at AHRD  
Author : Kishore Shah



**364 Days of Transformation by Kishore** is a handbook of transformation for the seekers-guiding, enabling and empowering change and development through a variety of innovative approaches.