



12<sup>th</sup> -13<sup>th</sup> April 2023

### Organisers



### Venue

<https://goo.gl/maps/4Ba11H6CAswDinFs8>  
88M6+Q9G

MTI SAIL, Shyamali Colony, Doranda,  
Ranchi, Jharkhand, India 834002

# International Conclave

## Digital HR for

# Capability Building in Metals & Mining industry

- Expert Sessions

- Products & Services Exhibition

- Contests

- Papers submission

- ePosters / Presentation Slides displayed in e-Gallery

Leveraging Human Resource Capabilities for achieving organisational goals is a major objective being pursued by business leaders across the world. These, organisational leaders strive to blend & balance, both Talent & Technology for organisational success.

On this front **Metals & Mining industry** has many unique challenges. On one hand it has legacy systems including traditional ways of working requiring physical presence & labour. On the other hand, it continuously strives for deploying state of the art emerging technologies, digital tools & system for maximising contribution, apart from meeting stringent environmental & social norms.

In the above context, **D-CBMM 2023** seeks to identify Human Resource Management challenges in Metals & Mining industry, and, map them to **digital HR** solutions having mix of right tools, systems, processes and platforms. This shall help in leveraging emerging technologies for **capability building** & business advantage. Thus, major focus areas in the Conclave shall be - Redefining leadership capabilities in digital era, strengthening digital culture for lean & agile organization, adopting SMAC technologies in large organizations, and, tools for immersive employee experience.

## Delegate Fees (18% GST Extra)

**Corporates & Others** Single : 12000, Group of 2 : 22000, Group of 3 : 30000, Group of 4 & above :36000 (pro-rata)  
**Academic Faculty** : 6000, Student : 4000

**Bank Details:** National HRD Network, Ranchi, SBI, SAIL Satellite Branch A/c: 33071547332 (IFSC: SBIN0008961)  
**GSTIN No:** 20AACAN2237R1ZJ **PAN:** AACAN2237R

**Website :** [d-cbmm.nhrdnetwork.com](http://d-cbmm.nhrdnetwork.com), **Contact :** +91-651-2411227, 8986880651, 8986880615  
**email :** [d-cbmm.india@sail.in](mailto:d-cbmm.india@sail.in), [nhrdnetwork.ranchi@gmail.com](mailto:nhrdnetwork.ranchi@gmail.com)



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## Digital HR for

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12 April '23

Sessions

1000-1030 Inauguration

1030-1130 **Plenary Session: Building Organizational Capability through Digital HR**

Understanding HR challenges & need for deployment of Digital HR in the business context of *Capability building in Metals & Mining industry*

1200-1330 **SESSION 01: Emerging Technologies for Metal & Mining industry**

Exploring Digital HR solutions for overcoming HR limitations in *adapting to emerging technologies in Metals & Mining industry*

1430-1600 **SESSION02: Redefining Leadership Capabilities in Digital era**

Deploying digital HR tools, systems, processes and platforms for *role and functional leadership in Metals & Mining industry*

1615-1745 **SESSION 03: Digital Culture for Lean & Agile Organization**

Using digital HR tools, systems, processes and platforms for *operational & process synergies in Metals & Mining industry*

High Tea: 1130-1200; Lunch: 1330 – 1430; Tea: 1600 – 1615; Music & Cultural Evening followed by Conclave Dinner: 1930-2200

13 April '23

Sessions

0900-1030 **SESSION 04: Adopting SMAC Technologies in large organizations**

Evaluating tools, systems, processes and platforms for establishing *digital HR ecosystem in Metals & Mining industry*

1100-1230 **SESSION 05: Tools for Immersive Employee Experience**

Digital HR tools, systems, processes & platforms for *enhancing employee experience, and, culture & capability building in Metals & Mining industry*

High Tea: 1030-1100; Concluding Session followed by Lunch: 1230-1330

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## Digital HR for

## Capability Building in

## Metals & Mining industry

## Contests : Papers & Presentations

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**There is no limit on number of paper / presentation entries from each participant / contestant**

