

Track 2: Managing Changes in Behaviour, Thinking, and Experiences of People during a Global Crisis

Inaugural (9:30 am to 10:00am) –
Day2 18th August, 2020

Panel 1		Panel 2	
	Panelist: Dr. Monica Kunte Dr Sweta Mohapatra		Panelist: Dr. Vinita Sinha
11:00- 11:15	Paper Id: 9 Presenter: Kumod Kumar Jha Title of study: Study of Students' decision making for enrollment in private Institutes for MBA in India kumod_jha@scmhrd.edu		Title of study: Role of mentoring in sustenance and scalability of social startups during the current global crisis in Maharashtra s.huralikoppi@jbs.cam.ac.uk
11:15-11:30	Paper Id: 18 Presenter: Rohan Vishwakarma Title of study: Is extra-curricular activities lead to the employee engagement? rohan_vishwakarma@scmhrd.edu		Paper Id: 19 Presenter: Prakshi Jain Title of study: Personality Types affecting Team Cohesion and Team Effectiveness prakshi_jain@scmhrd.edu
11:30-11:45	Paper Id: 27 Presenter: Sakshi Singh Title of study: Impact of determinants of employee experience and workforce agility on employee performance sakshi_singh@scmhrd.edu		Title of study: A Study to Evaluate the Efficacy of Skilling Initiatives under CSR Programs during the current global crisis in k.deshpande@jbs.cam.ac.uk
11:45-12:00	Paper Id: 31 Presenter: Priyanka Mittal Title of study: Impact of Individual Needs on Employee Performance while Teleworking priyanka_mittal@scmhrd.edu		Renguntwar Title of study: Workforce Agility: Variation and Amalgamation to Wave through Volatility sumaheshr@gmail.com
12:00-12:15	Paper Id: 37 Presenter: Subha D.C Title of study: Impact of Training and Motivation on Employees Performance in the Banking Sector subha_d@scmhrd.edu		Pramod Title of study: Assessing the impact of diversity and inclusion policies on employee motivation and behavior patil_abhishek@scmhrd.edu
12:15-12:30	Paper Id: 84 Presenter: Neha Garg Title of study: Contribution by leaders in increasing employee engagement neha_garg@scmhrd.edu		Paper Id: 86 Presenter: Gayatri Sood Title of study: Developing a Mechanism to engage Blue Collared during COVID-19 gayatri_ood@scmhrd.edu
12:30-12:45	of study: Impact of COVID-19 on the emotional well-being of corporate employees pinak_parulekar@scmhrd.edu		Title of study: Diversity and Inclusion: Evaluating the gaps between existing and expected practices in Indian organisations. shivangi_varshney@scmhrd.edu
12:45-1:00	Paper Id: 94 Presenter: Kavya Pandey Title of study: Leveraging knowledge management in the automobile sector to gain a competitive edge kavya_pandey@scmhrd.edu		of study: Effective recruitment and selection as a tool for achieving employee productivity in an organization arjun_sehgal@scmhrd.edu
1:00-1:15	Paper Id: 106 Presenter: Jyoti Yadav Title of study: A study of attrition factors and designing retention strategies jyoti.yadav@ritindia.edu		Paper Id: 112 Presenter: Nitish Chandra Title of study: Do employee's identify? : a study of organizational culture and learning nitish_chandra@scmhrd.edu
1:15-1:30	Paper Id: 113 Presenter: Pratiksha Tirkey Title of study: Workforce agility in the times of COVID 19 pratiksha_tirkey@scmhrd.edu		study: The Impact of Emotional Intelligence and Servant Leadership on Employee Job Satisfaction pallavi_jha@scmhrd.edu

	Panel 1		Panel 2	
	Panelist: Dr. Pooja Sharma		Panelist: Mr. Sanjay Bhattacharya	
3:15-3:30	Paper Id: 264 Presentator: Kunal Kanti Roy Title of study: Employer attractiveness: Generation Z employment expectations in India	kunal_roy@scmhrd.edu	Paper Id: 271 Presentator: Rudraksh Dubey Title of study: HR data and new age	rudraksh_dubey@scmhrd.edu
3:30-3:45	Paper Id: 272 Presentator: Faiza Khan Title of study: How inclusive are our workplaces?	faiza_khan@scmhrd.edu	Parihar Title of study: Cultural traits influencing the adoption of new ways of working	amitesh_parihar@scmhrd.edu
3:45-4:00	study: Factors impacting attrition of women employees post maternity in IT/ITES sector and measures to curb it	vemparala_shrividya@scmhrd.edu	Paper Id: 283 Presentator: Chinakshi Title of study: Impact of Job enrichment on Interns engagement	chinakshi_2019@scmhrd.edu
