

1st Indian Congress
of
Industrial and Organisational Psychology
On
Changing Landscape and Future of I/O Psychology

Organized by

DEPARTMENT OF PSYCHOLOGY, UNIVERSITY OF RAJASTHAN, JAIPUR

(January 30th to 31st, 2018)

PROGRAMME SCHEDULE

Day I			30 th January, 2018	Tuesday
8:00 AM-9:30 AM	Registration		Front Lawn	
”	Breakfast		Side Lawn	
10:00 AM-12:00 PM	Inaugural Session		Humanities Hall	
12:00 AM-12:30 PM	High Tea		Front Lawn	
12:30 PM-2:00 PM	<i>Symposium: Advances In Positive Organizational Behaviour Research in India</i> Organizer: <i>Dr. Rabindra Kumar Pradhan, Associate Professor, IIT, Kharagpur</i> Co-organizer: <i>Dr. Sandeep Kumar, Associate Professor, BHU, Varanasi</i> Presentations by: <i>Dr. Nilesh Thakre, Dr. Urmila Rani, Dr. Ankita Sharma, Dr. Rama Shanker Yadav</i> Chaired by: Prof. N.S. Tung & Prof. Aanand Kumar		Humanities Hall	
”	<i>Concurrent Scientific Sessions I (1 to 5)</i>		Department of Psychology	
”	1	Theme: <i>Corporate Social Responsibility and Organizational Justice</i> Chaired by: Dr. Avinash Kumar & Prof. Manju Mehta	Seminar Hall	
”	2	Theme: <i>Emotions and Emotional Labour</i> Chaired by: Prof. Ravi Gunthey & Prof. B L Kotia	Experimental Lab	

''	3	Theme: <i>Spirituality and Ethical Issues</i> Chaired by: Prof. Shah Alam & Prof. Asha Hingar	Room No. 12
''	4	Theme: <i>Decision Making, Innovation, creativity and Leadership</i> Chaired by: Prof. Dhananjay Kumar & Prof. Pushpa Singh	Room No. 13
''	5	Theme: <i>Occupational Stress and Health</i> Chaired by: Prof. Shalini Singh & Prof. Manika Mohan	Room No. 14
2:00 PM-3:00 PM	Lunch		Side Lawn
3:00 PM-4:30 PM	Special Lecture: Stress Management in Work Organization Presenter: Prof. A.K. Srivastava, Department of Psychology, BHU, Varanasi Chaired by: Prof. Bhupendra Singh		Humanities Hall
''	Concurrent Scientific Sessions II (6 to 10)		Department of Psychology
''	6	Theme: <i>Organizational Culture, Climate, Development and Change</i> Chaired by: Dr. Sanjewa Kumar Singh & Prof. S. S. Nathawat	Seminar Hall
''	7	Theme: <i>Citizenship Behavior, Job Performance and Management</i> Chaired by: Prof. Abhai Kumar Srivastava & Prof. Usha Kulshreshta	Experimental Lab
''	8	Theme: <i>Personality, Motivation and Compensation</i> Chaired by: Dr. Anshula Krishna & Dr. S C Prasad	Room No. 12
''	9	Theme: <i>Work Culture Transition and Entrepreneurial Opportunities</i> Chaired by: Dr. Urmila Rani Srivastava & Dr. Meena Jain	Room No. 13
''	10	Theme: <i>Economy and Well being</i> Chaired by: Dr. Kalpana Singh & Dr. Janki Moorjani	Room No. 14
4:30 PM-6:00 PM	Workshop: Human Relations Skills for Personal & Professional Success Presenter: Dr. Sandeep Kumar, BHU, Varanasi; Dr. Tanushree Dutta, IIM, Ranchi; Dr. Nilesh Thakre, SNTD Women's University Chaired by: Prof. Aarti Bakshi		Humanities Hall
7:00 PM- 8:30 PM	Cultural Programme & Dinner		Humanities Hall

