



3rd International Conference of Nepalese Academy of Management

**On
Transforming Management System for
Innovation, Development and Governance**

March 27-29, 2015



Conference Chair

- Prof. Dev Raj Adhikari, Tribhuvan University, Dean of the Faculty of Management and Founding President of Nepalese Academy of Management

Co- Chair

- Prof. Geoffrey Wood, University of Warwick, Associate Dean of Warwick Business School

Key note Speakers

- Prof. Chris Brewster, University of Reading, Henley Business School.
- Prof. Garry Bruton, Texas Christian University, Neeley School of Business.
- Prof. Farok J. Contractor, Rutgers Business School, Management and Global Business Department.
- Prof. TojoThatchenkery, George Mason University, School of Public Policy.
- Prof. Igor Filatotchev, City University, Associate Dean at Cass Business School.

Nepalese Academy of Management (NAM)

Nepalese Academy of Management (NAM) is an independent, not for profit association of academicians and professionals, established to create and disseminate knowledge required for managing organizations regionally as well as globally. The Academy organizes international conference biennially with international/national university/business school collaboration aiming to bring together academics and practitioners from diverse backgrounds and interests to meet, discuss and debate issues that will affect the future direction of research and practice.

The 1st international conference (March 2011) attracted almost 200 participants from 33 countries with 61 research papers, three workshops, three plenary sessions, and 16 technical sessions. The 2nd international conference (March 2013) had 300 participants, 101 research papers from 30 countries. The conference is characterized by a strong developmental focus, providing participants with a supportive and collegial platform to discuss and develop ideas, and helping authors enhance their papers for publication. It provides opportunities to interact and network with academic scholars, business practitioners and peers from around the world and helps to publish works in

leading international journals. There will be a special issue of the best papers and conference proceedings are issued.

The 3rd international conference of Nepalese Academy of Management (NAM) will be held at the heart of Kathmandu city on *March 27-29, 2015*. We invite faculty, research scholars, doctoral students as well as business practitioners to submit papers and panels addressing all areas of management, development, and economics relating to the theme: **Transforming Management system for Innovations, Development and Governance**. The theme of the conference opens an interesting and fruitful dialogue on all the issues of management and economics and stimulates a sustainable view of competitiveness in our institutions. It aims to stimulate scholars to question existing paradigms and accepted practices and bridges the gaps in innovating ideas, developing new models for institutions and suggesting new competencies.

Full Paper Submission deadline:

September 20, 2014

Blind Review comments: **Returned by October 05, 2014**

Re-submission deadline after comments: **December 10, 2014**

Registration deadline: **January 31, 2015**

Conference Dates: **March 27-29, 2015**

Papers:

All papers must be submitted with word file (doc file) attachment on nepaleseacademy@gmail.com with cc to nepaleseacademy@nam.org.np by September 20, 2014. Submissions in the following tracks and plenary sessions are welcomed although papers that do not fit precisely into these tracks may also be submitted:

- **Innovations:**

Topics related to standardization and innovation, business model innovation; organizing creativity for innovation; multidisciplinary perspectives, theories, and practices on innovations; methods, tools, barriers, competencies, and measurements; rethinking the design paradigm in management; theories, activities, and organizations; grounded in institutional theory, and innovation related to developed and emerging economies, evolutionary approaches in business and management research; novel approaches to organizational project, research, and cultural management; entrepreneurship and innovation in family firms.

- **Institutions and Corporate Culture**

Topics related to national institutional configurations and firm level practice; composition of boards of directors; top management teams and business ethics; women directors on corporate boards; gender and succession in family business, entrepreneurship education: bridging the gap between theory and practices, balancing entrepreneurial spirit and management in family firms along generations, entrepreneurship and societal changes, accounting and controlling for sustainability; finance, economy and society; explorations of the nature and characteristics of business

ecosystems; transforming social networks to value chains through business model innovation; strategic processes, practices and implementation; competitive dynamics- the changing fabrics of competition between firms and industrial clusters, corporate strategy; management of M&A, alliance and divestitures; crisis, emergency management and recovery; comparative capitalism and institutional comparisons across countries.