4:00-4:15	study: Exploration of Practices to increase retention of learning interventions among employees using multivariate panel regression	pooja_adhikari@scmhrd.edu	Zacharia Title of study: Study the Effectiveness and Best Practices of Organizational Branding and Communication	zeena_zacharia@scmhrd.edu
4:15-4:30	Paper Id: 288 Presentator: Dasarapalli Reddy Title of study: To assess the factors affecting employee engagement in organizations during a crisis situation	dasarapalli_venkata@scmhrd.edu	study: Motivational drivers for Gen Z and how their attitudes, perceptions and expectations can be managed in the context of the tech-	titash_paul@scmhrd.edu
Day 3 (19.8.2020)				
	Panel 1		Panel 2	
	Internal Panelist: Dr. Pooja Sharma		Internal Panelist: Mr. Sanjay Bhattacharya	
11:00- 11:15	<i>Measuring the impact of Innovative Performance Management Systems in improving Organizational Performance</i>	susmita_kullu@scmhrd.edu	<i>study: Leveraging Positive Psychology in Promoting Well-Being: a Bibliometric Analysis</i>	rachnaarora.phd@gmail.com
11:15-11:30	<i>Paper Id: 134 Presentator: Pranjal Jain Title of study: Green HRM- A competitive Employer Branding Strategy</i>	rachnaarora.phd@gmail.com	<i>Agarwal Title of study: Competency Assessment and Development - an empirical study of Research and Development department of</i>	pranjal_jain@scmhrd.edu
11:30-11:45	<i>Paper Id: 138 Presentator: Mahadyuti Dutta Choudhury Title of study: Culture, work engagement and intention to join: A study of internship experience</i>	mahadyuti_choudhury@scmhrd.edu	<i>Significant household factor/s that determine the IT employee's job effectiveness while working from home</i>	s_vivek@scmhrd.edu
11:45-12:00	<i>Study of assessing HR process effectiveness through HR metrics- An empirical study in selected Indian organisations.</i>	jagdish_salunke@scmhrd.edu	<i>study: A study on Managing a Multi generational Workforce: Concept of Reverse mentoring in Organizations</i>	nitin_koul@scmhrd.edu
12:00-12:15	<i>Title of study: Changes in the Human Resource Management and Compensation strategies adopted across IT and ITeS industries due to COVID-19 in India</i>	krishna_ayyagari@scmhrd.edu	<i>Paper Id: 150 Presentator: Naga Bhargavi Bobbili Title of study: Talent & rewards : understanding Gig workers</i>	bhargavi_naga@scmhrd.edu

12:15-12:30	Paper Id: 151 Presentator: Agrawal Anand Sanjay Title of study: Assessing the impact of leadership style on employee morale	anand_agrawal@scmhrd.edu	Paper Id: 152 Presentator: Amisha Title of study: To analyse the level and factors of Job Satisfaction across different generations in India	amisha_2019@scmhrd.edu
12:30-12:45	Paper Id: 153 Presentator: Kaptan Singh Title of study: A study to identify the best e-onboarding practices for management graduates joining workforce in India	kaptan_singh@scmhrd.edu	Paper Id: 156 Presentator: Mridul Kanti nath Title of study: The impact of leadership on human resources in small firms	mridul_kanti_nath@hotmail.com
12:45-1:00	Paper Id: 158 Presentator: Shubham Mallick Title of study: Handling and protecting Organization's data in the age of technology	shubham_mallick@scmhrd.edu	Dr Hirak Dasgupta Title of study: The Essence of Emotional Labour in the Lifeworld of Indian Hospitality Service	sanjay_bhattacharya@scmhrd.edu
1:00-1:15	study: Analyzing impact of employee experience touchpoints as an employer branding initiative during crisis and measure its effectiveness towards hiring	rohit_shelam@scmhrd.edu	Ingle Title of study: Onboarding: Impact of three component of welcome on the Organizational Citizenship Behavior	manojkumar_ingle@scmhrd.edu
1:15-1:30	Paper Id: 176 Presentator: Sukriti Kakkar Title of study: Study of Employers Perception on Employment of People with Disabilities, Challenges and Issues	sukriti_kakkar@scmhrd.edu	Paper Id: 180 Presentator: Shreya Sinha Title of study: Comparative study of effectiveness of work from home multiple industries	shreya_2019@scmhrd.edu
