



SOMAIYA
VIDYAVIHAR UNIVERSITY

K J Somaiya Institute of Management



9th International HR Conference and Workshop

3rd-5th February, 2022

K J SOMAIYA INSTITUTE OF MANAGEMENT

Theme: Positive Psychology and Modern Organizations: Western and Oriental Approaches

**“The aim of Positive Psychology is to catalyze a change in psychology from a preoccupation only with repairing the worst things in life to also building the best qualities in life”
- Martin Seligman**

Somaiya Vidyavihar University

A new milestone in a glorious ongoing journey

A new milestone in a glorious ongoing journey established in 2019, Somaiya Vidyavihar University, Mumbai, is a self-financed autonomous university recognized by the University Grants Commission (UGC). Somaiya Vidyavihar, with over six decades of rich experience in building and managing educational institutes of great repute, is the sponsoring body. Operational from 26th August 2019, Somaiya Vidyavihar University is a place where you can explore new possibilities, pursue your passion, and above all, find yourself.

Somaiya Vidyavihar University is located in the heart of Mumbai and boasts of a sprawling green campus. The university is equipped with excellent educational, recreational, community, health, and sports facilities. Somaiya Vidyavihar offers students the flexibility to simultaneously earn degrees and certifications in multiple disciplines offered by our constituent colleges.



K J Somaiya Institute of Management

K J Somaiya Institute of Management was established in 1981 as a part of Somaiya Vidyavihar (now affiliated to the Somaiya Vidyavihar University since August 2019) with the objective of providing state-of-the-art education in management and allied areas. The institute is consistently ranked among the Top 25 management institutes and Top 10 private sector B-schools in India. The institute offers Doctoral Programmes, full time, part-time, and executive programs in Business Management with specializations in International Business, Retail Management, Financial Services, Integrated Marketing Communications, Healthcare Management, Sports Management, Finance, Human Resources, Operations, Marketing, Data Science and Analytics and Executive MBA programmes along with a Masters in Computer Applications. Apart from the regular programmes, the Institute offers customized and industry-specific certificate and executive development programmes for government bodies, companies, defence personnel, and NGOs.

Programs offered:

Doctoral Studies

2-Year MBA Full-Time Programmes

- MBA
- MBA - International Business
- MBA - Retail Management
- MBA - Financial Services
- MBA - Integrated Marketing Communications
- MBA - Healthcare Management
- MBA - Human Resources
- MBA - Sports Management
- MBA - Data Science and Analytics

3-Year MBA (Part-Time) Programmes

- Finance Management
- Marketing Management
- Human Resource Management
- Information Management

2-Year MCA Programme

Executive Education

- 15-Month MBA - Executive
- Customised Management Development Programmes
- Open Calendar Programmes

Introduction to the Conference

Positive psychology is the study of the conditions and processes that contribute to the flourishing or optimal functioning of people, groups, and institutions (Gable and Haidt, 2005, Seligman and Csikszentmihalyi, 2000). A key belief of positive psychology is that for a long time, psychology has focused principally on understanding mental illness and dysfunctional behavior. But important insights into the study of psychological health can also be achieved by studying the positive side of human experience (Hillenbrand and Camara, 2009).

Historically, the positive psychology movement is rooted in the writings of humanistic psychologists like Abraham Maslow, Carl Rogers, Rollo May, and Victor Frankl whose interests lay in the positive features of human functioning and people's experience of optimism, joy, altruism, and meaning in their lives (Gable and Haidt, 2005; Fineman, 2006). The movement got a significant boost from Martin Seligman, the former President of the American Psychological Association (APA). Positive psychologists are concerned with 'valued subjective experiences: wellbeing, contentment and satisfaction (in the past); hope and optimism (for the future); and flow and happiness (in the present)' (Seligman and Csikszentmihalyi, 2000). The inherent assumption in the development of positiveness in organizations is that humans have an intrinsic desire to self-realize and to express their capacities to the fullest extent, being all too ready to connect positively and sociably with the world, given the right opportunity (Fineman, 2006).