Day II			31 th January, 2018	Wednesday
8:30 AM-9:30 AM	Breakfast		Side Lawn	
9:30 AM- 11:00 AM	<p><i>Special Lecture: Building a Resilient Soldier: Challenges of an Organisation</i></p> <p>Presenter: Dr. Updesh Kumar, Scientist 'G' & Head Mental Health Division, DRDO, Ministry of Defence, Govt. of India</p> <p>Chaired by: Prof. Habib Ahmed</p>		Humanities Hall	
10:30 PM-11:30 AM	<p><i>Meeting of Society of Industrial & Organisational Psychology (SIOP)</i></p> <p>Coordinated by: Dr. Sandeep Kumar</p>		Staff Room	
11:00 AM-12:30 PM	Concurrent Scientific Sessions III (11 to 15)			Department of Psychology
''	11	<p>Theme: Work Life Balance</p> <p>Chaired by: Dr. Akhilendra Kumar Singh & Dr. Rashmi Choudhary</p>	Seminar Hall	
''	12	<p>Theme: Testing and Assessment</p> <p>Chaired by: Dr. Anshul Jaiswal & Dr. Mukta Singhvi</p>	Experimental Lab	
''	13	<p>Theme: Technology at Workplace</p> <p>Chaired by: Dr. Rita Rani Talukdar & Dr. Tushar Singh</p>	Room No. 12	
''	14	<p>Theme: Training and Development</p> <p>Chaired by: Prof. Sandeep Singh Rana & Dr. Anis Ahmed</p>	Room No. 13	
''	15	<p>Session for Award Nominations</p> <p>Theme: Multitude Links of I/O Psychology</p> <p>Chaired by: Prof. Neena Kohli & Prof. Samir Patel</p>	Room No. 14	
12:30 PM-1:30 PM	High Tea			Front Lawn
1:30 PM-2:30 PM	Valedictory Programme			Humanities Hall
2:30 PM-3:30 PM	Felicitation Function			Humanities Hall

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Accommodation Arrangements

For Female (Students)

S.No.	States	Accommodation	Contact No.
1	Assam	Girls Hostel (University Campus)	Neelam 9571136270 Sashi Prabha 7976909797
2	Bihar	Dera Shree(University Campus)	Amit 7615840350
3	Gujarat	Girls Hostel (University Campus)	Neelam 9571136270 Sashi Prabha 7976909797
4	Delhi	Dera Shree(University Campus)	Amit 7615840350
5	Uttarakhand	Dera Shree(University Campus)	Amit 7615840350
6	Punjab	Girls Hostel (University Campus)	Neelam 9571136270 Sashi Prabha 7976909797

7	Haryana	Girls Hostel (University Campus)	Neelam 9571136270 Sashi Prabha 7976909797
8	Uttar Pradesh	Girls Hostel (University Campus)	Neelam 9571136270 Sashi Prabha 7976909797
9	Maharashtra	Haryana Bhawan	Jaswant Singh 9829967005
10	Rajasthan	Girls Hostel (University Campus)	Neelam 9571136270 Sashi Prabha 7976909797

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Accommodation Arrangements

For Male (Students)

S.No	States	Accommodation	Contact No.
1	Assam	Dera Shree(University Campus)	Amit 7615840350
2	Gujarat	Dera Shree(University Campus)	Amit 7615840350
3	Delhi	Dera Shree(University Campus)	Amit 7615840350
4	Haryana	Dera Shree(University Campus)	Amit 7615840350
5	Uttar Pradesh	Boys Hostel	Jaswant Singh 9829967005
6	Maharashtra	Haryana Bhawan	Jaswant Singh 9829967005
7	Rajasthan	Dera Shree(University Campus)	Amit 7615840350



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On**



**Changing Landscape and Future of I/O Psychology
30th -31st January 2018**



Organized by:
Department of Psychology
University of Rajasthan
Jaipur, INDIA

In collaboration with
Indian Association of Industrial and Organizational Psychology (IAIOP)



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INDIAN ASSOCIATION OF INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY (IAIOP)

The IAIOP is being established by the academicians and researchers from Banaras Hindu University, University of Rajasthan, S. N. D. T. Women's University-Mumbai, Aligarh Muslim University- Aligarh, M S University-Baroda, IIT-Kharagpur, IIT-Roorkee, IIT-Jodhpur, IIM-Ranchi, IIM-Rohtak, NIT-Patna; other Universities, Institutes and; Human Resource Managers working in different private and public sector organizations such as Coal India Ltd., Powergrid, NTPC, L & T, Tata Motors, Century Textiles and Industries Ltd. (A B. K. Birla Group Company), etc. The objective of the association is to promote Industrial and Organizational Psychology at the National and International level. The IAIOP would provide a common platform to the Industrial and Organizational Psychologists, Human Resource Managers through Annual Congress, Workshops, Industrial Training Programs and Case Study Developments.