Lunch Break (1:30pm to 2:00pm)				
Consultant and Corporate Management Expert, World Bank. Topic for Session: Risk Management of Infrastructure Projects During COVID 19 Pandemic		dr.ajitpatwardhan@gmail.com	to 3:00pm) Dr. Suneel Kunamaneni, Senior Lecturer in Innovation	
	Panel 1		Panel 2	
	Internal Panelist: Dr. Monica Kunte		Internal Panelist: Dr. Vinita Sinha	
3:15-3:30	Paper Id: 193 Presentator: Reshmi Jane Nair Title of study: Retaining Talent in The Indian IT Industry	reshmi_nair@scmhrd.edu	Paper Id: 294 Presentator: Aluri Sriharsha Title of study: Effectiveness of E Learning Programs in Financial Services sector	aluri_sriharsha@scmhrd.edu
3:30-3:45	Paper Id: 295 Presentator: Bhukyavathu Sai Praneeth Title of study: Comparative Study on the Impact of IT Sector's Employer Branding on MBA graduates	Sai_praneeth@scmhrd.edu	Title of study: Effect of organizational behavior and Human Resource practices on employee turnover: A study on Indian millennials	nikhil_chaudhary@scmhrd.edu
3:45-4:00	Paper Id: 302 Presentator: Harmeesingh Matharu Title of study: Employees' Perception of Behavior Based Performance Appraisal	harmeesingh_matharu@scmhrd.edu	Paper Id: 304 Presentator: Ritrik Jain Title of study: Mentoring during onboarding: An effective way to empower new employee	ritrik_jain@scmhrd.edu
4:00-4:15	Paper Id: 305 Presentator: Rashmi Subhash Shenoy Title of study: Why do employees leave?: a study of employee engagement and organizational politics	rashmi_shenoy@scmhrd.edu	Paper Id: 311 Presentator: Sayandip Chakraborty Title of study: Remote working in India during the COVID-19 crisis	sayandip_chakraborty@scmhrd.edu
4:15-4:30	Paper Id: 317 Presentator: Pearl Jain Title of study: Gender gap in wage discrimination in India: biggest challenge for any industry	pearl_jain@scmhrd.edu	Patwardhan Title of study: Facilitating factors in retaining Mid-career women professionals in an increasingly volatile talent market.	ncpatwardhan@gmail.com

Day 4 (20.8.2020)				
	Panel 1		Panel 2	
	Internal Panelist: Dr. Monica Kunte		Internal Panelist: Dr. Vinita Sinha	vinita_sinha@scmhrd.edu
11:00- 11:15	<i>Paper Id: 181 Presenter: Pulin Goyal Title of study:Elucidating the factors responsible for gender-based pay disparity across various employment sectors in India: A grounded theory approach</i>	polin_goyal@scmhrd.edu	<i>Paper Id: 183 Presenter: Abhijeet Kumrawat, Prithviraj Tankha Title of study: The Impact of Overtime on Job Satisfaction and Work Stress among Indian Contract Workers</i>	abhijeet_kumrawat@scmhrd.edu prithviraj_tankha@scmhrd.edu
11:15-11:30	<i>Paper Id: 184 Presenter: Philip John Title of study: Evaluating the Channels used to communicate the Benefits offered to a Multi-Generation Workforce</i>	philip_john@scmhrd.edu	<i>Paper Id: 185 Presenter: Aakriti Bajaj Title of study: Impact of Office Ergonomic Elements on Employee Performance</i>	aakriti_bajaj@scmhrd.edu
11:30-11:45	<i>Paper Id: 186 Presenter: Sayantan Das Title of study:Factors affecting Psychological Contract and Organizational Citizenship Behavior of blended workforce: A multi-industry study</i>	sayantan_das@scmhrd.edu	<i>Paper Id: 188 Presenter: Ayushman Deb Title of study: How Organizations Can Improve Candidate Experience During Recruitment in B-Schools and Enhance Their Employer Brand</i>	ayushman_deb@scmhrd.edu
11:45-12:00	<i>Paper Id: 192 Presenter: Rajshree Sen Title of study: Impact of Automation on Productivity and Organizational Restructuring</i>	rajshree_sen@scmhrd.edu	<i>Paper Id: 193 Presenter: Himani Karhade Title of study:Blue-Collar Workforce: An Exploration of Gender Diversity Constraints and Solutions</i>	himani_karhade@scmhrd.edu
12:00-12:15	<i>Managing Employee Retention During a Global crisis -A Comprehensive Bibliometric Survey</i>	aparnashastriphd@gmail.com	<i>of study: Organizational inclusion and leadership in times of global crisis</i>	sunainakunor@sibmpune.e