Organizational behaviorists have recently applied the concepts of positive psychology to the study of organizations focusing on positiveness and the understanding of what is best in the human condition. This has led to work on themes like 'positive deviance' and 'spirals of flourishing' (Fineman, 2005; Cameron, Dutton and Quinn, 2003), thriving (Spreitzer, 2005, Porath et al 2012), the PERMA model (Seligman, 2011) referring to Positive Emotions, Engagement, Relationships, Meaning and purpose, and Accomplishments, positive organizational behavior (Luthans 2002) and CHOSE model – namely; confidence, hope, optimism, subjective well-being and emotional intelligence. Positive psychology research is primarily focused on the factors associated with life satisfaction and subjective wellbeing (Seligman, 2002, p. 165). According to Seligman, there is a change from a money-based economy to a "satisfaction economy" in which people increasingly make decisions on what makes them satisfied and happy, not just financially better off. The benefits of developing engagement and meaning at work would be all the more justified from an organizational point of view if it can be shown that in addition to long-term satisfaction, such work is also associated with other performance-oriented outcomes such as employee commitment. The establishment of a link between engagement and meaning at work and key drivers of organizational performance is likely to encourage organizations to act as positive institutions and focus on the development of these positive features in employees' work.

Positive psychology has thus moved from repair to reconstruction, from the negative side of human nature to its positive aspect which has given a fillip to the human side of organization and workplaces. Professor Jadunath Sinha (1933) was one of the pioneers to contribute to the scholarly work on Indian Psychology with a strong impetus to positive psychology. It was further developed by various scholarly work of Bhawuk, Pandey, Paranjpe, Rao, Salgame, Sinha, and others (e.g. Bhawuk, 1999, 2003, 2010, 2011, 2017, Paranjpe, 1984, 1998; Pandey et. al, 2009, Rao, Paranjpe, & Dalal, 2008; Salgame, 2014; Sinha, 1980, 1995, 2014).

Indian Psychology (IP) has also contributed to the movement of Positive Psychology by emphasizing the meta-theoretical framework to sustain the goals of positive psychology. Integrally bound with Eastern philosophies, IP has evolved not as a moralistic but as a cultural discourse on world views and epistemologies, which offers an alternative to the logico-positivistic enterprise of Western psychology. Though originated in the Indian subcontinent, the concern has been to free human beings from bondage and suffering, wherever they are located and whatever their sources are. This discourse has grown around the essential nature of one's being and the various paths through which one comes to know about it (Dalal and Misra, 2010). It proposes that the mind may be controlled by deconstructing the ego and cultivating altruism by practicing selfless work, the total absorption of the mind by devotion or meditation. When the ego is deconstructed, ignorance is removed and the person regains her inherent freedom and moves towards perfection. This position allows going beyond hedonistic pleasures to define happiness and combining material prosperity with moral sensitivity (Rao, 2014). IP thus contributes to the movement of Positive Psychology by taking a more inclusive spiritual growth perspective on human existence. Indian research on positive psychology also draws heavily from philosophy and spirituality. One of the major contributions of IP to workplace behavior is the study of Gunas and Karma Yoga (Mulla and Krishnan, 2010)

Therefore though there is considerable work going on in this field, yet there is still a relative paucity of research that applies the positive psychology metaphor directly to organizations and the workplace. This conference aims to address this imbalance and showcase the contemporary ongoing research in the organization and suggest the potential uses of positive psychology in organizations as a future research agenda.



Keynote Speaker

Dharm P S Bhawuk

Dharm P S Bhawuk is a Professor of Management and Culture and Community Psychology at the University of Hawai'i at Manoa, USA. His research interests include indigenous psychology and management (focus on India and Nepal) and cross-cultural training. Bhawuk is a citizen of the USA and was born and raised in Nepal. He has a B Tech (Hons) in Mechanical Engineering From IIT Kharagpur (1979), an MBA from the University of Hawai'i at Manoa (1989), and a Ph.D. from the University of Illinois at Urbana- Champaign (1995). He is the author of the book, *Indian Psychology: Lessons from the Bhagavad-Gita* (2011), and co-editor of the books, *Cambridge Handbook of Intercultural Training* (with Dan Landis, 2020), *Barriers and opportunities at the base of the pyramid*, (2014, published by UNDP: Istanbul International Center for Private Sector in Development), and *Asian Contributions to Cross-Cultural Psychology* (with Janak Pandey & Durganand Sinha, 1996). He has published more than 100 papers and book chapters and made over 250 presentations internationally. He is a Founding Fellow of International Academy of Intercultural Research (IAIR), Fellow of Indian Academy of Management (INDAM), Foreign Fellow of National Academy of Psychology (NAoP), India, and was H Smith Richardson, Jr. Visiting Fellow, Center for Creative Leadership, Greensboro, North Carolina (2009 -2010), and recipients of many awards. He has regularly presented at the National Academy of Psychology (NAoP) in India and organized symposia on Indian Psychology at NAoP and other universities. He is involved with other Indian academics in the Indian Psychology movement and also in the Indian Management movement. He has taught in China (2015-19), New Zealand (2002), and Nepal (2002) as Visiting Professor.



