



हैदराबाद विश्वविद्यालय
University of Hyderabad



Symposium



ON

Work from Home – Issues and Implications

18-19th November, 2022

(Hybrid mode)

University of Hyderabad - A profile

University of Hyderabad (UoH), one of the major higher education institutions of India, is largely devoted to post graduate studies and is widely known for its excellence in research and distinguished faculty. The University has built a reputation for high quality academic training and research. University of Hyderabad is ranked 10th position in India by the National Institutional Ranking Framework in 2022. The Institution of Eminence (IoE) status, accorded to the University of Hyderabad (UoH) in 2019, is a recognition of UoH's standing, ability and potential to move into the league of the world's best institutions.

The School of Management Studies (SMS) is the eighth school in the UoH which commenced functioning from 1999. It offers a two-year full-time MBA programme, a unique MBA programme in Health Care and Hospital Management, an MBA



in Business Analytics and a Ph.D. programme in Management Studies. It promotes faculty and doctoral research, consultancy, training, and outreach activities in various sectors and encourages faculty to conduct various events to contribute towards excellence in education.

About the Symposium

Seldom comes a point in the world wherein every individual and organization alike were at the crossroads with a rethink to counter uncertainty, which shook the world with the outbreak of the Covid-19 pandemic. Nations and Economies worldwide were disrupted and have come to a shrieking halt. All the efforts were directed towards combating the situation, which looked like a “never normal” situation. Organizations in the past have experienced uncertain situations caused by global events like financial recession and economic downturns, but the pandemic has threatened the organization’s very foundations of survival. Further, it has challenged society in many ways forcing people to unlearn and reconsider a wide variety of practices, from work to leisure to travel and daily tasks (Vyas and Butakhieo, 2020). Simply put, pandemic has fundamentally altered our way of life.

Work, Workforce and Organizations

Work is at the very core of contemporary life for most people, providing financial security, personal identity, and an opportunity to make a meaningful contribution to society. Work is at the very core of the contemporary life (NAMI, 1999) The recent pandemic has shattered the very meaning and definition of work and brought a dramatic shift in the way work is done.



It is now clear that businesses will be different in the world of work, and means different things to different people. The uncertainty brought about by COVID-19, resulted in the shift to *working from home*. At the same time, availability of technology, increased investment in digital infrastructure by organizations, coupled with reduced direct costs (due to work from home and online work) indicates that work from home (or blended/ hybrid working) can become a new - norm in many sectors. Shifts in the way people work are likely to continue, as employers move a significant portion of their employees to more flexible working models. In fact, BCG's *Workplace of the Future Employer Survey* (2020) found that companies expect about 40% of their employees to follow a remote-working model in the future. Understanding the *new normal* and its implications to the workforce and the work practices to design/ redesign appropriate, sustainable working models are crucial to the success of both the organizations and the employees. As is well known, maintaining a balance between work and family is a difficult proposition for employees, more so for women, thus highlighting unique implications, issues, and challenges for women in a WFH situation.

Against this background, a Symposium is being organized by the School of Management Studies, University of Hyderabad, to discuss the issues and implications of work from home (WFH) on the organizations and employees. The social, economic, and psychological implications of WFH along with the issues and challenges faced by the employees and organizations would be the focus of this symposium. The symposium also attempts to explore if women confront exceptional conflicts at work and home in the WFH situation.



Themes for the Symposium

Research articles / best practices are invited on the following themes:

- *The experiences of employees in a WFH context.*
- *The organizational response to WFH.*
- *The social, economic, and psychological implications of WFH on employees*
- *The coping/mitigating strategies to address the WFH challenges.*
- *Gender and WFH.*
- *Work, Workforce, Organizations and WFH.*
- *Teams and WFH.*
- *The mandated WFH - Organizational culture*
- *The employee engagement and WFH.*
- *Employee motivation and WFH.*
- *Best practices/case studies in the WFH context.*
- *Consequences of limited/optional WFH vs mandatory WFH.*
- *Employee well-being and WFH.*
- *Work life balance and WFH.*
- *Organizational readiness and WFH.*
- *WFH and the future of work.*
- *WFH practices in different sectors*
- *Research, policy, and practice in WFH.*
- *The dark side of a mandated WFH.*
- *Role of digitalization/ transformation in the context of WFH.*
- *Remote work-issues*
- *Smart work-issues*

Call for Abstracts/Papers



Abstracts and papers are invited for the 2-day symposium to be held in a *hybrid mode* on the 18-19, November 2022. The themes mentioned are indicative and not exhaustive. Abstracts (500 words) or full papers (5000 words) in English language following the APA style may be addressed to the coordinators by 10th October 2022.

Takeaways from the Symposium

- An opportunity to publish in a reputed publication.
- Best practices from the organizations.
- Ideas for future research.
- A stakeholder perspective on WFH.
- The positive/ dark side of WFH.
- Interaction with industry leaders/union/employees/HR managers.
- Research/ case studies on a subject of topical relevance.
- Developments in the world of work.
- Data driven decision making for industry professionals/managers.
- Challenges and issues related to hybrid work environment

Structure

The 2-day symposium would be structured in panel discussion from invited industry professionals, leaders representing different stakeholders of WFH context and paper presentation from researchers and faculty.

Registration and accommodation



Nominal registration fee of Rs.1200.00 should be paid in favour of the Finance officer, University of Hyderabad. Please fill out the form and pay the registration fee at the link provided. The last date for registration is 16th October 2022. Accommodation for the outstation participants can be provided upon request at a nominal charge at the University guest house on a first- come first- serve basis.

Participation certificate would be provided to the participants at the end of the symposium. Two papers would be selected for the *best paper award* from the papers received. Selected papers would be included in a reputed publication.

Important dates

Last date for submission of abstracts: 10th Oct 2022.

Notification of acceptance: 13th Oct, 2022.

Last date for registration: 16th Oct 2022.

Date of symposium: 18-19th November, 2022.

Registration link

https://docs.google.com/forms/d/e/1FAIpQLSc3FcmvJ7PQRW6p6ivUfO64_VTct1zvnB6vCHklWPdFjl5Oow/viewform?usp=sf_link

Contact us

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