- **Competencies**

Topics related to expatriate management; work motivation in public and nonprofit sector; raising future leaders, training and development; institutions and change, leadership for organizational change and resistance, towards a responsible management or cultural diversity; realizing competitiveness and sustainability through human factor and human resource management, rewards, employee relations, diversity management, team management, global talent management, performance management and HR development, community-based and market-based HRM approaches;, organizational behaviour, organizational learning & knowledge management; strategic management; managing finance and financial institutes; healthcare & hospital management; manufacturing & service, production & operations, project, product, service, supply chain, transportation, and consumer behaviour.

- **Good Governance:**

Topics related to: behavioural perspectives on corporate governance, family business governance, governance of public and nonprofit organizations;

management and governance of culture and heritage; transparency and accountability, management information system, workforce diversity, dynamics, and employee commitment, civil society pressure, anti-corruption efforts, complaint mechanism, the role of social movements and local community for effectiveness and accountability

- **Sustainable Development:**

Topics related to corporate social responsibility and sustainability, social responsibility and sustainability in public and nonprofit organizations, responsible management for global value chain, corporate governance; competitiveness and strategic advantages, globalization and sustainability, strategies to increase sustainable competitiveness; accounting and control for sustainability, finance, economy & society; institutions and change, organizational change and resistance; performance management, competitive advantages and national competitiveness.

SUBMISSION REQUIREMENT

Papers should follow the style recommended by the American Psychological Association (APA) Publication Manual. The language of the conference and related publications is English. Each accepted paper must be presented at the conference and be accompanied by paid registration. Each submitted paper must include an abstract and must conform to the following format: First Page: title, authors, mailing address, phone, fax, e-mail address, and abstract. Second and subsequent pages of the paper should be limited to 2500 to 5000 words.

- All papers must be submitted with

word file (doc file) attachment on nepaleseacademy@gmail.com with cc to nepaleseacademy@nam.org.np by September 20, 2014

- Submitted papers must NOT have been previously published and, if under review, must NOT appear in print before the NAM 2015 international Conference.
- The entire paper (title page, abstract, main text, figures, tables, references, etc.) must be in ONE document created in word (doc) format.
- Each manuscript in English should be accompanied by an abstract, not to exceed 250-300 words
- When accepted after blind review and resubmission, the authors or one of the co-author must register and be available to present the paper at the conference.
- One author can submit only one paper in any one track and selected papers will be scheduled in different tracks and plenary sessions.

PARTICIPANTS OF THE CONFERENCE

- **Presenters:** authors of papers accepted for presentation after double blind peer reviewed and registered can attend the Conference. Each presenter will receive a Certificate of Presentation and will automatically become a member of the Academy for two years. Faculty at undergraduate/ or post graduate level, research scholars, senior students, consultants, practitioners, executives, entrepreneurs, self-employed professionals, civil servants engaged in research are the prospective delegates for presenters.
- **Non-presenters:** interested academician, professional and researchers, managers, and all those who are interested in academic and

research field can attend in the Conference as an observer to listen to the presentations of papers without presenting a paper of their own, if they have paid the registration fee. Each presenter will receive a Certificate of Participation and will automatically become a member of the Academy for two years.

FAMILY FRIENDLY CONFERENCE

Kathmandu offers fabulous attractions including many world heritage sites, Darbar squares, Pashupatinath, Boudhha, Lumbini-the birth place of Lord Buddha, Mountain Flights, paragliding, boating/white water rafting, bungi jumping... So making it a great place bringing your family. To make the conference more enjoyable for all, NAM will offer excursions for family members during the conference. These excursions will be offered at net cost and require advance registration.

PUBLICATION OPPORTUNITIES

All manuscript submissions will be subject to a blind review process by NAM executives, advisors and other members. Evaluated is based on relevance to the theme, analytical and

conceptual rigor, quantitative and qualitative methods (if applicable), innovativeness, and significance of conclusions. The editorial board will make the final determination as to whether the accepted papers are published in the NAM international conference proceedings 2015. Besides proceedings the editors of the following journals will select best papers; authors of selected papers will be invited to submit their work for consideration for publication in the following journals:

- *The International Journal of the Nepalese Academy of Management*
- *British Journal of Management*
- *South Asian Journal of Human Resource Management* (SAGE Publication)
- *Emerging Market Case Study Series (Emerald)*
- *Journal of Shinawatra University (Shinawatra University)*
- *Journal of Management (Tribhuvan University)*
- *SIU Journal of Management*
- *South Asian Journal of Business and Management Cases* (SAGE Publication).

