Dear Sir / Madam,

It gives me immense pleasure to invite you to this two-day National Seminar on “LIFE, WORK AND LEADERSHIP IN ORGANIZATIONS” on 27th and 28th November 2015 (Friday & Saturday) at The University of Madras, Chennai.

The Seminar will focus on how these three concepts Life, Work and Leadership connect and contribute to our work in practice.

I will be happy if you and your colleagues join us as paper presenters or as participants.

With warm regards,

Date: 15 October 2015

Dr. S. YUVARAJ
Seminar Director & Assistant Professor,
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University of Madras.
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Phone: +91 44 25399486, 9677250996
ABOUT THE UNIVERSITY

Prof. R. Thandavan
Vice-Chancellor
University of Madras

158 Years of Excellence

The University of Madras will be entering 159th year of its establishment in 2015-16. Madras University is the mother of almost all the Universities of southern India. At present it has 82 Departments, 132 affiliated Colleges, 60 Research Institutions in various Districts and an Institute exclusively for distance education.

It offers Post Graduate and Research Education through its dedicated Departments and UG and PG Programmes through its affiliated institutions. Based on its academic achievements, the University of Madras has been accredited at the ‘A’ Grade level by the National Assessment and Accreditation Council (NAAC) and conferred with the “University with potential for Excellence” status by the UGC.

ABOUT THE DEPARTMENT OF COMMERCE

The Board of Studies in Commerce was first established in the year 1926 and B.Com. (Pass) programme was first instituted in March 1945. A full-fledged Commerce Department was established in 1952-53. The Department presently offers M. Com., M. Phil., and Ph.D programmes. It has also offered several Industry oriented short-term Courses, UGC – Sponsored Refresher Courses, Conferences and Seminars.

THEME OF THE SEMINAR

Organizational change is an extensively discussed subject in recent times in the business and management contexts. Innovations and the lifestyles of people are compelling the organizations whether they are established to make goods and earn profit or to transmit knowledge and skills-to introduce changes to sustain growth and therefore are interested in this subject matter. It is said that people resist change but it is also true that people have been changing over time and what they resist is the change imposed from above.

Life in an organization makes sense because organizations are communities of people who help each other to interact with one another, to build relationships and make their life meaningful at the personal level. Human beings in terms of nature or biological sense are complex nonlinear networks and they can be also perceived in terms of their social organizations as forming corporate cultures and governance in terms of the conflicts of interest and power.

Work in an organization requires considerable individual autonomy, supportive environment and is to be done with accountability. Organizational performance in this sense implies the commitment of the individuals in terms of common goals, shared values as well as a sense of encouragement that the individuals feel that they will be supported in their endeavours to achieve their own goals. The individuals in the organization must also be open to the outside world and tolerate entry of new individuals and ideas, learn and adopt new ideas.

Leadership in its traditional version is one in which there is a vision with ability to articulate and communicate with passion and charisma. There is also another emerging view that leadership consists of facilitating innovation and creating the conditions for the same instead of giving directions and using authority. Holding a vision is still central to the success of any organization because all human beings need to feel that their actions are meaningful and goal directed.

There are many more ideas one can think of about these three concepts and it is equally important to connect these three concepts and make them work in practice. There are also a lot of misconceptions in the understanding and application of these ideas.

We therefore feel that it is worth an attempt to refresh ourselves and share some new thoughts on this complex phenomenon through this Seminar so that we could have better and meaningful organizations for the future in our country.
EVALUATION AND PRESENTATION OF PAPERS

i) All the papers will be evaluated by an Expert Committee and only those that are selected – for their relevance and originality- will be taken up for presentation by the Paper writer. The author will be informed about the decision well in advance. Each presenter will be given about 20-25 minutes for the presentation. Some selected papers will be presented only in the form of abstracts/poster presentations.

ii) Norms and conventions to be followed to write papers in brief are as follows: MS Word format 12 pt. Times New Roman. The Paper should be in the following order: Title page, each author’s name and affiliation, Abstract in about 100 words giving a brief account of the most relevant aspects of the paper; Key words—not more than 10. All Tables and Figures should be numbered with Arabic numerals. Introduction to explain the background work, importance of the study and the purpose/objectives of the paper; Body to contain the primary message, of the techniques used with clear lines of thought and validations described. Conclusion, References (only the essential ones which are directly referred to in the text). Journal references should include author’s full name, article title, abbreviated Journal Title in italics, year /volume number and page numbers. References to books should include author’s full name, the book Title (in italics), the place of publication and the name of the publisher and year of publication.

iii) As a token of appreciation the best paper will be awarded a cash prize.

iv) All Papers must be sent only through E-Mail: lwlo2015@gmail.com and not to be sent by post or personal delivery.