- Contest invites Papers / Practices / Ideas on Digital HR for Capability Building
- Awards for top Papers submitted
  - Winners Rs. 50000/-
  - 1st Runners-Up Rs. 40000/-
  - 2nd Runners-Up Rs. 30000/-
  - Other published papers Rs. 5000/-
- Top Papers to be published in Conclave Report / Souvenir
- Display of all Papers / Practices / Ideas Presentations in e-Gallery
  - Standard templates visible only to registered delegates/invitees
- Award for top 3 presentations in e-Gallery on Digital HR Papers / Practices / Ideas
  - Winners Rs. 30000/-
  - 1st Runners-Up Rs. 20000/-
  - 2nd Runners-Up Rs. 10000/-

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April 2023

## Author's guidelines for Paper submission

### Full Paper Title in Title Case (Arial bold 14pts)

Author<sup>1a</sup>, Author<sup>2b,\*</sup>, Author<sup>3c</sup>

<sup>a</sup>Department name, Organisation name, city with pincode, state, country

<sup>b</sup>Department name, Organisation name, city with pincode, state, country

<sup>c</sup>Department name, Organisation name, city with pincode, state, country

\*Corresponding author Email & Mobile:

The title of the paper must be Arial, Bold, and 14 pt. Names must be Times New Roman-Bold and 12pt while affiliations must be times italic and 10 pt. The title, names, and affiliations must all be centralized.

### Abstract

Abstract should be self-contained (no footnotes). It should summarize the conclusions and all results of general interest in the paper. The abstract should be written as one paragraph not exceeding 300 words. It should not contain any reference, mathematical equations or tabular material. It should appear on the top of the first page, after the title of the paper and the names of the authors. The abstract itself must be Times New Roman and 11 pt.

### Paper Format

The maximum number of pages of the paper should not be more than 6 inclusive of all illustrations, figures and tables. The uniform appearance will assist the reader to read article of the Journal. All text paragraphs (– Times New Roman, 11 pts) should be spaced 1.5 lines on A4 format with 1-inch margin on all four sides and text should be justified. There should be no indentation at the start of paragraph. Add one-line empty space (12pt) between every two consecutive sections. Two empty lines should be left before and after the abstract.

### Tables

Tables should be kept as simple as possible. Each table should have a brief explanatory title in title case. Column headings should be as brief as possible and the number of columns should be kept to a minimum.

Table 1: Caption for table goes at the top


### Drawings and Photographs

Do not draw a border around the illustrations. Figures should be appropriately sized (preferably 3-inch-tall by 4 inches wide). All, lettering should be large enough to remain legible .

### Digital Images

Digital images such as line art and photographs can be used if the output resolution is at least 300 dpi.

### Acknowledgments

Acknowledgments should appear in a section immediately preceding the references.

### References

References should be in the proper format on a separate page, numbered in the sequence in which they occur in the text. The references must be verified by the authors against the original documents and not as appearing as cross references (Reference of another article).

### Evaluation Criteria

All papers will be evaluated based on the following broad guidelines for the best paper contest -

- Relevance to the Conclave Themes
- Real Business Situation
- Business/ Managerial Implication
- Presentation

### Copywrite & Plagiarism

Paper should not be plagiarized or published earlier

### Important Deadlines

Receipt of full text of paper: **20.03.2023**

### E-mail Id for Submission

[d-cbmm.india@sail.in](mailto:d-cbmm.india@sail.in)

Website : [d-cbmm.nhrdnetwork.com](http://d-cbmm.nhrdnetwork.com), Contact : +91-651-2411227, 8986880651, 8986880615

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Guidelines for Display in e-gallery  
(Papers/ Ideas/Practice)

## Number of Slides:

- Maximum 5 (Including an introduction to the Organization/ Institute)
- The slides may include videos not exceeding the total time of 1 minute.

## Presentation coverage:

Each presentation should cover the following aspects of the paper/ ideas/ practices.

1. Details of Business / Process Problem
2. Graphic representation of Digital Technology for business/process advantage
3. Details of Benefits accrued
4. Project Execution Agency / Partners with their roles: In-house developer / External Agency / Company
5. Total Implementation Cycle Time

## Evaluation Criteria:

- Relevance to Conclave Themes
- Level & Sophistication of Technology
- Business & process improvement
- Clarity of Presentation
- Creativity in presentation Design

## Important Deadlines

- Receipt of full text of paper / presentation slides: **20.03.2023**

## E-mail Id for Submission

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