



K. J. Somaiya Institute of Management Studies & Research

International Conference

On

Transforming Into Learning Organization

Linking the present with the future...



3rd & 4th January, 2014

Venue : K. J. Somaiya Institute of Management Studies & Research,
Vidyanagar, Vidyavihar (East), Mumbai, 400 077, India.

Academic Partners



About the Conference:

Learning organization coined by Peter Senge has become a buzz word. It refers to organizations that facilitate the learning of its members while continuously transforming itself. It refers to an enhanced capacity to learn, adapt and change. It is an ideal towards which organizations want to evolve in order to be able to respond to pressures from the environment. Some define it as the absorptive capacity of organizations. A learning organization exhibits five main characteristics: systems thinking, personal mastery, mental models, a shared vision, and team learning. It is commonly hailed as a prescription for organizational success in a dynamic global economy. Learning organization is both a process and an end. There is a lot of literature in learning organizations on themes like 'learning systems', on the importance of single-loop, double- and triple-loop learning, knowledge management, decision making, reinventing the organizations through interventions, organizational readiness and management of change. Some have proposed that learning organizations are initiated and developed by senior management through a top-down approach while others emphasize a 'bottom-up' or democratic approach to understanding a learning organization. Still there seems to be no consensus on the definition of a learning organization. Most authors assume that any organization that intentionally designs its structure, culture, and strategy to foster learning is a learning organization.

The present conference is aimed at understanding the impact of learning organizations beyond the rhetoric.

About our Institute:

K J Somaiya Institute of Management Studies and Research (SIMSR) was established by Padmabhushan Late Shri K J Somaiya. Nestled in a 60 acre campus in the central suburbs of Mumbai, the Institute is accredited by South Asian Quality Systems (SAQS) the Accrediting body of Association of Management Institutes in South Asia (AMDISA) and Certified under ISO 9001:2008 by Bureau Veritas. SIMSR was also awarded the "Best Management Institute of the Year 2008" by Bombay Management Association (BMA) India.

It is ranked among top 20 Management Institutes and among top 10 private sector B-schools in India. SIMSR offers a variety of programmes, all approved by the All India Council of Technical Education, (AICTE) Ministry of HRD, Government of India New Delhi and / or affiliated to University of Mumbai, India.

Call for Papers

Research papers are invited from industry practitioners, academicians, research scholars, consultants and students on the following broad themes. The list is indicative but not exhaustive.

Sub-Themes:

1. Organizational capacity building in a dynamic environment

- a. Understanding inter organizational learning ability
- b. Antecedents of organizational learning
- c. Organizational learning and its correlates
- d. Knowledge management
- e. Role of Information Technology
- f. Role of leadership in capability development for learning organization
- g. Role of strategy in development for learning organization
- h. Problems and challenges of a learning organization
- i. Creating a learning organization through organization redesign

2. Management of culture and change in a learning organization

- a. Creativity, innovation and organizational flexibility
- b. Social capital and competencies
- c. Embracing diversity
- d. Culture building for learning organization
- e. Interventions and learning organization
- f. Building of robust internal processes

3. Learning organization and small and family run businesses

- a. Instituting a learning environment in family run business
- b. Learning organization and practitioners' perspectives

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.
- Extended abstracts of at least 1000 words and not more than 2000 words including a clear indication of the purpose of research, methodology, major results, implications,

and key references should reach us latest by 30th August 2013 in Microsoft word format only.

- By submitting an abstract, the author makes a good faith commitment to present his/her paper at the conference.
- 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 by 30th September 2013.
- The complete paper excluding the references, charts and tables should not be more than 5000-6000 words, with font size of 12, Times New Roman and single line spacing. It should reach us latest by 15th November 2013 in Microsoft Word format only.
- All the extended abstracts will be published in a compendium with an ISBN number. Some of the selected/best papers may be considered for publication in the special issue of ***Business Perspectives and Research*** -ISSN 2278- 5337 (registration number MAHENG13049/13/1/2011 –TC) after due review process.
- One author can present a maximum of two papers.
- Full papers will be blind reviewed by panel of eminent experts.
- In a joint submission at least one of the co-authors should be registered for the conference.
- Kindly send your abstract and full paper at loconf2014.simsr@somaiya.edu

Registration Details

For registration, please fill in the registration form and send it to K J Somaiya Institute of Management Studies and Research, Mumbai, India along with a demand draft of application fee in favour of ‘K J Somaiya Institute of Management Studies and Research’, payable at Mumbai.

Academicians and Research Scholars (Indian)	: INR 5000
Corporate representatives	: INR 7000
Full time Post Graduate Students	: INR 1500
Foreign Delegates	: USD 250
Foreign Students	: USD 100

(Registration fee will include inaugural dinner, lunch and tea for the conference days, and a copy of the conference proceedings. Papers presented in absentia are required to pay the registration fee).

Important Dates

Submission of Extended Abstract	: 30 th August, 2013
Confirmation of Short Listed Abstracts	: 30 th September, 2013
Submission of Full Paper	: 15 th November 2013
Information of Acceptance of Paper	: 3 rd December, 2013
Last Date of Conference Registration	: 30 th December, 2013
Conference Date	: 3rd & 4th January, 2014

Recognition & Awards

Two papers shall be selected for the Best Paper Awards in both Academic/Industry and Student category.

Conference Convenor

Dr. Preeti S. Rawat

Associate Professor (OB/HR)

Editor, Business Perspectives and Research

Organizing Team

Dr. Meenakshi Aggarwal Gupta, Professor OB/HRM

Dr. Shailaja Karve, Associate Professor OB/HRM

Dr. Swatee Sarangi, Assistant Professor HRM

Prof Amitabh Sengupta, Assistant Professor HRM

Prof Hemangi Bhalerao, Assistant Professor HRM

Prof Tanvi Lathia, Assistant Professor HRM

Prof Dipika Attavar Academic Associate

Prof Savita Damle, Academic Associate

Prof Vilis Pawar. Academic Associate