

REGISTRATION DETAILS

- ♦ Link for Registration:
<https://forms.gle/ekn9Bq24r9McRbSW9>



PAYMENT DETAILS

- ♦ Registration fee and Publication fee should be paid in

<https://payments.billdesk.com/bdcollect/bd/natcoltm/191>



- ♦ Payment can be made online or in person.
- ♦ If you have made online payment, kindly send the screen shot of your payment details with Date, Transaction No, etc to the following mail ID:
hrconference2021@nct.ac.in

DATES TO REMEMBER

- ♦ Abstract & Full paper Submission: **18.02.2021**
- ♦ Conference Day: **4th & 5th MARCH, 2021**

FOR FURTHER DETAILS - CONTACT :

Dr. S. Kanchi Devi - 99441 93128
Dr. M. Sowriyar Duraisamy - 88256 22773
Prof. R. Govindarajan - 98654 77765
Dr. R. Dhanabal - 79046 17179

GENERAL INSTRUCTIONS:

- ♦ Registration fee includes Conference kit, Lunch & Refreshment
- ♦ No TA & DA will be provided
- ♦ Wearing mask & Social Distancing are mandatory.

OUR NEW ARRIVALS

- ♦ B.Com (BPS) in association with TCS
- ♦ BMS (Agri-storage & Supply Chain) in association with LSC (Both are 100% placement)

PATRONS

Dr. V. KRISHNAMURTHY, *President*,
National College (Autonomous), Tiruchirappalli.
SHRI. K. RAGHUNATHAN, *Secretary*,
National College (Autonomous), Tiruchirappalli.

ADVISORY BOARD

Dr. R. Sundararaman, *Principal*
National College (Autonomous), Tiruchirappalli.

CONVENOR

Dr. K. Kumar, *Vice Principal*
Dean - School of Commerce
Associate Professor & Head of Commerce.
H/P: 94435 48859

ORGANISING SECRETARIES

Dr. S. Kanchi Devi, *Assistant Professor*
Dr. M. Sowriyar Duraisamy, *Assistant Professor*
Prof. R. Govindarajan, *Assistant Professor*
Dr. R. Dhanabal, *Assistant Professor*

CONFERENCE SUPPORT TEAM

Dr. M. Sharmila, *Assistant Professor (SS)*
Dr. B. Sekar, *Assistant Professor*
Prof. R. Jayaraman, *Assistant Professor & Head (UAP)*
Prof. S. JamunaRani, *Assistant Professor*
Prof. K. Kavitha, *Assistant Professor*
Dr. T. Nandhini, *Assistant Professor*
Dr. V. Rathnamani, *Assistant Professor*
Dr. M. Nirmal, *Assistant Professor*
Prof. B. Swaminathan, *Assistant Professor*
Prof. B.A. Nancy, *Assistant Professor*
Prof. J. Rhema Priya, *Assistant Professor*
Dr. S. Savarimuthu, *Assistant Professor*
Dr. R. Soundaravalli, *Assistant Professor*
Prof. H. Lakshmi Priya, *Assistant Professor*
Prof. S. Seethalakshmi, *Assistant Professor*
Dr. R. Mathangi, *Assistant Professor*
Dr. N. Ramya, *Assistant Professor*
Dr. K. Vijayaragavan, *Assistant Professor*
Dr. P. Vijayakumar, *Assistant Professor*

COMMERCE WITH CA

Dr.P.Ravichandran, *Assistant Professor & Head (UAP)*
Dr. G. Umopathy, *Assistant Professor*
Prof. M. Rajavelayutham, *Assistant Professor*
Dr. P. Sami Muthusait, *Assistant Professor*
Prof. K. Sonia Nancy, *Assistant Professor*



Two Day International Conference

on

EMERGING TRENDS IN HUMAN RESOURCE MANAGEMENT

Date

4th & 5th March, 2021



Venue

A/C Auditorium



Organised By

**SCHOOL OF COMMERCE
NATIONAL COLLEGE**

(Autonomous),
Tiruchirappalli - 620 001.