Key note Speakers



Prof. Chris Brewster

Chris Brewster is Professor of International Human Resource Management at Henley Business School, University of Reading. He gained substantial experience in

trade unions, Government, specialist journals, personnel management in construction and air transport, 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.

Prof. Garry Bruton

Garry Bruton is a professor of entrepreneurship at the Neeley School of Business at Texas



Christian University where he helped to start the entrepreneurship program. Garry's research focuses on entrepreneurship in emerging economies and he has published or has forthcoming academic

articles in leading journals such as the Academy of Management Journal, Strategic Management Journal, and Journal of Business Venturing. In addition, Garry has co-authored three text books—small business management (McGraw-Hill), technology and innovation management (Cengage), and international management (Cengage). Garry is Co-director - Institute for Global Innovation and Chinese Entrepreneurship at Tongji University (China), Honorary Professor - Department of Business Administration at Sun Yat-sen Business School (China), honorary professor at South China University of Technology (China), and serves on the international advisory board of the Entrepreneurship Center Nankai University (China). Garry is also the past president of the Asia Academy of Management and past editor of the Academy of Management Perspectives. Professor Bruton is currently an associate editor at the Strategic Entrepreneurship Journal and serves on four other editorial boards.



Prof. Farok J. Contractor

Professor in the Management and Global Business department at Rutgers Business School, Prof. Farok has also taught at the Wharton School, Copenhagen

Business School, Fletcher School of Law and Diplomacy, Tufts University, Nanyang Technological University, Indian Institute of Foreign Trade, XLRI (India), Lubin School of Business, Theseus, EDHEC and conducted

executive seminars in the US, Europe, Latin America and Asia. He has served Rutgers University in many capacities such as Department Chair for the International Business, Research Director of Center for International Business Education and Research, Coordinator of the Ph.D. program in International Business, the Dean's Leadership Council, and several other key school and university initiatives.

He is a graduate of the Wharton School, University of Pennsylvania, where he received his Ph.D. and MBA, and the University of Michigan, where he received an M.S. in Industrial Engineering. Dr. Contractor has written well over a hundred scholarly papers and has among the highest citation counts amongst scholars in the field of International Management (Academy of International Business (AIB), or Academy of Management (AOM)) counting Google Scholar citations. Dr. Contractor has chaired or been on the supervisory committees of 14 doctoral dissertations, and served on the faculty of several Doctoral and Junior Faculty Consortiums organized by AOM, AIB, and CIBERS, has served on the Executive Board of the AOB's International Management Division, was Chair of the division and Program Chair at the AOM, was elected a permanent Fellow of the AIB, and has also held other term fellowships such as the Fulbright Fellowship and Unilever Fellowship.

Prof. Tojo Thatchenkery

Tojo Thatchenkery (Ph.D. Weatherhead School of Management, Case Western Reserve University) is Professor and Director of M. S. in Organization Development and Knowledge



Management at the School of Public Policy. He is also a member of the NTL Institute of Applied Behavioral Science and the Taos Institute. He has over twenty five years of experience in teaching at various Public Policy, MBA, Organization Development, and executive development programs in the United States, Canada, South America, Europe, Australia, and Asia.

Thatchenkery's research has been funded by agencies such as the United States National Science Foundation, USPS, and the U.S. National Security Agency. His recent books include *Organizational Transformation: Change Management Perspectives* (2014), *Strategic Initiatives for Competitive Advantage in the Knowledge Society* (2014), *Reframing Human Capital for Organizational Excellence* (2013), *Capability Building for Organizational Transformation* (2013), *Positive Initiatives for Organizational Change* (2012), *Building Competencies for Sustainability and Organizational Excellence* (2012), *Making the Invisible Visible: Understanding Leadership Contributions of Asian Minorities in the Workplace* (2011), *Positive Design and Appreciative Construction: From Sustainable Development to Sustainable Value* (2010), *Leveraging Global Competiveness for Organizational Excellence* (2010), *Enhancing Organizational Performance through Strategic Initiatives* (2009), *Handbook on Management Cases* (2008), *Appreciative Inquiry and Knowledge Management* (2007), and *Appreciative Intelligence: Seeing the Mighty Oak*

in the *Acorn* (2006). He has also researched contemporary themes such as technological culture and globalization which resulted in another book, *Information Communication Technology and Economic Development: Learning from the Indian Experience* (2006). Thatchenkery is on the editorial board of the *Journal of Applied Behavioral Sciences* and the *Journal of Organizational Change Management* and is the past Program Chair of the Research Methods Division of the *Academy of Management*.