IAIOP ANNUAL AWARDS

- Mrs. Pratibha Singh Memorial Best Paper Award: Certificate and Cash Award for best paper presentations in IAIOP Congress.
- Best Paper Awards for each session: Certificate for best paper presentations in IAIOP Congress, one for each scientific session.
- Mrs. Sumitra Kushwaha Memorial Young Scientist Award: Certificate and Cash Award for the best research paper presented in the award session during the congress. The maximum age bar for this award is 35 years. Please send your High School/Secondary School Certificate for verification of age. There will be a separate session for the paper presentation to be considered for this award.
- Best Poster Award: Certificate for best poster presentation in IAIOP Congress, one for each poster session.

The fellow professionals (from academia as well as consulting/development organizations engaged in research and practice) who would like to conduct symposiums/pre congress workshops on issues related to the focal theme during the Congress may submit their proposals latest by 30th December 2017 to Dr. Purna Puri & Dr. Vishva Chaudhary, Organizing Secretaries

Email: madnavatavs@gmail.com./vishva.leo23@gmail.com

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About the City

Jaipur founded by Maharaja Jai Singh-II (1693-1743), famous world over as the "Pink City" is 260 km from Delhi and is a major destination in the popular Golden Triangle of Delhi-Agra-Jaipur. Jaipur is both a heritage city that dates back to the 18th century as well as a fast growing modern metropolis with all the trapping of a bustling capital city. The walled city with its pink facade and old heritage buildings attracts a lot of admiration from visitors. Jaipur's



bazaars sell embroidered leather shoes, blue pottery, tie and dye scarves and other exotic wares. Western Rajasthan itself forms a convenient circuit, in the heart of the Thar Desert which has shaped its history, lifestyles and architecture. The stunning backdrop of ancient hill forts- Nahargarh, Amber and Jaigarh are apt testimonials of the bygone era and a reminder of their lingering

romance and chivalry. Some of the other worthwhile places to visit are Hawa Mahal, Jantar Mantar, City Palace, Albert Hall Museum, Ishwar Lat, Jal Mahal, Moti Doongri, Galta, Gaitor, Sisodiya Rani Garden and Kanak Vrindavan among others. The weather in Jaipur will be quite pleasant during the month of February. It is well connected with major cities of India by rail, road and air.

About the University

University of Rajasthan, situated in the heart of the Pink City Jaipur, was established in 1947 as a multi-faculty University. UGC has awarded the University with A Grade and recognized the University amongst the top 10 Indian Universities with Potential for Excellence (UPE) in 2012. It is the oldest University of Rajasthan and its main objective has been the creation and dissemination of knowledge. It caters to the aspiration for higher education of students of Rajasthan and from other parts of the country. The University offers UG, PG, and M. Phil, Ph.D. programs in various disciplines at 37 Departments, 22 Research Centres and 6 Constituent Colleges. The University believes that in its journey of 69 years it has brought about a transformation in Higher Education in Rajasthan and the country at large. University of Rajasthan is dedicatedly working to effectively promote lifelong learning since decades. Its mission is Creation and Strengthening of Infrastructure for Global Competence and establish and expansion of academic links and Research collaborations with national and International institutions. The University provides Research facilities supported through UGC-SAP, UPE, DST-FIST, PURSE, DST-SAIF program grants. Backed up with good infrastructure, the University is an active hub of academic and Research activities.

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About the Department

The Department of Psychology was established in the year 1971. The faculty of the Department is specialized in the areas of clinical, vocational, organizational, counselling and social psychology.