ABOUT THE COLLEGE

National College, Tiruchirappalli was founded in June, 1919. The founders conceived the idea of a National institution to promote among its youth the highest and the loftiest ideals which constitute the essence of Indian Culture and Nationalism. The College, in fact, had its origin to the National High School founded on the 11th of June 1886. The College functioned in the old Teppakulam campus for nearly four decades from 1919. The shifting of the College campus from Teppakulam to the Junction area began in 1959. The College celebrated its Golden Jubilee in the year 1969 and Platinum Jubilee in February 1995. The college has celebrated its centenary year with relentless vigour, keeping its mission and vision clear. National Evening College was started in the year 1978. The Evening College was rechristened as Unaided Programmes from the academic year 2005-06 and they co-exist with the Aided Programmes. The College introduced the Co-Education pattern from the academic year 2007. The II shift classes were introduced from the year 2015-16.

As on date, the college offers 19 PG Programmes and 20 UG Programmes. 13 Departments offer M.Phil and Ph.D Programmes. The College was first accredited by NAAC at "A" Grade in 2005 and Re-accredited in III cycle at "A+" Grade in 2016. The UGC, New Delhi, conferred "Autonomous" status on the college in 2010. The College has also been conferred the rare distinction of College with Potential for Excellence status in 2011. The Managing Agency of the college is Dr. V. Krishnamurthy Educational Foundation, a registered society. There are 250 Teaching and 100 non-teaching staff working in the college. About 4300 students are studying in the college.

ABOUT SCHOOL OF COMMERCE

The Commerce Department with a glorious history of 68 years was started in the year 1952 with intermediate programme. UG programme (B.Com) was started in the year 1954 and PG (M.Com) was started in 1980. The department was approved by Bharathidasan University, Trichy as Research Department to conduct M.Phil and Ph.D Programme in the year 2001. School of Commerce has staff

strength of 30 members and 19 of them are Ph.D degree holders.

There are 938 students in the Department. The Department has successfully guided 50 M.Phil and 50 Ph.D Degree holders in the last 5 years. The college has signed a MOU with The Institute of Company Secretaries of India , BHELISA and NSE, BAJAJ FINSERV, TCS, LSC

ABOUT THE CONFERENCE

The purpose of the conference is to explore the emerging trends in Human Resource Management. Optimal utilization of human resource has been the focal area of all managements since the advent of business organisations. The practices of HRM have been changing in tune with the changes in technology, economic and societal conditions, government policies, global trade practices and so on. Compensation for the labourforce has registered a substantial rise over the years, especially in the organized sector. But there are issues such as heavy work load, high stress levels, lack of job security and gender discrimination. There is also the threat of loss of employment in certain sectors due to technological advancements like artificial intelligence. There is a sense of insecurity at all levels of employment as there is no safety net. Performance appraisal systems have become rigorous and employees are under constant pressure to upgrade their performance in a highly competitive scenario. Labour attrition levels are on the rise. While these challenge loom large, managements , especially enlightened managements, pay special attention to improve job satisfaction. Innovative approaches to labour welfare are being implemented. Superior performance is rewarded with bonuses, promotions etc, while the lack of performance is dealt with denial of increments and promotions.

The Covid- 19 has also caused significant changes in work environment . Work at home is said to have helped to improve productivity. Some organisations are considering remote working as a permanent arrangement. The remote working arrangement is also reported to have negative implications to employees due to blurring of the distinction between home and office.

In the context of the challenges and changes, HRM calls for innovative and appropriate policies, strategies and practices. The Conference will provide forum to discuss the emerging trends in HRM across the globe.

SUB THEMES OF THE CONFERENCE

- Man Power Planning- The Fundamental Function
- Selection Process- The Latest Global Trends
- Training and Development- Emerging Trends across nations
- Neoteric trends in Salary Administration
- Labour Welfare - Policies and Practices Leadership in HRM
- Creativity in HRM
- Role of HR in grooming next generation leaders
- Data Analytics as a tool of HRM
- Work Life Balance- A Delicate Dilemma
- Women Empowerment through HRM
- HRM policies and practices
- Green HRM
- Changes and Challenges in Global HRM & Other areas.

GUIDELINES FOR PAPER

- ◆ Research papers should be original and unpublished with proper citations, references and free from plagiarism
- ◆ Abstract and the full paper should be in word format
- ◆ Paper should be in Times New Roman and in font size 12 with 1.5 line spacing.
- ◆ A maximum of one co-author per paper is allowed with separate registration.
- ◆ Soft copy of the Abstract & Full paper should be sent to hrconference2021@nct.ac.in
- ◆ In absentia and spot registration will be accepted.

FEE DETAILS

- ◆ For Registration: Rs. 400/- per participant
- ◆ For Publication: UGC Care list Journal Rs. 2500/
- ◆ For Publication: Book with ISBN Rs. 1000/-