



**IISWBM and AHRD Presents**



# **Research Competencies in HRD & OD**

**A Faculty Development Workshop**

**Dates: November 9 - 12, 2009 (Non-Residential)**  
**Venue: IISWBM, Kolkata**

*Collaborating Institutions...*

**INDIAN INSTITUTE OF SOCIAL WELFARE AND BUSINESS MANAGEMENT, KOLKATA**  
**&**

**ACADEMY OF HUMAN RESOURCES DEVELOPMENT, AHMEDABAD**

“Research shows that you begin learning in the womb and go right on learning until the moment you pass on. Your brain has a capacity for learning that is virtually limitless, which makes every human a potential genius.”

-- Michael J. Gelb

## **NEED**

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In the light of a rapidly changing environment, institutions have finally come to realize the value of a full-fledged Competency Mapping Exercise to not only stay ahead, but also to deliver superior “**VALUE**” to all its “Stake Holders” and this include educational and research institutes also.

Research competency, a critical component for any faculty or executive roles, seldom receives the attention it deserves in most institutions and organizations in India. As a result we lack being a more complete management teacher or corporate executive.

The Human Resource Function – teaching or practice – which of late has been recognized as a strategic partner in business, calls for the need of a new genre of professionals trained in specialized activities of HR interventions and research techniques in HRD and Organization Behavior. Such competencies add to overall credibility and effectiveness.

The workshop aims at sharpening crucial research competencies, for enriched learning, teaching & management of human resources. Discussions will focus on various technical aspects of research and hands-on-training.

## **OBJECTIVES**

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- ❖ To impart sound knowledge of research approaches in HRD and Organization Behaviour
- ❖ To impart the latest techniques of qualitative and quantitative research
- ❖ To apply right tools and techniques while conducting a research
- ❖ To inspire and sharpen the research competency in HR/OB Faculty/Professionals

## **WORKSHOP CONTENTS**

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- ❖ Human Inquiry & HRM Research
- ❖ The landscape of Qualitative and Quantitative research
- ❖ The RM process, Techniques & Data Collection Methods
- ❖ Instruments- Research Tools & Psychometric Properties
- ❖ HRD/OD Research- Recent Researches
- ❖ Descriptive Statistics (Using SPSS)
- ❖ Estimation & Hypothesis Testing
- ❖ Regression Analysis
- ❖ Analysis of Variance
- ❖ Non-Parametric Statistics

## **PEDAGOGY**

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Methodology would be experiential with concepts and theory inputs along with small group interactions. Participants are expected to bring with them research ideas/problems of their interest. The pedagogy will be heavily participative and lecture focus with hands-on experience using statistical techniques and SPSS. All participants will be provided with a CD containing recommended articles, case studies and listing of useful resources available on Research Methods.

## FOR WHOM

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- ❖ Teachers of Management Colleges and technical institutions; educational consultants; management staff of training institutions
- ❖ Research Students
- ❖ Learning and Development, HRD and other professionals
- ❖ Management consultants

## FACULTY

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The faculty team is drawn from former professor IIM-A, IIM-C, ISI Kolkata, IISWBM Kolkata, Academy of HRD, Ahmedabad, and ITC Kolkata

- ❖ Dr. Udai Pareek, Honorary Member, AHRD; Distinguished faculty, IIMR, Jaipur & former Professor, IIM-A
- ❖ Dr. S. P. Mukhopadhyay, former Dean, Department of Statistics, University of Calcutta
- ❖ Dr. Debdulal Dutta Ray, Professor, Indian Statistical Institute (ISI), Kolkata
- ❖ Dr. Kumkum Mukherjee, Professor, IISWBM, Kolkata
- ❖ Dr. Abhishek Goel, Assistant Professor, Indian Institute of Management, Calcutta
- ❖ Dr. Soma Roychoudhury, Associate Professor, IISWBM, Kolkata
- ❖ Dr. Mehir Baidya, Doctoral Fellow, IIT Kharagpur, Lecturer, IISWBM, Kolkata
- ❖ Prof. R. Sridhar, Executive Vice President, ITC, Kolkata
- ❖ Dr. Hardik Shah, Assistant Professor, Academy of AHRD, Ahmedabad

## DATES AND VENUE

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The **non-residential** program will be held from November 9-12, 2009 at **IISWBM**, College Square West, Kolkata-700073; India. Phone numbers: (033) - 2241 3756 / 5792 / 8694 / 8695

Limited hostel facility at IISWBM will be available **on first come first serve basis**

