FICCI ANNUAL HR CONFERENCE
Unravelling the Future of Work Through Corporate Innovation
Nov 23 – 24, 2017
Federation House, New Delhi

FICCI
1927-2017
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Call for Abstract

About the Conference

HR function today is poised as a catalyst of change that will help businesses align their course of work to bring out the best from the people and the processes. Fortunately, it is the most strategically placed lever to bring about any transformation at the work places, thereby, maximizing organizational output and customer delight. This year's conference will focus on role of Human Resource community in driving business performance by edifying culture of innovation and what future will unveil.

Invitation for Abstract Submission

FICCI Quality Forum is pleased to invite abstract on following themes: The selected applicant will be rewarded and given opportunity for presenting the same at the conference.

Theme 1: Transforming HR Service Delivery Through Roberts. Are We Ready?

With the advent of Technology, activities requiring human interface are being replaced by machines imbibing human cognition and intelligence. Robotics are being used in human centric manufacturing sectors and IVR technology has replaced people handling in customer desk. Though this is quite paradoxical to the inherent fabric of HR which advocates' 'People.

We are clearly transitioning from the times where 'getting the work done' was only feasible through' humans' to an era where organizations are spoiled for choices of getting things done through robots, phone apps, part time employees, hired external partners and a variety of options supported by technology.

HR also has a long history of hiring managers to make important business decisions. The tough balancing act of the HR, with the advent of decision supported algorithms, AI, and advanced analytics, and manager decisions based on intuition and experience with the conventional way of getting work done shall be deliberated during the session.

This session invites case studies where organizations have been successful in implementing the automation of everyday tasks through AI, robots, interfaces etc. and at the same time balancing the social aspect attached to it in terms of workforce optimization

Theme 2: How Millennials are helping shape up a better workplace: A new Dimension

Per a study one third of the population of the future workforce will be in the age group of 15-34 years old by 2020. That means they must be either taking leadership roles or must be prepared for ones.

Also, more than two-thirds of employers acknowledge that their Millennial workforce is certainly above average and is exceptionally sharp.

They are making noticeable contributions to the workplace including technical skills, have a zeal to be ahead and pre-empt challenges in a more structured way. They question the status quo; have tremendous knowledge on market movements etc.

Thus, companies, have started to relook at their strategies to enable a positive cultural shift within teams to fuel business outcomes.

The session invites case studies where organizations not only have taken proactive steps and aligned their strategies to develop the future leaders as the business environment rapidly

changes but also have data points where millennials have contributed significantly in the making their workplaces a better one

Theme 3: Innovation Impacts: Methods Matter

The latest edition of Motiv Strategies' Design Value Index (DVI) shows that companies that integrate Design Thinking into corporate strategy can outpace industry peers by as much as a 211% return over the S&P 500, marking the third consecutive year that the index has shown an excess of 200% over the S&P.

Companies across the globe including in India are adopting different innovation methods (Design Thinking, SIT, Scamper, etc.) to ideate and incubate ideas to drive business growth.

These innovation methods have allowed companies to create breakthrough products and services, adopt new business and service delivery models and dramatically change the status quo.

The session invites case studies where organizations have taken proactive steps to adopt one or more innovation methods to generate innovations that have not only generated significant and measurable top and bottom line value but have also led to positive impacts on company-wide OD initiatives.

Abstract Submission Guidelines

1. Applicants shall identify **ONE** of the above themes which is relevant to their work area for abstract submission.

2. They must have first-hand knowledge of actual cases/instances relating to any of the above-mentioned themes

3. Shortlisted abstract would need to submit case study on topic.

4. If your contribution is broadly in line with the conference objectives, you will be notified of its acceptance along with guidance to develop your presentation.

5. Please read through following pages for information regarding abstract submission process.

Review Process:

- All submitted abstracts will undergo a review process by Review Committee. Committee will access each abstract based on its adherence to format, relevance, quality, clarity and innovation w.r.t. topic.

- Shortlisted abstract will be notified to authors electronically and respective authors will submit case study to FQF, which again will be accessed by review committee.

- Authors will be contacted via email by Nov 05, 2017 and top two case studies on each theme will be shortlisted for presentation during the conference.

- All selected case studies will be made available to conference participants.

Presentation Types:

- Top most case study authors will be invited to present to 05-07 minutes for **Presentation** at the end of respective session.

- Shortlisted second most case study will be invited to present a poster presentation. The presenter will be required to stand by his/her poster(s) at specific times to answer questions during the conference. In the case of multiple authors, at least one author is required to stand by the poster at the specified times.

- Posters must not exceed in size (2.5 X 5 feet) (breadth* length) but may be any dimension within these constraints. Oversize posters may not be displayed. Push pins will be provided at the Conference.

- All oral/poster presentation should follow general format

  - Background: Outline the rationale and objective(s) of case study.

  - Methods: Brief Description

  - Results: Summary of major finding of the study.

  - Discussion/Conclusion: Conclusion statement based on case study results, implication for practice or policy, future directions etc.

Guidelines for Abstract Submission

- All case study abstract must be submitted by email to fqf@ficci.com with cc to

  - Vinti.mehrotra@ficci.com

  - ashish.dhiman@ficci.com .

- All case study should be submitted using Abstract Submission Form enclosed as Annexure 1 at end of this document.

- Abstract must be in English, using standard abbreviation. Place special or unusual abbreviations in parentheses after the full word when it appears for the first time.

- Errors, misspellings and incorrect abbreviations will not be corrected.

- Abstract submission is limited top 3 pages and word count should be between 1000 – 1500 words (excluding Headings)

- Abstract should be submitted as per attached template

- Be sure to PROOFREAD your work carefully before submission. No changes can be made to any portion of the abstract after the abstract deadline

- Paragraph headings should be typed in bold and each heading should be in a separate paragraph

- When referencing, use superscript numbers in both the text and the reference list

- FICCI QUALITY FORUM will not cover expenses (expenses for developing the poster, shipping, travel etc.) of those presenting posters

Formatting

- Use left alignment in the abstract title.

- Use Arial font type, 11 font size for all items of the case studies. Heading should be in 13 font size

- Use single spacing and type the text unjustified

- The title of the case study must be written in capital letters

- Type salutation, first name followed by the family name of the authors. When there are multiple authors, use comma (,) to separate them

- Format for writing authors' affiliations:

  - 1 First author's affiliation

  - 2 Second author's affiliation

Important Dates

Abstract Submission	**Now Open**
Deadline for abstract Submission	**Oct 16, 2017**
Authors to be notified by email of the result of their abstract submission	**Nov 05, 2017**
Authors to submit case study	**Nov 15, 2017**

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Contact Information

In case of any enquiry, please reach:

- Vinti Mehrotra
  E: vinti.mehrotra@ficci.com
  T: 9810884471

- Ashish Dhiman
  E: ashish.dhiman@ficci.com;
  T: 7042483366

Template for Structured Abstract Submission

1. About the Author	• Author name • Affiliation/Organisation • Capacity in which Author was associated with the case being presented • Activities done by the Author personally
2. About the Abstract Submission	• Title of abstract • How abstract is aligned with selected theme
3. Case Background	• Need/Problem/Issue/Requirement etc.
4. Methodology	• How the issue was resolved, the approach taken and innovation in approach
5. Work Done	• Actual work done (initiatives/task/activities) • Relevance of work done • Impact on organisation
5 A.	• Achievements • Improvement opportunities • Innovation
6. Lesson Learnt	•
7. Any other Aspect	•
8. References	•
9. Authors Biographical notes	•
10. Abstract Submission Form	•