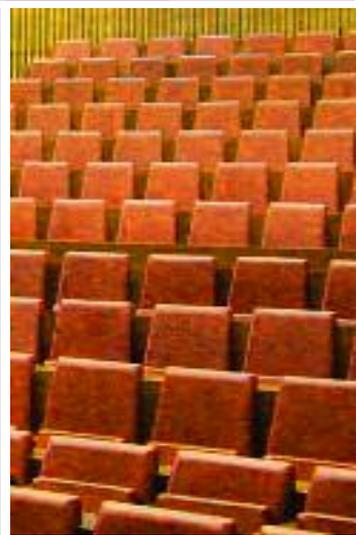




Changing Perspectives of Management

Revisit the Existing and Explore the Novel Ideas



International Conference
in Kathmandu, Nepal

March 10-12, 2011



NAM and KFA Business School are jointly organizing an International conference on **“Changing Perspective of Management: Revisit the Existing and Explore the Novel Ideas”** in Kathmandu, Nepal on March 10-12, 2011.

NAM is established to encourage management research, education and knowledge dissemination that are relevant to management practices contextually as well as globally.

KFA Business School, established a decade ago, is dedicated to world class quality education in higher level business education and training.

Key Note Speakers of the Conference will be Prof. Dr. Chris Brewster, Prof. Dr. Garry D. Bruton and Barbara Gastel. This Grand Event will be chaired by President of the Conference Prof. Dr. Devraj Adhikari, where more than 150 eminent international academicians and practitioners from all over the world will be presenting their papers. Please refer to list of International Resources in later section of the Brochure.

Rationale for International Conference

Asian society has a variety of practices, beliefs, social roles, norms, expressions, forms of organization and conflicts on various issues like political, legal, economic models, which exhibit various sorts of managing people in organizations. Therefore, even similar strategies are perceived as producing different outcomes because of the influence of several contextual variables. The cultural context of Asia- emphasis on power distance, paternalism, collectivism, and social relations- play a prominent role in raising unique style of leadership, attitudes, behavior and distinct organizations. Besides these, a number of significant global developments like increasing level of FDI, cross- border alliances, business process outsourcing, and growth of multinational are taking place that have serious implications for organization and workforce management. Western society, powerful nation-states, large multinational organizations, global business leaders, and even free market ideologies are being discredited and blamed for the recent global economic crisis that swiftly spread throughout the world and they question the risks and challenges of globalization. The global economic crisis-2008 challenges management researchers to consider whether our research and knowledge provide contribution to the wellbeing of the society at large in which we live and work. This has not only affected organizational perspectives of the globe but also challenged efforts of globalization that started in the 1980s as whole.

The rationale of this conference is that we all can contribute to this task regardless of our specific areas of inquiry since these questions span multi-disciplinary boundaries and reflect the very core of our scholarly mission to inform the field of management in this changing perspective. Firstly, we see necessity to revisit the applicability of our existing theories in the light of the changing perspectives of management, secondly, we need to generate novel theoretical ideas that better reflect the dynamics and provide relevant and timely knowledge.

In this context of changing perspective of management, the primary goal of the conference is to provide a unique global platform to the researchers, practitioners, and academic communities to facilitate the exchange of leading edge ideas through multi-disciplinary presentations.



Nepalese Academy
of Management
(NAM) in
association with
KFA Business
School (KFA)
announces an
International
conference -2011
from March 10-12
in Kathmandu,
Nepal.

Conference will be divided into Plenary Sessions and Technical Sessions:

Theme of the Plenary Session includes:

- ◆ Research in Cross Cultural Management.
- ◆ Globalization, Regionalization and Localization.
- ◆ Asian Practices of Management-Spirituality Dominance.
- ◆ Emerging Economies, Economic Crisis and Way Forward.
- ◆ Emerging issues of Management Education.

Core Conference Tracks includes:

Human Resource Management

- ◆ Strategic HRM
- ◆ Strategic International HRM
- ◆ Cross- Cultural Management of HR
- ◆ Human Resource Development
- ◆ HRM-Performance Linkage
- ◆ Talent Management
- ◆ Quality of Work Life
- ◆ Labor Productivity
- ◆ Labor Relations
- ◆ Unionism
- ◆ Reward and Performance
- ◆ Multi Cultural Work Teams
- ◆ Different Issues and Perspectives of HRM and their applicability

Organizational Leadership and Change

- ◆ Public Relation Management
- ◆ Organizational Change and Development
- ◆ Challenges of Organizations
- ◆ Organizational and Individual Behavior
- ◆ Logistics management
- ◆ Tourism Management
- ◆ Leadership
- ◆ Changing Business Environments
- ◆ Organization and Information Technology
- ◆ Corporate Performance
- ◆ Group and work Teams
- ◆ Virtual Organizations
- ◆ Decision Making