Prof. Igor Filatotchev

Igor Filatotchev is an Associate Dean for Research and Enterprise and Professor of Corporate Governance and

Strategy at Cass Business School, City University London. He is also a Visiting Professor at Vienna University of Economics and Business (Austria). Before joining Cass he held various academic positions at Nottingham University Business School, Bradford University School of Management, King's College and Birkbeck College (University of London). He received his undergraduate degree in Mathematics from Moscow's Institute of Physics and Technology followed by a PhD in Economics from the Institute of World Economy and International Relations (Moscow). His research examines corporate governance, entrepreneurship and strategic decisions. He has published more than 100 articles in leading journals including *Academy of Management Journal*, *Strategic Management Journal*, *Organization Science*, *Journal of Management*

and *Journal of International Business Studies*. He is an Associate Editor of *Corporate Governance: An International Review* and *Journal of Management and Governance*.

Chair of the Conference

Prof. Dev Raj Adhikari, Dean Tribhuvan University, Faculty of Management and Founding Secretary, Nepalese Academy of Management



Prof. Dr. Dev Raj Adhikari is a Dean of Faculty of Management at Tribhuvan University. He is the Founding President of Nepalese

Academy of Management, Chairman of Nepal Bank Limited (the oldest bank of Nepal), Chairman of National Insurance Corporation 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. DeGroote School of Business Administration, McMaster University, Canada, in 2001 and worked as visiting Researcher (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.

Co- Chair of the conference

Prof. Geoffrey Wood, Associate Dean of Warwick Business School, University of Warwick.



Geoffrey Wood is Professor of International Business at Warwick Business School, University of Warwick. Previously, he was Professor in the

School of Management at the University of Sheffield, and Associate Dean of the School, and before that Professor and Director of Research at Middlesex University Business School, and previously taught at Rhodes University,

South Africa (where he attained the rank of Associate Professor). He has also held visiting fellowships at Cranfield University, Victoria University of Wellington (New Zealand), and the American University in Cairo, Cornell University and Rhodes University. He currently is Honorary Professor of the University of the Witwatersrand, and Visiting Professor at Nelson Mandela University, both in South Africa, and Adjunct Professor at Griffith University, Australia. Geoffrey Wood has served as Commissioned Researcher for the South African Truth and Reconciliation Commission. He has authored/co-authored/edited seven books, and over one hundred articles in peer-reviewed journals (including journals such as *Work and Occupations*, *Work Employment and Society*, *Organization Studies*, *Human Relations*, *British Journal of Industrial Relations*, *Human Resource Management (US)*, etc.). He has had numerous research grants from funding councils (e.g. ESRC), government departments (e.g. US Department of Labour), charities (e.g. Nuffield Foundation) and the labour movement (e.g. the ITF).

Workshops:

During the conference days, workshops in different issues will be organized with the support of world renowned Professors and Institutions for the benefit to the participants.

✓ A **Case Writing Workshop** will be held during the conference. Gopal P. Mahapatra, Senior Director, HR-organization and talent development at Oracle, India; Prof. Pavithra Kailasapathy of University of Colombo, Sri Lanka; Prof. Katsuhiko Hirasawa of Nihon University, Japan and Prof. G. D. Sardana of Birala Institute of Management Technology (BIMTECH) will be on the panel. Prof. John Walsh of Shinawatra University, Thailand will lead the session along with others. In this workshop, selected cases will be evaluated, and provided one on one feedback, declared best cases and encouraged to submit in different journal of case studies with the expertise ideas of these resources.