**Workshop commences on November 09, 2009 at 9.00 a.m. sharp**

## CO-ORDINATORS

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For clarifications about program design, please contact

Prof. Buddhadip Mukherjee, IISWBM, (M) 09831769186, email [buddhadip@rediffmail.com](mailto:buddhadip@rediffmail.com) or

Dr. Hardik Shah, Academy of HRD, (M) 09275703499, email [hardik@academyofhrd.org](mailto:hardik@academyofhrd.org)

## FEES\*

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- ❖ Faculty members & independent consultants: Rs. 9000/-. For two or more participants from same institutes, Rs. 7500/- for each participant.
- ❖ Self sponsored Faculty and Executives Rs. 6000/-
- ❖ Research Fellow and Ph.D. Scholars (current students): Rs. 3500/- per participant
- ❖ Corporate Nominees: Rs. 16000/-. For two or more from same company/group Rs. 13600/- for each.
- ❖ Service tax extra

Cost of boarding & loading will be extra, accommodation assistance on first come first serve basis

\*Fees include workshop facilitation, program kit containing a CD of readings, cases, book chapters, lunch and tea/coffee.

## **ABOUT AHRD**

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The Academy of Human Resources Development (AHRD) is India's premier institution, specializing in human resources development for all organizational forms. It was founded in 1990 by the National HRD Network (NHRDN) and subsequently registered as a trust and a registered society. Dr. T.V. Rao and Dr. Udai Pareek the then Professors of IIM-Ahmedabad gave the leadership along with a number of HRD professionals and people-management oriented corporates in supporting the formation of the Academy. Its Governing Board, over the years, had been headed by well known CEOs/academicians - Mr. M.R.R. Nair, Dr. Anji Reddy, Dr. Udai Pareek and currently Dr. Anil K. Khandelwal.

Over the years, AHRD has launched and nurtured a number of activities and programs in pursuance of the objective of knowledge generation and dissemination and capacity building for making HRD a vital part of a comprehensive management strategy. Academy's activities consist of running high quality HRD related Academic and Management Development Programs, Conferences, Seminars and Conclaves of practitioners, research and publication, collaborative diploma programs and consultancy. Our flagship program- the Fellow program- has turned out 24 Fellows of the Academy who are making a great contribution to the teaching as well as corporate professions. For more information, visit at [www.academyofhrd.org](http://www.academyofhrd.org).

## **ABOUT IISWBM**

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IISWBM, Kolkata is one of the premier management institutes in Eastern India. Established in 1953, it is an affiliated institute of the University of Kolkata. It stands as the oldest and one of the most prestigious institutes in the country. Since 1958, the institute has been run by a Board of Governors which includes the Vice Chancellor and the Pro-Vice Chancellor (Finance), University of Kolkata, Principal Secretary, Department of Higher Education, Government of West Bengal, representatives from four Chambers of Commerce, the Ministry of Human Resource Development, Government of India and the All India Council for Technical Education as members amongst others. The institute runs Masters in Business Administration (MBA) course and the Masters in Human Resource Management (MHRM) are affiliated to the University of Kolkata. Institute also runs part time MBA program for working professionals, Master of Public Systems Management with specialization in Environment Management, Energy Management, Transportation & Logistics Management and Health Care & Hospital Management. The Institute presently has about 1200 students out of which over one-third are women. They have 47 faculty members for different programs including 11 Professors, 8 Assistant Professors, 11 Associate Professors, and Lecturers.

## **Last Date for Nominations: October 26, 2009**

NOMINATION form is attached herewith. Nomination form with Demand Draft/ Multi-city Cheque of appropriate amount drawn in favor of "Indian Institute of Social Welfare and Business Management" payable at Kolkata, please be sent to (Application will not be accepted without cheques/draft):

The Director  
Indian Institute of Social Welfare and Business Management  
Management House, College Square West, Kolkata-700 073  
EPABX : +91- 33 - 2241 3756 / 5792 / 8694 / 8695  
Fax : +91- 33 - 2241 3975  
E-mail : [director@iiswbm.edu](mailto:director@iiswbm.edu) Website: [www.iiswbm.edu](http://www.iiswbm.edu)

For Hostel Booking (on first come first serve basis), please contact:

Prof. Amalendu Das  
09830492695  
033-25434736  
[adas@iiswbm.edu](mailto:adas@iiswbm.edu)  
[amal.iiswbm@yahoo.co.in](mailto:amal.iiswbm@yahoo.co.in)