Glimpses from the International Conference by Department of Psychology, UOR on Psychology For Building Global Community, 23rd -25th February, 2017

The faculty members and researchers of the department have also made significant research contribution in these fields and are also involved in development of Psychological Measurement Devices. The Department is well-known for its excellence in academic and research programs in various areas of Psychology. A significant number of alumni of this Department are working on high positions in National and International Institutes as well as in Government Administrative services. The Department attracts students from Rajasthan and outside, including International students. The Department has been a recipient of various Grants from National agencies including UGC.

About the Congress

The nations around the globe in the 21st century have become part of a flatter, networked community through increased globalization. India, as a leading economy is playing a key role in shaping the global economy. Attention has transitioned from manufacturing to services to knowledge economy. The quality of Human Resources is the most critical enabler and differentiator for all kinds of organizations. The global and Indian trends in various organizations reveal that attracting, selecting, managing, nurturing and retaining talent has emerged to be the single most critical issue in the area industrial and organizational psychology. The profound systemic changes have been seen in the way organizations are being restructured. The concepts of leadership and managing people have experienced a radical re-think. In the nutshell, we can say that change is here to stay, and we need to understand that all the practices that are working today may not necessarily work tomorrow. Therefore, change is the only constant phenomenon in the discipline of industrial and organizational psychology.

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restructured. The concepts of leadership and managing people have undergone a radical rethink. Hierarchies and rigid organizational structures of the past, are now changing into open work environment, flat structure with informality being a general rule and empowerment of individuals. In the nutshell we can say that change is here to stay, and we need to understand that all the practices that are working today may not necessarily work tomorrow. Therefore, change is the only constant phenomenon in the discipline of industrial and organizational psychology.

In this changing globalized economy, the role of I/O Psychologist becomes more important in HR departments of organizations. The I/O Psychologists are mostly responsible for handling the recruitment and selection process, training programmes, organizational change and effectiveness and performance management systems. They are expected to apply the principles of psychology to Human Resource and guide the HR department to understand the behaviour and attitudes of its employees. The work of the Industrial-Organisational psychologist is to be authenticated by scientific evidence, extensive research studies and use of proper statistical techniques.

This Congress is an attempt to understand Global and Indian trends in I/O Psychology and its application in the different organizations. Through this Congress, we are trying to reach out to practising and working Industrial and Organizational Psychologists, Academicians, Researchers and Students to share and disseminate latest trends in various organizations in different parts of India.

Conference sub - themes:

- Corporate Social Responsibility
- Decision Making
- Emotions and Emotional Labour
- Employee Withdrawal and Retention
- Ethical Issues and Spirituality
- Innovation and Creativity
- Job Attitudes and Engagement
- Job Performance and Citizenship Behaviour
- Leadership
- Motivation and Compensation
- Occupational Stress and Health
- Organizational Culture and Climate
- Organizational Development and Change
- Organizational Justice
- Performance Management
- Personality
- Technology at Workplace
- Testing and Assessment
- Training and Development
- Work Life Balance
- Emerging trends in Work Culture Transition and Entrepreneurial Opportunities
- Economy and Well being
- Spirituality: The Ultimate Way to Happiness
- Communication
- Talent Management



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WHO CAN PARTICIPATE ?

Academicians, Scientists, Professionals, Researchers and Students from various fields of psychology, allied subjects and multi-disciplinary fields are invited to contribute in the congress.

	Early Bird Registration (Till 15 Dec. 2017)	Late Registration (16 Dec. onwards)	On the Spot registration
Faculty/Professionals	2500/-	3000/-	3500/-
Local delegates	2000/-	2500/-	3000/-
Students	1500/-	2000/-	2500/-
Local Students	1500/-	1800/-	2000/-

Accompanying person- 2000/-

International Delegates \$125

Accompanying Person International \$75

Mode of Payment

Payments can be made through demand draft/ RTGS/ NEFT/ NET BANKING/ DEBIT CARD/ CREDIT CARD/ WIRE TRANSFER (for foreign remittance) in favour of PSYIC-2017, payable at Jaipur.