PaperDevelopmentWorkshop will be held during the conference involving the Editors of the British Journal of

Management, South Asian Journal of Human Resource Management, Journal of Shinawatra University and others. Prof. Marc Goergen of Cardiff Business School and ECGI, UK; Prof. Romie F. Littrell of AUT Business School, Center for Cross Cultural Comparison, New Zealand; Prof. Tony Fang of Stockholm University, School of Business, Sweden; Prof. Yutaka Takakubo of Nihon University, Japan and other eminent professors will be the panel for the workshop. Director of the [Emerging Market Internationalization Research Group](#) (EMIRG), The University of Sydney Business School, **Prof. Vikas Kumar** will lead the workshop. Scholars who have papers that are not fully developed are encouraged to participate. Authors will be given detailed feedback in how to develop the paper to bring it to a publishable quality. The workshop will also focus on how to utilize the “emerging market context” as a distinctive aspect in developing papers.



Vikas is Associate Professor of International Business and Strategy in the Discipline of International Business at the University of Sydney Business School. His previous appointments were at Bocconi University (2004-09), and as Visiting Scholars at Stanford University (2008-09) and **University of Reading (2012-13). He has been elected as the Representative-at-large (2013-14) for the Global Strategy Interest Group in the Strategic Management Society.** He obtained his doctoral degree in International Business in 2004 from Saint Louis University. Vikas's research interests include Internationalization, Emerging Market Firms, Emerging Markets, Business Groups, and Outsourcing/Offshoring. He has been co-guest editor of the special issues in *Journal of Management Studies* (2010), *Journal of International Management* (2013), *Management International Review* (2014). Vikas serves on the Editorial Review Board of JMS, MIR, TIBR and the Global Strategy Journal (GSJ).



John Walsh is Director of the SIU Research Centre at Shinawatra University in Thailand and editor of the SIU Journal of Management and the Journal of Shinawatra University. He is Regional Editor (Southeast Asia) for Emerald's Emerging Market Case Study Series. He has lived and worked in Sudan, Greece, Korea, Australia, Abu Dhabi and his native UK. These days he research focuses on the social and economic development of the Mekong Region and his most recently published book is *The Greater Mekong Sub-region*.

Conference Prizes

There are several prizes awarded at the conference:

- **Nepalese Academy of Management Prize** for the best empirical research paper.
- **The British College prize** for the best paper in international business perspectives.

- **Asian Institute of Technology and Management prize** for new or under-researched topic which contributes to the society.
- **School of Business, Tribhuvan University Doctoral Prize** for the best paper by a doctoral scholar.
- **DAV Business School Prize** for Young Academic Excellence.

Contact:



DHRUBA KUMAR GAUTAM (Ph. D.)

Founding secretary and Executive Director,
Nepalese Academy of Management
www.nam.org.np
nepaleseacademy@gmail.com
nepaleseacademy@nam.org.np
P. O. Box 12719, Kathmandu, Nepal
00977 9813 304401
00977 9841 367451

Dr. Dhruba Kumar Gautam, Associate Professor of Management at Tribhuvan University (TU), did Ph. D. in Strategic HRM, obtained dual degree in Master's Level-MBA and MPA, and diploma in Changing Perspectives on Culture from Stockholm University, School of Business, Sweden. He has been teaching to MBA, M. Phil students supervising their dissertations along with Ph. D. scholars. Recipient of research scholar from TU, University Grants Commission (UGC), he involved on cross cultural research with Neeley School of Business (USA), Society for the Advancement of Management Studies (UK), has published few text books in management and some articles in peer reviewed International Journals, and in national journals. Dr. Gautam- founding secretary cum executive director of Nepalese Academy of Management (NAM) coordinated 1st and 2nd international conference of NAM and is coordinating 3rd international conference. He is serving being a Managing Editor of *International Journal of Nepalese Academy of Management*, editorial board member of *an International Journal – Asian Journal of Business and Management Science*; and Advisory Editorial Board Member *SIU Journal of Management*. He actively participated and presented some papers in International conferences including ILO, APROS, ISLE, IAM, ICBC, ICMC, IFSAM, AIB, IHRM and much interested to involve in international research / cross cultural research in collaboration with international researchers and associations. He served as a budget expert, expert member of revenue advisory committee, and member expert of economic policy advisory committee of Government of Nepal (2010-14).