Workshop on
Quantitative and Qualitative
Approaches to
Theory Building

Professor Dharm P S Bhawuk



Plenary Session I

Designing Valid and Consequential Experiments

Prof. John Antonakis

University of Lausanne, Switzerland

John Antonakis is a Professor of Organizational Behavior in the Faculty of Business and Economics of the University of Lausanne, Switzerland.

Professor Antonakis' research is currently focused on charisma, leadership in a general sense, as well as on research methods in experimental and nonexperimental designs. He has published articles in many prestigious journals including Science, Nature Human Behavior, Psychological Science, Academy of Management Journal, Journal of Management, Journal of Applied Psychology, Journal of Operations Management, Entrepreneurship Theory and Practice, and Harvard Business Review, among many others; he has also published four books, and dozens of book chapters and conferences proceedings. He has received more than US\$2.45 million in funding for his research. Prof. Antonakis is Editor of The Leadership Quarterly. In 2019 he was named a highly cited scientist by Clarivate-Web of Science group, and in the top 2% of career impact in a 2020 PLOS Biology paper by Ioannidis et al. His research is regularly quoted in the press and various media outlets.



Plenary Session II

Harnessing the Power of Emotion for the Future of Leadership

Dr. Janaki Gooty

**Belk College of Business, and Organizational Science
University of North Carolina Charlotte, US**

Dr. Janaki Gooty is an associate professor in the Department of Management in the Belk College of Business, and Organizational Science, an interdisciplinary Ph.D. program at UNC Charlotte. Her research focuses on inclusion, values/ethics, and the role of emotions in leadership at multiple levels of analysis. Specifically, she studies three phenomena that are deeply intertwined: 1) Creation of gender and race-neutral definitions of leadership phenomena (e.g. identity, leader behavior, sensemaking); 2) The role of emotions such as pride, anger, sadness, or compassion in motivating followers to action and, 3) The creation of shared realities (i.e., vision) via leader espoused values and expressed emotions in leader-follower relationships. Her research has appeared in elite leadership and research methods outlets such as *Organizational Research Methods*, *Journal of Management*, and *Leadership Quarterly*. Dr. Gooty currently serves as Associate editor at *Leadership Quarterly* and has previously served as Associate Editor at *Journal of Occupational and Organizational psychology*, Guest Co-editor of two special issues at *Leadership Quarterly*, and on the editorial boards of several other journals. She has served as President (2020-2021), Program Chair (2019), and Representative to the Board of Governors (2011-2014) of Southern Management Association; and; the Representative at Large (2016-2019) for the Research Methods Division (RMD) of the Academy of Management. She is an elected Fellow of SMA and a short course instructor with Consortium for Research Methods and Analysis (CARMA).



Plenary Session III

Future of Work and Organizational Psychology

Prof. Matthijs Bal

Lincoln International Business School, UK

Matthijs Bal is a professor of Responsible Management at the Lincoln International Business School, United Kingdom. Matthijs has a background as an organizational psychologist and HRM scholar. His current interests concern the future of work, ideology in the workplace, absurdity, individualization, flexibility, and fictional narratives. He is a co-founder of the FOWOP Movement, which strives for a more sustainable future for the field of Work and Organizational Psychology (see also www.futureofwop.com).

Panel Discussion



Dr. Zubin R. Mulla is a Professor at the School of Management and Labour Studies at the Tata Institute of Social Sciences (TISS), Mumbai. He has a degree in mechanical engineering, followed by a post-graduate diploma in business management and a doctorate in management. At TISS, he teaches courses on Executive Compensation, Politics in Organizations, and Moral Leadership. His research interests include transformational leadership, values, Indian philosophy, and careers.



Dr. Ashish Pandey is an Associate Professor with joined Shailesh J. Mehta School of Management (SJMSOM) in Indian Institute of Technology (I.I.T.) Bombay in Mumbai. His research areas are spirituality in management, Yoga and Positive Psychology, and Business and society interface. His research work awarded at the forums held in IISc Bangalore (2006 and 2018), IIM Indore (2006), Infosys Leadership Institute Mysore (2006). Fowler Centre in Case Western Reserve University, Cleveland (2017), Academy of Management meeting (2019), Indian Academy of Management (2020). . He has been a visiting faculty with IIM Ahmedabad, MDI Gurgaon and TISS, Mumbai.



Dr. Upasna A Agarwal is an Associate Professor in Organization Behavior and Human Resource Management at NITIE. An MBA and Masters in Labor Law from Symbiosis, Pune, she is a Ph.D. from Indian Institute of Technology, Mumbai. She is a recipient of the 2010 Award for Excellence in thesis work from IIT Bombay. She has also received the Outstanding Paper Award from Emerald Literati Network. She was recognized as “Emerging Psychologist of India” by the National Academy of Psychology (NAOP).