12:15-12:30	<i>study: Relationship between the organisational stressors, socio-demographic factors, and individual factors with job satisfaction: The Indian IT/ITeS narrative</i>	naveen_sandal@scmhrd.edu	<i>Paper Id: 207 Presenter: Vishal Agarwal Title of study: Modernizing Rewards and Recognition practices in the digital world</i>	vishal_agarwal@scmhrd.edu
12:30-12:45	<i>Paper Id: 208 Presenter: Vishvaraj Singh Solanki Title of study: Change in Hobbies & Interests - over age and between generations</i>	vishvaraj_solanki@scmhrd.edu	<i>study: Leveraging gamification strategies towards enhancing motivation for promoting e-learning in IT Organizations</i>	susmita_kullu@scmhrd.edu
12:45-1:00	<i>on the Learning Journeys of Front end workforce in Indian Fashion Retails in order to improve the L&D process</i>	ritik_gupta@scmhrd.edu	<i>of study: Impact of Career page user interface on candidate's application to job offerings</i>	udbhav_toppo@scmhrd.edu
1:00-1:15	<i>Paper Id: 213 Presenter: Jasmine E Peter Title of study: Who say's women can't negotiate</i>	jasmine_peter@scmhrd.edu	<i>of study: Employee experience framework and its impact on employee journey mapping</i>	pallavi_srivastava@scmhrd.edu
1:15-1:30	<i>study: Measuring employee productivity across industries and roles with special reference to laterals and fresh</i>	pallavi_srivastava@scmhrd.edu	<i>Paper Id: 217 Presenter: Pranjal Kaushik Title of study:Inclusion through food at the workplace</i>	pranjal_kaushik@scmhrd.edu
	Panel 1		Panel 2	

	Internal Panelist: Dr. Netra Neelam		Internal Panelist: Mr. Sanjay Bhattacharya	
3:15-3:30	<i>Paper Id: 325 Presentator: G Hriday Title of study: Comparing & Analysing the differences between Traditional and Virtual onboarding practices</i>	g_hriday@scmhrd.edu	<i>Paper Id: 329 Presentator: Aastha Rajan Title of study: Retention of Millennials and Genz employees in India</i>	aastha_rajana@scmhrd.edu
3:30-3:45	<i>Paper Id: 331 Presentator: Patil Advait Tanaji Title of study: Internship in the era of COVID 19: what has changed in the internship dynamics</i>	advait_patil@scmhrd.edu	<i>Paper Id: 336 Presentator: Sayali Gaikwad Title of study: Analysis of competency framework for managerial positions in a large conglomerate</i>	sayali_gaikwad@scmhrd.edu
3:45-4:00	<i>Paper Id: 340 Presentator: Aritra Mukhopadhyay Title of study: Organizational Culture Concerns and Change Management Practices employed by Indian Firms during and after Mergers and Acquisitions</i>	aritra_mukhopadhyay@scmhrd.edu	<i>Paper Id: 342 Presentator: Jatin Bishnoi Title of study: Labor laws liberation and COVID 19</i>	jatin_bishnoi@scmhrd.edu
4:00-4:15	<i>Paper Id: 344 Presentator: Navyaa Chandel Title of study: Leveraging Learning interventions for Talent Development: An Inductive Approach</i>	navyaa_chandel@scmhrd.edu	<i>Paper Id: 349 Presentator: Eisha Dewarwal Title of study: Functioning with a multigenerational workforce: perks and challenges</i>	eisha_dewarwal@scmhrd.edu
Day 5 (21.8.2020)				
	Panel 1		Panel 2	
	Internal Panelist: Dr. Netra Neelam		Internal Panelist: Ms. Richa	
11:00- 11:15	<i>Paper Id: 220 Presentator: Mayank Prasad Title of study: Analysis of gender issues during COVID-19</i>	mayank_prasad@scmhrd.edu	<i>Paper Id: 221 Presentator: Alhan Aziz Khan Title of study: Effectiveness of E-Learning in the Indian IT Industry</i>	alhan_khan@scmhrd.edu
11:15-11:30	<i>Paper Id: 222 Presentator: Kalyani Radha K Title of study: Work life balance and organizational culture- a study of job satisfaction of millennial workforce</i>	kalyani_radha@scmhrd.edu	<i>Paper Id: 223 Presentator: Saloni Singhaniya Title of study: A war of two modes- comparative study of e- learning and classroom learning</i>	saloni_singhaniya@scmhrd.edu
11:30-11:45	<i>A study of Employee Engagement Practices and its impact on Team Effectiveness in the context of Virtual and collaborative Workplace</i>	soham_majumder@scmhrd.edu	<i>Paper Id: 225 Presentator: Pankhuri Satish Jaiswal Title of study: Employer branding-An Employer Attractiveness Tool</i>	pankhuri_jaiswal@scmhrd.edu