Knowledge Management

- ◆ Innovation
- ◆ Organizational Learning
- ◆ Exploration vs. Exploitation
- ◆ Knowledge Strategies
- ◆ Global and Local Knowledge
- ◆ Knowledge Seeking
- ◆ Search, Access, Creation, Acquisition, Sharing, Exchange, Transfer, and Governance Mechanism
- ◆ Knowledge, Productivity and Spillovers

Strategy and Entrepreneurship

- ◆ Strategic Management
- ◆ Global Strategy
- ◆ Role of Alliance
- ◆ Competitiveness of Firms
- ◆ Joint Ventures
- ◆ Social Capital
- ◆ Parent- Subsidiary Relationship
- ◆ Competitive Advantages
- ◆ Combination of Innovation
- ◆ Proactive, and Risk Bearing Behavior
- ◆ Young and Women Entrepreneurship
- ◆ Research and Development
- ◆ Family Business

Corporate Social Responsibility

- ◆ Business Partnership
- ◆ Multi National Company
- ◆ Business and Society
- ◆ International Business and Management
- ◆ Business and Legislations
- ◆ Accountability and Transparency
- ◆ Foreign Direct Investment
- ◆ Corporate Governance



Workshops

The conference will also host several professional workshops. These will be conducted by world-renowned researchers and experts in their field.

CEO Forum

Chris Brewster, Professor of University of Reading UK, will be the chief resource person for the workshop in which Mr. Radhesh Pant, the CEO of Kumari Bank will be the convener of the session. The main issues in of the forum are but not limited to: Corporate social responsibility, public private partnership, corporate ethics, good governance, integrating national development goals and with corporate goals etc. Seats are limited and only CEOs can register their name to participate in this workshop.

MBA Forum

The main issues of the forum are but not limited to: Curriculum development for creating global impact of the Nepalese MBA, Issues and problems of globalizing Nepalese MBAs, Faculty training and development for teaching in MBA etc. Seats are limited. Principals, Academic Directors, Faculty members (both Academicians and Professional Contributors) and other responsible officials from business colleges can participate the workshop.

Author Aid Workshop

Prof. Dr. Barbara Professor of Texas A & M University, and author Aid @INASP will be the chief resource person for the workshop in which Prof. Dr. Dev Raj Adhikari will be the convener of the session. The main issues of the forum are but not limited to: understanding on how to prepare, analysis, edit and publish research articles in western journals specially in peer viewed academic journals.

Managers Forum

Prof. Dr. Garry Bruton, President of Asia Academy of Management and Professor of Neeley School of Business at Texas Christian University USA, will be the chief resource person for the workshop in which Mr. Resta Jha, the CEO of Prime Life Insurance and President of KFA Business School will be the convener of the session. The main issues of the forum are but not limited to: Leadership at work, ensuring employment commitment, accountability and responsibility, flexible work system, Knowledge and talent management, Staff motivation and retention, International business, Outsourcing, strategic management etc. Managers can register their name for the participation of workshop.

Profiles of Key Note Speakers:

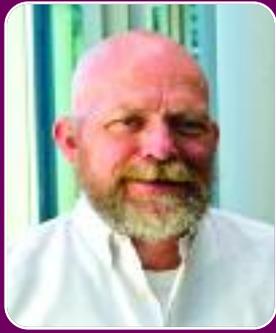


Prof. Dr. Chris Brewster
Key Note speaker

Chris Brewster is Professor of International Human Resource Management at Henley Business School, University of Reading and an **advisor of Nepalese Academy of Management**. He gained substantial experience in trade unions, Government, specialist journals, personnel management in construction and airtransport, and consultancy, before becoming an academic twenty years ago. He is a frequent speaker at Universities around the world. He has acted as editor of several special editions of journals, and is a reviewer to many of the leading journals in the field including *International Journal of HRM*, *HRM Policy and Practices*, *Journal of Professional HRM*, *Journal of World Business*. He is the author or joint author of some 20 books; has contributed chapters to around 30 others and has had over 100 articles published. Amongst practitioners, Prof. Brewster is a Board Member of the Association of Human Resource Managers in International Organizations and an Associate Director of the Center for Research into the Management of Expatriates. In 2002 Chris he was awarded the Georges Petitpas Memorial Award by the practitioner body, the World Federation of Personnel Management Associations, in recognition of his outstanding contribution to international human resource management. In 2005, a University of Chicago survey found he was one of the most published authors in the international business journals, one of only a handful of non-US authors and a handful of human resource management specialists in the list. In 2006 Chris was awarded an Honorary Doctorate by the University of Vaasa in Finland. You can download c.v. of Chris from the home page of Nam: www.nam.org.np

