

TO WHOM THE SEMINAR IS MEANT?

The Seminar would act as a Podium for the Regular Students of Business Schools, Faculty Members of Management/Business Administration, Research Scholars, Academicians and Top Notch Professionals/Field Experts from the Trade and Industry to actively participate; to throw more lights on different issues and evolve various measures to alleviate the problems and to provide proper guidelines to face the emerging Global Challenges on Human Capital in the years to come.

PRESENTATION SCHEDULE:

- The Seminar shall be organized in Sessions.
- Presentation by authors: 50 Minutes.
- Discussion replies to questions by authors: 10 Minutes.
- LCD Projector will be provide for presentation in the Multi-Purpose Hall.

PROGRAMME SCHEDULE

Friday, the 18th November, 2011

From	To	Topic
08.30 A.M.	09.30 A.M.	Registration of Participants
09.30 A.M.	10.15 A.M.	Inauguration of Seminar
10.15 A.M.	10.30 A.M.	TEA
10.30 A.M.	11.30 P.M.	Technical Session - I
11.30 P.M.	12.30 P.M.	Technical Session - II
12.30 P.M.	01.30 P.M.	Technical Session - III
01.30 P.M.	02.30 P.M.	LUNCH
02.30 P.M.	03.30 P.M.	Technical Session - IV
03.30 P.M.	04.30 P.M.	Technical Session - V
04.30 P.M.	05.00 P.M.	Interactive Session/ Valedictory Session
05.00 P.M.	05.30 P.M.	TEA

END OF NATIONAL SEMINAR

VENUE: BPIBS SEMINAR HALL

ENQUIRIES:

For more information, please contact:

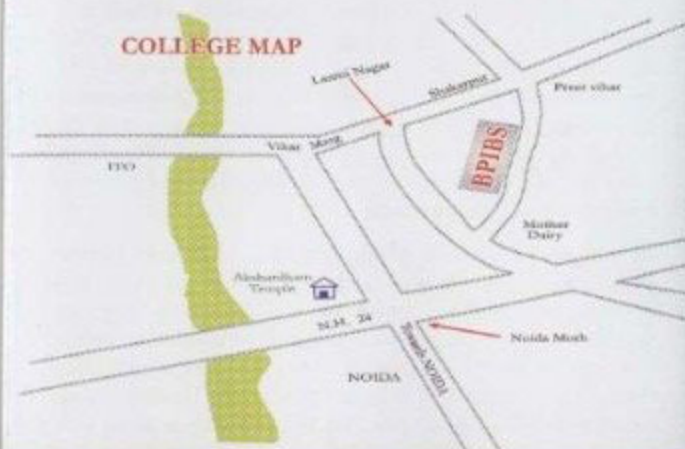
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FOR REGISTRATION:

- The participants may download the Registration Form from the BPIBS Website: www.bpibs.in and the duly filled-in form can be e-mailed to sarathithiyagu_2007@yahoo.co.in latest by 11th November 2011.
- No fee will be charged for participation in the Seminar.

HOW TO REACH BPIBS ?



**ONE DAY NATIONAL SEMINAR
ON
HUMAN CAPITAL - THE MOST
IMPORTANT HR SOURCES FOR THE
NEW MILLENNIUM**

18th November, 2011

GOVERNMENT OF NCT OF DELHI
BHAI PARAMANAND INSTITUTE OF BUSINESS STUDIES
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ABOUT BPIBS :

Bhai Parmanand Institute of Business Studies, established in 1986 by naming after Bhai Parmanand, a famous Sikh Martyr from Punjab, is a new millennium Post-Graduate School of Business Studies and Information Technology promoted by the Government of NCT of Delhi, as a unique Institute from the Government Sector, functioning under the direct Administrative and Technical Control of Department of Training & Technical Education [DTTE] and with the affiliation and accreditation of Guru Gobind Singh Indraprastha University [GGSIPU] and All India Council of Technical Education [AICTE]. The Institute has been running Four different Job-Oriented Programmes viz. a 2-Year Post-Graduate Degree of Master of Business Administration [MBA]; a 3-Year Degree of Master of Computer Applications [MCA]; a 3-Year Undergraduate Degree of Bachelor of Business Administration with the Specialization in Modern Office Management [BBA-MOM]; and a 3-Year Diploma in Modern Office Practice [MOP] – All under Semester Pattern.