Bank: UCO Bank

Branch: University of Rajasthan

City: JAIPUR

Account No.: 20270110045886

IFSC: UCBA0002027

MICR: 302028019

IMPORTANT DATES:

- Submission of Abstracts: 10 December 2017
- Submission of Full Paper with soft copy: 30 December 2017

An abstract may be sent to iaipuor2018@gmail.com It may be noted by all the paper presenters that the abstract received after the due date may not be included in the Book of Souvenir.

Travel: Jaipur is well connected by Air/Rail/Road from the national capital of New Delhi and other major cities of India.

Accommodation: The University guest house consists of limited accommodation and will be allotted to the delegates on the first cum first serve basis. The organizing committee will try to provide hostel/dormitories/shared accommodation to all the delegates who register in advance. Organizing committee does not assure accommodation and Congress kit to the late (after 30th Dec. 2017) and spot registering candidates. The accommodation will be provided from January 29, 2018 afternoon to February 1, 2018.

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Submission of Abstract

The abstract should not be more than 500 words and should include:

Title: Times New Roman, Size 16 pts.

Author(s): Times New Roman, Size 14 pts.

Affiliation: Times New Roman, Size 12 pts.

Abstract: Times New Roman, Size 12 pts., single spacing

The abstract should briefly include the purpose of study, material and method, results and conclusions. At the bottom of the page, please indicate the category (thrust area/ subtheme) and the preference for presentation (oral/ poster). The name of the presenting author should be underlined and his/her email address should be mentioned.

Full Paper Submission*

Title: Times New Roman, size 18, bold

Authors: Times New Roman, size 12pts. in the order Last name & First Name

Text: Times New Roman, size 12pts. It should comprise Introduction, Methods, Results, Discussion & References (According to APA format)

Tables and Graphs: Should be made according to the APA format

*All the full papers received would be peer reviewed after the congress and suitable papers would be included in an edited book to be published by reputed publisher. Please send full paper to skumarbhu@gmail.com

ORAL/ POSTER PRESENTATION

Oral Presentation

- For each presentation a time of 12 + 3 minutes will be given.
- Presentation should be prepared in MS Power Point and brought to the Congress on USB memory stick.
- Standard Audio- Visual equipment will be provided for the presentation.

Poster Presentation

- Pins and stand will be provided by the organization
- Poster should be legible enough to be viewed from a distance of 4 feet
- The poster should follow the below given format

28 INCH

TITLE AND AUTHOR(S) NAME AND AFFILIATION		INTRODUCTION	
METHOD	RESULTS	DISCUSSION	CONCLUSION

22 INCH

CHIEF PATRON

Prof. R. K. Kothari

Hon'ble Vice Chancellor, University of Rajasthan, Jaipur

PATRON

Prof. A.V.S. Madnawat

Head, Department of Psychology,
University of Rajasthan, Jaipur

Dr. Madhu Jain

Department of Psychology,
University of Rajasthan, Jaipur

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NATIONAL AND INTERNATIONAL**

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Mr. Vikal Jagnani, Dubai

ORGANIZING CHAIRPERSON

Dr. Purna Puri

ORGANIZING SECRETARY

Dr. Vishva Chaudhary

**DEPARTMENT OF PSYCHOLOGY
UNIVERSITY OF RAJASTHAN JAIPUR- 302004**

E-Mail: iaipuor2018@gmail.com
Mob: 09414280412, 08239216467
Website: www.uniraj.ac.in

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REGISTRATION FORM

Name (Capital Letters)
Gender: Nationality :.....
Category of Delegates
Affiliating Institution:
Mailing Address:
.....
City: State: Pin Code:
E-Mail ID:
Mobile No.:
Presenting Paper: YES/NO
Title of the Paper:
.....
No. of Accompanying Persons:
Accommodation required: YES/NO
Date and Time of Arrival:
Date and Time of Departure:
Registration Fee Payment Details: DD No. /NEFT No. / Name of the Bank /Date
.....

Date: _____ Signature _____

Please send this form along with the Payment Details/DD by E-mail/Speed Post to :

Dr. Prerna Puri
Organizing Chairperson
Department of Psychology, University of Rajasthan, JAIPUR-302004, Rajasthan, INDIA
E-mail : iaiopuor2018@gmail.com