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Prof. Dr. Garry D. Bruton
Key Note Speaker

Garry Bruton- **advisor of Nepalese Academy of Management** is a professor of entrepreneurship at the Neeley School of Business at Texas Christian University where he holds *Fehmi Zeko Faculty Fellowship*. Garry was one of the founders of the entrepreneurship program at TCU which is ranked as one of the top 20 in the United States by *US News & World Report* - 2009. Professor Bruton's research focuses on entrepreneurship in emerging economies and he has published or has forthcoming over 75 academic articles in leading journals such as the *Academy of Management Journal*, *Strategic Management Journal*, *Journal of Business Venturing*, *Journal of International Business Studies*, and *Entrepreneurship Theory & Practice*. In addition, Garry has co-authored three text books –small business management (McGraw-Hill), technology and innovation management (Cengage), and international management (Cengage). In 2005 Professor Bruton was the first holder of the Hall Chair in Entrepreneurship in Emerging Markets offered by the Fulbright Foundation. He is currently the President of the Asia Academy of Management and editor of the *Academy of Management Perspectives*. Garry in addition serves on the editorial board of five other academic journals. **You can download c.v. of Garry from the home page of Nam: www.nam.org.np**

Profiles of Conference President and Coordinator



Conference President
Prof. Dr. Dev Raj Adhikari
President and Conference Chair
Cell: 98510 52286

Prof. Dr. Dev Raj Adhikari is head of Central Department of Management and Program Director of M. Phil. Program of management at Tribhuvan University, Nepal. He is the **founding President of Nepalese Academy of Management** and advisors of many business colleges of Nepal and abroad. He has been involved in various researches on human resource management, institutional development, knowledge management, strategic Management and organizational behavior for the last 20 years. He received post doctoral degree (1999-2000) from the Department of Human Resource Management, University of Innsbruck, Austria. He worked as Visiting Professor at Michael G. DeGroot School of Business Administration, McMaster University, Canada, in 2001 and worked as visiting Researcher



Conference Co-ordinator
Dr. Dhruba Kumar Gautam
Confernece Co-ordinator
Cell: 9741178788

(July 2004- March 2005), at Japan Institute of Labour Policy and Training, Tokyo, Japan. He is an official representative of Cranet-Network to Nepal. Recipient of North-South-Dialogue Fellowship-Austria, 1989, Research fellowship from European Academy-Bolzano and Institute of Public Sector Management, 1999, Mahendra Bidhaya Bhushan 'Ka' from His Majesty King Birendra, 1993, and "outstanding performance" award in the auspicious occasion of 49th anniversary of Tribhuvan University, 2008, Professor Adhikari published many research articles in National and International journals. **You can download c.v. of Adhikari from the home page of Nam: www.nam.org.np**. He can be contacted at devraj@enet.com.np or nepalese_am@yahoo.com



Dr. Dhruba Kumar Gautam – lecturer of Tribhuvan University (T. U.), Faculty of Management, did his Ph. D. in Strategic Human Resource Management and obtained dual degree in Master's Level-MBA and MPA from Tribhuvan University. He has been teaching to MBA students since 15 years and supervises their dissertation. Recipient of research scholar from T. U., University Grants Commission, he published more than 6 books in management and some 10 articles in peer reviewed International Journals. Besides text books, research books and articles in international journals, he published many articles in national journals. Dr. Gautam- **founding secretary of Nepalese Academy of Management and coordinator of the International conference of NAM**: Changing Perspective of Management- Revisit the Existing and Explore the Novel Ideas-2011, Member of many academic forums like: Academy of International Business, Indian society of Labor economics, Indian Academy of management, is an editor of economic review (monthly), and International journal of Nepalese Academy of Management (half yearly). He presented many papers in International conferences including ILO, APROS, ISLE, IAOM, and interested in management related research and collaboration with international academic community. He served as a budget expert, expert member of revenue advisory committee, and member expert of economic policy advisory committee of Government of Nepal. He can be contacted at conference_am@yahoo.com or dhrubakumargautam@yahoo.com

Profiles of Workshop Key Resource Person



**Convener
CEO Forum**
Radesh Pant
CEO–Kumari Bank

Mr. Radesh Pant, CEO-Kumari Bank (Ex-President of Nepal Banker's Association) is a well known name in the Nepalese Banking industry. He holds strong academic background with degrees in MBA - FINANCE/BUSINESS STRATEGY, from UNIVERSITY OF CALIFORNIA, LOS ANGELES and BACHELORS OF TECHNOLOGY IN AERONAUTICAL ENGINEERING from INDIAN INSTITUTE OF TECHNOLOGY, BOMBAY, INDIA. Mr. Pant has also been honored with Top CEO award of Nepal, instituted by the BOSS Magazine. The seasoned banker, not only possesses valuable work experience locally but has also had good exposure to international work culture while earlier working for AMGEN INC. and PACIFIC RIM INTERFACE MEMBER ENTERPRISES, INC. (PRIME) in California USA.