The Institute has been equipped with all the modern infrastructural facilities like full-fledged Computer Laboratories with the policy of One-Computer-One-Student, well-furnished Libraries, Book Banks, Multi-Purpose Hall, Seminar/Conference Room, Placement Cell for the respective Programmes, Conduct of Weekly Special/Expert Lectures, Group Discussions/Debates, besides providing more opportunities to the students to participate in Extra-Curricular Activities, Inter-Collegiate and Inter-University Competitions in Sports, Cultural Programmes, Debates, Quiz Contests, National and International Seminars, Workshops etc.

OUR VISION :

To become a World Class Centre in providing globally relevant Higher Education in the field of Information Technology and Management, embedded with Human Values.

OUR MISSION:

To foster an intellectual and ethical environment in which both skill and spirit will thrive so as to impart high quality education, training and services with an international outlook. To create and develop Technocrats and Business Leaders who will strive to improve the Quality of Life.

PRELUDE TO THE SEMINAR:

The Globe has been witnessing significant changes in the field of Human Resources Management, which resulted into transformation of Labour Relations to Personnel Management and then recently to Human Resources Development. According to an Expert in Human Resources Management - Sumantra Ghoshal of London School of Business, Human Capital consists of three main segments. **They are (i) Intellectual Capital; (ii) Social Capital; and (iii) Emotional Capital.**

Intellectual Capital, being the **First Element of Human Capital**, refers to Specialized Knowledge, Tacit Knowledge and Skills, Cognitive Complexity and Learning Capacity at the individual level - and at the organizational level, it consists of Stock of Knowledge, Skills and Expertise collectively possessed by the members of the organization, and the knowledge and expertise owned by the Organization including Patents, Information Technology-based Knowledge Systems etc.

Social Capital, called as the **Second Element of Human Capital**, is derived from the network of internal and external relationships. From the organizational point of view, Social Capital denotes the structure, quality and flexibility of human networks which can be created through cohorts, joint training, job rotation, long-term employment and internal culture, besides the external forces like Customers, Suppliers, and Government Agencies etc.

Third Element regarded as the **Emotional Capital** signifies Self-Confidence, Ambition, Courage, Risk-taking Ability and Resilience. Further, Emotional Capital helps in reducing stress, a major problem of the Modern Organization. Besides this, there is recent emphasis on Spiritual Capital which is multi-directional and includes values, ego and approach to work. All these forms of Human Capital are not isolated, but interrelated. Measuring of Human Capital is an important aspect in the Today's Competitive Modern Corporate World. Therefore, while measuring Human Capital, all the afore-said elements must be taken into consideration.

In the galloping world, all the elements of Human Capital corrode swiftly, i.e. knowledge becomes outdated unless it is updated, relationships vanish or weaken unless they are persistently refreshed, and the courage-to-act diminishes unless it is regularly exercised. Consultants in HRM always emphasize the need for valuation of Human Capital. The Human Capital Consultant and HRM Expert Mr. Brian Friedman along with

Arthur Anderson underlines that "If you treat human resources as your most valuable assets, measure these assets and find out the return on those assets." Thus, Human Capital is an intangible asset and has been inbuilt within the human resources. **Above all, it has been rightly predicted that Human Capital will be the single most important determinant of corporate access in the new millennium.**

In this direction, the One Day National Seminar would focus on the Significant Changes, Issues and Challenges on the Human Capital, besides guiding the Students of Management Schools as to how to grab the opportunity of enhancing the Human Capital and how to take wise decisions to invest the existing Human Capital, rather than selling it to the highest bidder - both from the individual and organizational point of view.

Towards this objective, BPIBS has decided to conduct a One Day National Seminar on the topic of **"HUMAN CAPITAL – THE MOST IMPORTANT HR SOURCES FOR THE NEW MILLENNIUM"**

on **Friday, the 18th November, 2011.**

OBJECTIVES OF SEMINAR:

1. To focus mainly on the significant changes, issues and challenges on the Human Capital in the First Decade, with the turn of 21st Century.
2. To have a detailed study on the various elements of Human Capital both at the Individual and Organizational Level from the point of view of HRM Strategies for the New Millennium.
3. To make the Indian Human Capital – More Educated and Technically Skilled, with special reference to Business Management.
4. To analyze as to how does the Human Resources Accounting make efforts to measure the Human Capital?
5. To identify the various opportunities that would be available in the Global Market to enhance the Human Capital.
6. To highlight vividly that Human Capital is the Most Important HR Source for the New Millennium.