11:45-12:00	<i>Paper Id: 226 Presentator: Subarna Barua Title of study: Employee Experience - Enhancing The On-Boarding Experience Of Fresh Hires</i>	subarna_barua@scmhrd.edu	<i>study: To analyse the career development framework and its impact on quality enhancement of internal talent pool of the organisation in</i>	utkarsh_2019@scmhrd.edu
12:00-12:15	<i>Paper Id: 228 Presentator: Saloni Bhardwaj Title of study: Initiatives taken by organizations for the development of women leaders</i>	saloni_bhardwaj@scmhrd.edu	<i>Pawar Title of study: Strategic approach to employees' wellbeing: Study assessing the relationship between Holistic Wellness, Job</i>	damini_pawar@scmhrd.edu

12:15-12:30	<i>study:Effect of informal rewards on employee motivation and the leaders' use of informal rewards to achieve organizational goals</i>	prasoon_jain@scmhrd.edu	<i>Paper Id: 235 Presenter: Dipjoy Saha Title of study:Impact of inclusivity on organisational commitment among employees of IT industry</i>	dipjoy_saha@scmhrd.edu
12:30-12:45	<i>Paper Id: 239 Presenter: Preeti Jasmine Tellis Title of study:Factors impacting adoption of MOOCs as a Learning Tool for Millennial in the Indian Workplace</i>	preeti_tellis@scmhrd.edu	<i>Title of study: To study the attrition and retention of mid management employees at selected organizations in the BFSI sector</i>	simran_shikalgar@scmhrd.edu
12:45-1:00	<i>Paper Id: 243 Presenter: Nazish Kamal Title of study:Reducing Turnaround Time (TAT) in Recruitment and Selection process for laterals at FMCG Industry</i>	nazish_kamal@scmhrd.edu	<i>of study: Culture in action: How is culture perceived and driven in leading organizations with a significant Indian presence</i>	shashank_thigle@scmhrd.edu
1:00-1:15	<i>Paper Id: 247 Presenter: Tanya Taneja Title of study:Enhancing the interview effectiveness and experience and it's impact on candidate and business experience</i>	tanya_taneja@scmhrd.edu	<i>Akanksha Sain Title of study: Workforce analytics: using HRM practices, methods and analytics to realise</i>	akanksha_sain@scmhrd.edu
1:15-1:30	<i>Paper Id: 249 Presenter: Akanksha Sain Title of study: Assessing Leadership development strategies adopted by organizations for developing internal talent pool</i>	akanksha_sain@scmhrd.edu	<i>of study:Evolving work styles in the wake of COVID-19- A new age dimension for HR policies and framework for organisations operating</i>	george_martin@scmhrd.edu
	Panel 1		Panel 2	
	Internal Panelist: Dr. Rajagopal		Internal Panelist: Mr. Sanjay Bhattacharya	
3:15-3:30	<i>Jaya Chitranshi Title of study: The Impact of Organisational Culture on Employees' Behavior in a Research and Development</i>	ravindra.pgdm1920@sims.edu jaya.chitranshi@sims.edu	<i>Paper Id: 359 Presenter: Ishan Singh Title of study:The Influence of e-Learning adoption among corporates in India</i>	ishan_singh@scmhrd.edu
3:30-3:45	<i>Paper Id: 368 Presenter: Jhalak Parmar Title of study: Recommendations on Effective Digital Learning Strategies for Organisations</i>	jhalak_parmar@scmhrd.edu	<i>study:Does gamification bolster the work burnout of employees in Covid 19? A study of gamification in employee engagement during</i>	swati_tayal@scmhrd.edu
3:45-4:00	<i>study:Trading off the online interventions for the on-site learning Interventions: Mapping digital interventions in Training & Development</i>	swati_mehta@scmhrd.edu	<i>Naik Title of study: Study of Human Resources initiatives aimed at increasing Diversity and Inclusion in workplaces</i>	preethi_naik@scmhrd.edu
4:00-4:15	<i>Paper Id: 396 Presenter: Padshala Mitulkumar Ratibhai Title of study: A challenges Faced by Disable People at workplace in India</i>	mitul_padsala@scmhrd.edu	<i>Bhattacharya. Title of study: Only I have to help myself Indian Migrant Labourers Plight During COVID nineteen Lockdown</i>	shubhasheesh.bhattacharya
4:15-4:30	<i>Paper Id: 199 Presenter: Sucheta Mandal Title of Study: A review of Work life Balance and Well being of Parents</i>	sucheta_mandal@scmhrd.edu		