**Convener
Nepalese Entrepreneur
Forum**
Rajendra B. Singh

Mr. Rajendra B. Singh is a well recognized Management Professional with sound exposure in Nepali business /corporate sector. He is currently engaged in number of very promising entrepreneurial ventures those have meaningful concepts relevant not only from business perspective but also from the point of view of social need and fulfillment. His professional assortment of experience includes Media Communications & Technical Planning resource Consultant at RBS & Associates, MD of Welcome Energy Development Company (WEDCO),



**Convener
MBA Forum**
Ajit Bhattarai
Manager– Kumari Bank

Mr. Ajit Bhattarai, Head – Finance & Planning, Kumari Bank has extensive experience in various facets of banking. An Asso. Member of the Chartered Institute of Personnel Development, UK and holder of a Certificate in Training Practice from CIPD,

UK, he is extensively involved in designing and delivery of Knowledge Transfer modules and has successfully conducted a large number of Banking training programs across the country. Further, Mr. Bhattarai is also enrolled as a M. Phil Candidate with Kathmandu University to further his research outreach.



**Key Resource Person
Author Aid Workshop**
Prof. Dr. Barbara Gastel

Barbara Gastel is professor of integrative biosciences, humanities in medicine, and biotechnology at Texas A&M University, where she coordinates the master's degree program in science and technology journalism. Dr. Gastel, who has a BA from Yale and an MD and an MPH from Johns Hopkins, is author of three books: *Presenting Science to the Public*, *Teaching Science: A Guide for College and Professional School Instructors*, and *Health Writer's Handbook*. In addition, she coauthored, with Robert A. Day, the sixth edition of *How to Write and Publish a Scientific Paper*. From 2000 to 2010, she edited *Science Editor*, the periodical of the Council of Science Editors. She is Knowledge Community Editor for AuthorAID at INASP (www.authoraid.info), a program to help researchers in developing countries write about and publish their work. She is the recipient of awards from the American Medical Writers Association, the Council of Science Editors, and the scientific research society Sigma Xi.



**Convener
Manager Forum**
Resta Jha
CEO–Prime Life
Chairman–KFA

Mr. Resta Jha, Chairman of KFA and CEO of PrimeLife possesses 15 years of banking experience and close to 2-Year experience as Chief Executive of PrimeLife, one of the most prominent Life Insurance Companies in Nepal. Mr. Jha, an MBA in Finance from Tribhuvan University has completed B.Com (Hons) from Delhi University. He is a visiting faculty in top management schools of the country and writes his columns in theboss, New Business Age and the Kathmandu Post. He is also an active member in Academic Council of KFA Business School. He is former Representative of Nepal & Bhutan SCB. Head of Finance & Treasury for Laxmi Bank & Bank of Kathmandu, Head of Financial Markets for SCB also adds value for his profile of experience.



Key Resource Person
Nepalese Business
Rajendra K. Khetan

The Executive Director of Khetan Group, Mr. Rajendra K. Khetan is a renowned business tycoon of Nepal with an intuitive business vision in every possible sector. He holds a responsible position of the Constitutional Assembly member too. In addition, he is also the Honorary Consul for Portugal to Nepal. Mr. Khetan also Plays various roles as: Chairman at Laxmi Bank, Prime Life Insurance Ltd, Everest Insurance Ltd, Vice Dean of Honorary Consular Corp(HCC-Nepal), Senate Member (KU), President of Socio Economic Young Entrepreneur's Council (SEYEC), Advisor of FNCCI & APLF.

Furthermore, Mr. Khetan is a Vice President of Management Association of Nepal (MAN), Secretarial General of Economic Forum, Nepal & Policy Dialogue Forum (PDF). His past Presidential work includes Nepal Britain Chamber of Commerce (NBCCI), Nepal Insurance Association (NIA), Kathmandu Elites RT No 2 of Int'l Round, Table 'WOCO' being 'LMF' & Employer's Council, Nepal (FNCCI).

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