

The Employer Federation of India and EFI Social and Labour Research Foundation jointly organize
4th EFI Research Paper Competition

supported by International Labour Organisation

Theme: Value Creation in Employee Relations: Future of Work, Workforce and Workplace

The 4th EFI National Research Paper Competition is organized exclusively for HR/IR/ER students to make them aware about the current and future IR/ER issues. By participating in Research Competition students can express their ideas in a systematic and scientific manner and hence, contribute to the industrial as well as economic development of India.

Topics for Research Paper:

1. Digital Disruption – Forces Influencing Future of Work

According to the PWC study, 'The workforce of the future: the competing forces shaping 2030': 'The future of work asks us to consider the biggest questions of our age. What influence will the continuing march of technology, automation and artificial intelligence (AI) have on where we work and how we work? Will we need to work at all? What is our place in an automated world? This is less about technological innovation and more about the manner in which humans decide to use that technology.' 'Complex, changing & competing forces , include mega trends are reshaping society & the world of work: economic shifts that are redistributing power, wealth, competition and opportunity around the globe; the disruptive innovations, radical thinking, new business models and resource scarcity that are impacting every sector.' How humans respond to the challenges and opportunities will determine the shape of the future of work and the workforce.'

2. Visualizing the Inclusive Workplace of the Future:

This theme has now moved away from excessive preoccupation with gender balance in organisations, tracking percentages, reservation/inclusion programs etc. Diversity has to address the range of 'different voices' that an organisation has to listen, manage and leverage for serving the requirements of a similar diverse consumer/customer eco system. While diversity can be quantified, the bigger challenge is the levels of inclusion. Inclusion is a psychological experiences that employee's feel- in spite of being from very diverse and different socio-economic backgrounds- that their voice matters when the organisation leadership makes decisions. Diversity without Inclusion is not enough, according to Diversity-and-Inclusion-Revolution.(Deloitte publication: January 2018) Appreciating differences is an important element, leaders have to demonstrate, when selecting, on-boarding and managing more and more diverse workforce.

3. 'Ease Of Doing Business': Critique of Indian Labour Policy & Emerging Vision

Ease of doing business has become an important metric, across the world, when nations compete for foreign investment. Ease of doing business is equally relevant for India, and over the decades, our country has become a more attractive economy for foreign investment and for that matter, even domestic investors. Largely, the ease of doing business has been connected to reducing paper work, rationalistic multiple agencies, automating approvals etc. Flexibility in right sizing the work force has been often cited as an impediment for enhancing the ease of doing business in India. Workforce protection is an equally important country priority as the percentage of employment in the formal/organised sectors is still minuscule. In the above context and due to the impending large scale potential disruption of Business models, by advanced Technology (Robots, AI etc), the compelling need for examining India's

past policy, current thinking and emerging vision of the future is of great importance to all stakeholders who are connected with Industry, employment etc.

4. *Managing Different Generations at the Workplace:*

It is now well accepted that, due to a rare combination of demographic forces, Indian workplace is witnessing the simultaneous presence of three to four generational cohorts. While much has been focused on the Baby Boomers and the Gen Y, the focus on Gen Z /Millennials has been somewhat less highlighted. The challenge of managing these different generations of employees arises from the difference in values each cohort has been born into. Leading and managing employees, with different generational values, and yet maintaining coherence of an organisation/Business culture is very demanding. The reality is that the consumer/customer eco- system is also changing rapidly, reflecting the same generational diversity of employees inside a company. While much ground has been dug, as to how best Gen X/Baby Boomers should inspire Gen Y employees, more focus is needed to understand the managing & leading challenges of Gen Y employees' vis-à-vis Millennials/Gen Z. The workplace challenges, due to the above demographic shifts, plays itself out differently in manufacturing, services and other emerging Business models based on E-Commerce, Aggregator platform businesses etc.

Benefits of participation in Research Paper Competition:

The winning teams will be given opportunity to present their research work in EFI National HRM Summit - 2019 in front of well-known Industry Experts, HR Professionals and ER/IR Specialist. Best paper will be awarded a certificate, cash prize and memento. The RPC 2019 participants will have an opportunity to attend the two days HR Summit 2019 at discounted rate.

Registration Fees:

The registration fees for Research paper competition per team will be Rs. 3540/- (Rs. 3000 + Rs. 540 GST-18%). There will be free accommodation for short-listed teams for final round on sharing basis for outstation students. Payment can be made through NEFT on below given details.

Details of NEFT

Name of the beneficiary	The Employers Federation of India
Name of the Bank	Central Bank of India
Bank A/C No.	1721340156
Branch Name	Mumbai Main
IFSC CODE	CBIN0280621

Submission Deadline:

Last date for Application - 19th September 2019
Last date for Abstract submission - 25th September 2019
Last date for Final Paper Submission - 26th October 2019
(Kindly note the change of dates)

For more details:

The Employers' Federation of India

17/3, World Trade Centre - I,
Cuffe Parade, Mumbai 400 005
Tel: +91 22 22151726 / 22151733 / 22151747

Conveners:

Dr. Mrinali Tikare: 9022694784/9820493668
Mr. Uday: 9665566252
Email: efihrmsummit@gmail.com

Guidelines for 4th EFI Research Paper Competition Participants

1. The team of maximum 3 students shall select one theme from four themes given above. The paper should strictly fall within the 'Aims and Scope' of any one theme and must have original research contributions.
2. The team will choose to submit manuscript in Word or PDF file. Manuscripts must be submitted only in English and should be written according to sound grammar and proper terminology. Manuscripts should be typed in Times New Roman of 12 pt. font with double spaced throughout. The full-length paper should not be more than 8000 words.
3. Manuscript must be accompanied by a covering letter including title and author(s) name.
4. The manuscript contains the main sections like Title, Abstract, Introduction, Materials & Methods, Results & Discussion, Conclusion, Appendices, Acknowledgments and References.
5. Avoid language that might be interpreted as denigrating. Do not use "he" or "she" exclusively.
6. In addition, students need to bear in mind that research paper evaluators/readers include not only academics but also a range of consultants, industrialists, government officials, HR/ER administrators and others interested in these issues. Students need to approach the topic in a manner that is likely to be of interest to a large proportion of readers
7. Please ensure that every reference cited in the text is also present in the reference list (and vice versa). The references must follow the style guide of the 'American Psychological Association' (APA). Use of DOI is highly encouraged.
8. Avoid using abbreviations for the names of concepts. Use ordinary words for variable names—not code names or other abbreviations. Use the same name for a variable throughout your text, tables, figures, and appendices.
9. All manuscripts under review are subject to screening using Plagiarism Prevention Software. The Plagiarism or Fraudulent or knowingly inaccurate statements constitute unethical behaviour and are unacceptable.
10. Figures should be numbered consecutively. Wherever necessary, the source should be indicated at the bottom. The figures should also be given relevant titles. All tables, charts, graphs, diagrams should be black and not in color. The images should be of high resolution and in black and white only. Number and complexity of such exhibits should be as low as possible.
11. After a paper is received, it will be sent to the subject matter expert for blind review.
12. Manuscripts are judged on the basis of the following criteria: a) Overall contribution of the paper to the field of IR/ER/HR; b) Significance and relevance of the topic; c) Originality of the content; d) Adequacy of the Literature Review; e) Conceptual rigor; f) Logical and technical soundness; g) Organization of the content; h) Writing quality
13. Request to submit your abstract and full length research paper on following mail ID efihrmsummit@gmail.com