V Selected papers will be published in Journals with ISSN Number.

IMPORTANT DATES

• Last Date for Registration and submitting Full paper : 15.11.2015
• Acceptance notification before : 18.11.2015
• Dates of the Seminar : 27.11.2015 & 28.11.2015

SUBJECTS FOR THE PAPER WRITERS
(Indicative and not exclusive)

• Personality traits and skill sets for different organizations
• The 80:20 Principle applied to organizational performance
• Gender related issues in work, life and Organizational effectiveness etc.
• Balancing work and personal life
• Work stress and Performance
• Developing work skills for innovation
• Work Vs. creative work
• Work and accountability
• Values at the work place
• Empowering Employees
• Learning organizations
• Inter-personal conflicts
• Openness to new ideas and persons
• Morals and values for Employees
• What is a day’s work for a day’s pay
• NPA in organizations
• Transformational Leadership
• Networking for communication etc.
• Effective Performance Evaluation
• Organizational change models
• Organizational effectiveness
• Organizational Development models
• Case studies.

WHO SHOULD ATTEND?

Members of the teaching faculty from Commerce, Management, Public Administration, Psychology and Sociology as well their research scholars in the area relating to the Seminar theme working in the Colleges and Universities, Senior executives from business and industry, Senior officers from the Government organisations and the Principals / Directors / Secretaries of Colleges interested in organisational leadership and change are welcome to participate.
VENUE AND PROGRAMME IN BRIEF

The Seminar will be held in the Chepauk Campus of the University of Madras at Chennai. After a brief Inaugural Session at 10.00 A.M. on Friday the 27th November, 2015, there will be a Panel discussion by the invited Resource persons. The after-noon session of the first day and the morning session of the second Day will be for paper presentations and discussion by the participants. This will be followed by a Valedictory Session.

OUTSTATION PARTICIPANTS

Accommodation for outstation participants may be arranged on prior request and necessary payment. Please contact: Mr. Shantha Ram, Mobile: 73050 30177.

FEES

The Registration fee is payable by each author and co-author(s) of the paper individually and separately as detailed below:

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<thead>
<tr>
<th>Registration Categories</th>
<th>Indian Participants</th>
<th>Foreign Participants</th>
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<tbody>
<tr>
<td>Teaching Faculty</td>
<td>₹ 1,500/-</td>
<td>$ 100/-</td>
</tr>
<tr>
<td>Research Scholars</td>
<td>₹ 750/-</td>
<td>$ 50/-</td>
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<tr>
<td>PG Students</td>
<td>₹ 300/-</td>
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<tr>
<td>Corporates</td>
<td>₹ 3,000/-</td>
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1. Fees must be paid by a cheque/DD, payable in Chennai and drawn in favour of The Registrar, University of Madras.
2. Spot Cash payments on the date of the Seminar are not acceptable under any circumstances.
3. The fees include cost of two working luncheons and refreshments on two days, study materials and other related things.
4. Certificates mentioning the nature of participation will be given only to those who come and attend personally on both the days.
5. An abstract of the Paper in not exceeding one page must be sent along with the Registration.
6. Fees once paid are not refundable.

Advisory Committee

Dr. P. David Jawahar
Registrar, University of Madras.

Dr. S. Gurusamy
Professor and Head
Department of Commerce, University of Madras.

Dr. R. Nandagopal
Director, PSG Institute of Management, Coimbatore.

Dr. M. Thenmozhi
Professor, DOMS, IIT Madras.

Ms. K. Saraswathy
Secretary General, The Madras Chamber of Commerce and Industry.

Faculty Coordinators

Dr. R. Rangarajan, Professor, Department of Commerce.

Dr. N. Ragavan, Associate Professor, Department of Commerce.

Dr. R. Shanthi, Assistant Professor, Department of Commerce.

Dr. P.S. Bhuvaneswari, Assistant Professor, Department of Commerce.

Organizing Committee

Dr. S. Yuvaraj
Seminar Director & Assistant Professor

Mr. G. Chandrasekar
Mr. C. Vengatesan
Mr. M. Selvarasu
Mr. R. M. Duraiarasan
Ms. M. Sujatha
Mr. S. Thangamuniyandi
Mr. B. B. Shantharam
Ms. M. S. Suganthiya
(Mob: 73050 30177) (Mob: 9176287424)

Research Scholars, Department of Commerce,
University of Madras.
Registration details

Name and Affiliation : _______________________________________________________

Mobile / E-mail : _______________________________________________________

Title of the Paper, if you are presenting : ____________________________________

Name of the Co-author : ___________________________________________________

Cheque / DD number : ____________________________________________________

Bank and Amount (₹) : ____________________________________________________

Date: ___________________________ Signature of the Participant