Call for Papers

Qualitative and quantitative research papers or cases are invited from industry practitioners, academicians, research scholars, consultants and students on the following broad themes. The list of themes and subthemes is indicative but not exhaustive.

Themes

- Emotional Approaches – Subjective well-being, Flow, Positive Affectivity, Emotional Intelligence, Emotional Creativity
- Cognitive Approaches – Creativity, Mindfulness, Optimism, Hope, Self-Efficacy, Self Determination, Curiosity, Courage
- Interpersonal Approaches – Compassion, Altruism, Empathy, Forgiveness, Gratitude, Love
- Coping Approaches – Meditation, Spirituality, Happiness, Resilience, Therapeutic Intervention
- Eastern concepts - Ahimsa, Shanti, Ananda, Daya, Moksha, Karuna, Dnyana, Dhyana, Kshama, Triguna, Lajja, Tapas, Daivi Sampada, Asuri Sampada, Vipasana, Ashtang Yoga, Karmayoga
- The Indian approach and positive psychology
- Other oriental research in Positive psychology
- Positive Psychology in Practice: case studies from the industry
- Any-other related theme

Conference Submission Details

Last Date for Paper Submission	Paper Acceptance Decisions	Early Registration Window Closes	Last Registration Deadline
27th December 2021	30th December 2021	3rd January 2022	8th January 2022

Conference Fee Details

- The payment link will be sent with the acceptance of the abstract email
- Registration Fee includes GST, admission to the conference, workshop sessions & softcopy of compendium.
- * Full-Time Research Scholars: Only full-time doctoral students would be considered as research scholars. Kindly upload a certificate of student status from the head of the department with a seal, on the letterhead of the institute. Alternatively, you can also upload your Student ID Card (both sides)

Conference Fee Details

Nationality	Category	Early Bird Registration (before 3rd January 2022)	Registration (After 3rd January 2022)
Delegates from Indian and SAARC Countries	*Full Time Research Scholar	₹ 2000	₹ 3000
Delegates from Indian and SAARC Countries	Academician	₹ 6000	₹ 8000
Delegates from Indian and SAARC Countries	Industry	₹ 10000	₹ 20000
Delegates from other Countries	*Full Time Research Scholar	\$150	\$200
Delegates from other Countries	Academician	\$200	\$250
Delegates from other Countries	Industry	\$250	\$300



Paper Submission Guidelines

- Only original, unpublished work is sought. Any proposal submitted to present identical or substantially similar work already published, under review for another conference or publication will not be considered.
- We accept empirical papers, conceptual papers, cases, working papers, and literature reviews.
- Extended abstracts of at least 1,500 words including a clear indication of the purpose of research, methodology, major results, implications, limitations, and key references should reach us latest by 27th December 2021 in Microsoft word format only. The extended abstract should contain key references as per APA format.
- By submitting an abstract, the author makes a good faith commitment to present his/her paper at the conference.
- All abstracts will be double-blind reviewed.
- Names of the authors, their addresses (postal and email), and phone numbers should also be indicated. Each abstract should have at least three-five keywords.
- All abstracts will be peer-reviewed. Authors will be notified about the acceptance of abstracts within stipulated time.
- All the extended abstracts will be published in a compendium with an ISBN number.
- One author can present a maximum of two papers.
- In a joint submission at least one of the co-authors should be registered for the conference.
- The conference is in Online Format and presentation will be made online.
- The institute has a strict anti-plagiarism policy so the originality of the work should be ensured by the authors.
- Kindly send your abstract and full paper at hrconf.simsr@somaiya.edu

Publication opportunities



- **Journal Name:** Business Perspectives and Research
- **Publisher:** SAGE Publication
- **ISSN No:** 2394-9937
- **Category:** C

Full papers as per author guidelines of our publication partner, Business Perspectives and Research, should reach us before 27th December 2021. Only the best papers short-listed at the conference will be considered for double blind peer review of the journal. Papers that can meet the rigor of the journal will be considered for publication. The decision of the journal will be final.

For more information visit the journal website at <https://journals.sagepub.com/home/bpr>

Best Paper Award

Two selected papers shall receive the Best Paper Awards nominated by the jury after carefully scrutinizing all aspects of the paper.

Conference Conveners

Dr. Shiji Lyndon

Dr. Sumagna Bhowmick

Organizing Committee

Prof. Amitabha Sengupta

Dr. Hemangi Bhalerao

Dr. Megha Gupta

Dr. Preeti Rawat

Dr. Shailaja Karve

Dr. Shrabani Bhattacharjee

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