

Report on

“HR Renaissance – Embracing Change, Inspiring Growth”

2nd One Day HR National Conference 2024

1. Introduction

The 2nd One Day HR National Conference was organized by the HR Cell of Global Business School, Hubli, on August 22, 2024 was a resounding success. The conference themed **“HR Renaissance – Embracing Change, Inspiring Growth”** brought together academicians, research scholars, students, alumni, and industry professionals to exchange ideas and explore emerging trends in human resource management. The event featured insightful keynote addresses, engaging panel discussions and a competitive research paper presentation.

2. Key highlights of the conference included:

- **Strong participation:** A total of 54 participants submitted research papers for the conference, representing diverse academic institutions and regions.
- **High-quality research:** All 54 research papers covered a wide spectrum of HR topics, including employee engagement, diversity and inclusion, HR technology, and organizational change.
- **Expert insights:** Renowned experts in the field of HR delivered keynote addresses and contributed to panel discussions on contemporary HR issues.
- **Successful research paper competition:** Best paper awards were presented in both Faculty/Research Scholar and Student categories.
- **Positive financial performance:** The conference generated total registration revenue of Rs. 15,000 through academicians and research scholar/student registrations.
- **Future growth potential:** Constructive feedback highlighted opportunities to strengthen marketing, networking, and hybrid formats for subsequent editions.

3. Conference details

- Date: August 22, 2024.
- Venue: Global Business School, Hubli.
- Theme: **“HR Renaissance – Embracing Change, Inspiring Growth.”**

4. Participant profile

The participant mix underlined the academic orientation of the conference with meaningful representation from students and research scholars.

- Academicians: 16
- Research Scholars: 10
- Students: 20
- Alumni: 6
- Industry: 0
- GBS Faculty: 2
- **Total participants: 54**

5. Research paper submissions

The conference attracted robust research interest, resulting in 54 submissions.

- Total papers received: 54
- Online submissions: 22
- Offline submissions: 32
- Rejected papers: 1

Region-wise / institute-wise papers

Nineteen institutions contributed papers, demonstrating the conference’s regional reach. Key contributors included:

- Global Business School, Hubli – 9 papers
- Institute of Management Studies, Davangere University, Davangere – 6 papers
- PradeepIT Global Consulting Company – 5 papers
- Chetan Business School, Hubli – 3 papers
- Jain University, Bangalore – 3 papers
- Several universities and colleges such as JNU Delhi, Karnataka University Dharwad, VTU Belagavi, SDM College of Engineering and Technology Dharwad, GBS BBA Hubli, KLE Technological University Hubli, and others, contributed 1–2 papers each.

6. Keynote sessions

Two keynote addresses set the intellectual tone for the conference.

- **Dr. N. Ramanjeyalu**, Professor and Director, Kousali Institute of Management Studies, Karnatak University, Dharwad, spoke on “The Evolving Role of HR in Modern Organizations,” emphasizing adaptability, innovation, digital transformation, globalization, workforce diversity, and strategic HR thinking.
- **Mr. Ravi Kulkarni**, Manager – HR, Tata Body Solutions, Dharwad, delivered a talk on “Leveraging HR Technology to Drive Organizational Success,” highlighting the role of HR technology, artificial intelligence, machine learning, data analytics, and automation in enhancing efficiency and employee engagement.

7. Panel discussions

Panel discussions enriched the deliberations by connecting academic perspectives with industry practice.

- Moderator: **Dr. Sanjay Deshpande**, Associate Professor, KLS GIT, Belgaum.
- Panelists included:
 - Mr. Shashidhar M. G., Manager–HR, NanoPix ISS Pvt. Ltd., Hubli
 - Smt. Otilie Anban Kumar, Founder & Director, Evolve Lives Foundation
 - Ms. Trupti Kompi, Founder, Rhema Global Solutions Inc.

- Dr. Arthur Fernandes, Associate Professor, Kirloskar Institute of Management, Harihar.

The discussions covered themes such as employee engagement and well-being, diversity, equity and inclusion, talent acquisition and development, organizational change management, and ethical HR practices.

8. Technical sessions

Two technical sessions provided a structured platform for scholarly exchange.

- The first technical session, chaired by Dr. Sanjay Deshpande and coordinated by Dr. Tejaswini Patil, featured 22 research paper presentations in the main auditorium with Jayaraj G., Assistant Professor, IEMS Hubli, as rapporteur.
- The second session, coordinated by Dr. Harshal Borgan and rapporteur Ms. Samanti A. Shetteppaavar, Assistant Professor, KLE Tech SMSR Hubli, showcased 11 papers in a hybrid mode, with eight online and three offline presentations in Sparta Classroom.

9. Best paper awards

The conference hosted a competitive best paper contest with separate recognition for faculty/research scholars and students.

Faculty / Research Scholar category

- **1st Prize:** Geetanjali Batra (Jawaharlal Nehru University, Delhi) for the paper “Research Trends in Employee Retention: A Bibliometric Analysis” (online presentation).
- **2nd Prize:** Chetana Mudigol (KIMS KUD) for “A Review on Employee Engagement and Its Impact in the Context of Leadership” (online presentation).

Student category

- **1st Prize:** Preeti Nelogal (SDM CET, Dharwad) for “Understanding the Levels of Employee Engagement: A Study of a Reputed Organised Retail Store in Hubli–Dharwad” (offline presentation).
- **2nd Prize (joint):**

- Chinnu Shah (SDMCET, Dharwad) for “Diversity and Inclusion in South India’s Hospitality Recruitment: A Pathway to Organizational Success” (offline).

and

- Sanjana Kalkoti (GBS, Hubli) & Dr. Tejaswini Patil for “The Interplay of Trust and Organizational Citizenship Behaviour: A Study of Interpersonal and System-Level Dynamics” (offline).

10. Conference finances

Conference finances reflected prudent planning and healthy participation.

- Academician registrations: 17 at Rs. 500 each, totaling Rs. 8,500.
- Research scholar and student registrations: 26 at Rs. 250 each, totaling Rs. 6,500.
- Total revenue generated: Rs. 15,000.

11. Feedback and scope for improvement

Feedback from participants and organizers identified several areas for enhancement in future editions.

- Marketing: Intensify outreach through early brochure circulation, personal visits to institutions, follow-up calls, social media campaigns, and regular email updates beginning 3–4 months before the conference.
- Registration fees and prizes: Consider revising registration fees to Rs. 500 for students and research scholars and Rs. 1,000 for academicians, while enhancing cash prizes for best papers

Report Prepared by

Dr. Tejaswini Patil and Dr. Harshal Borgaon

Photo 1 – Shri Ravi Kulkarni, Dr. Ramanjeyalu, Dr. M S Subhas, Dr. Mahesh Bendigeri, Dr Suman Kumar, Dr. Tejaswini Patil and Dr. Harshal Borgaon



Photo 2 – Dr. Tejaswini Patil welcoming Dr. Ramanjeyalu,



Photo 3 - Dr. Harshal Borgaon welcoming Shri Ravi Kulkarni



Photo 4 – All Participants with the Guests during the inaugurals.



Photo 5 – Panel discussion - Dr. Tejaswini Patil welcoming Ms. Trupti Kompi



Photo 6 – Panel discussion - Dr. Tejaswini Patil welcoming Mr. Shashidhar



Photo 7 – Best Paper Award – Ms. Preeti Nelogal receiving Award and Cash Prize in Student Category from Dr. Tejaswini Patil

