

Organizational Behavior, Culture, & Change Management

Award: One Best Paper Presentation: INR 10,000

Track Chairs

1. **Dr. Apurva Sanaria** is currently working as Assistant Professor at IIM Bangalore. He has more than 20 years of rich experience across corporate, consulting, and academics including ICICI Group, Future Group, Kantar Group, and T.V. Rao Learning Systems (TVRLS). He has also been a visiting faculty at reputed institutes including XLRI, TISS, and MICA. Apurva Sanaria completed PhD in Organizational Behavior from XLRI-Jamshedpur. He has published papers in top journals (including FT50 journals). His research papers have been selected for presentation at international conferences in India, China, and USA.
2. **Dr. Gayathri Janapati** is an Assistant Professor at the School of Management, Mahindra University. She earned her PhD in Management Studies from IIT Madras, where her research explored the intersection of positive psychology and organizational behavior. Guided by the philosophy “prevention is better than cure,” her work examines character strengths interventions to build resilience and manage stress. Her current research spans team dynamics, team cognition, and social psychology. She has published in reputed journals, and her doctoral work received multiple awards, including Best Thesis in HR & OB.

Call for Papers

This track invites papers that explore the evolving role of leadership in cultivating adaptive, digitally fluent organizational cultures. As workplaces shift toward hybrid and virtual models, leaders are increasingly called upon to navigate complex transitions, foster engagement, and reimagine organizational design. Digital age demands not only technological competence but also emotional intelligence, strategic foresight, and inclusive leadership. From managing resistance to change to designing agile systems that support innovation and well-being, this track seeks to surface insights that bridge theory and practice.

We welcome empirical and theoretical contributions that address (but are not limited to) the following themes: Leadership strategies for building digitally fluent, resilient cultures, change management frameworks for digital transformation, the role of leadership in shaping hybrid and virtual work environments, leadership styles and their impact on employee engagement, trust, and performance, designing inclusive and adaptive organizational structures, talent development and digital upskilling in evolving workplaces, ethical leadership and decision-making in tech-driven contexts, psychological safety, well-being, and belonging in remote teams, navigating generational and cultural dynamics in digital transitions, leadership responses to disruption, uncertainty, and innovation fatigue

Papers accepted in this track are expected to contribute to the scholarly and practical understanding of leadership in digitally mediated contexts. The track aims to foster dialogue among researchers, practitioners, and thought leaders on how to lead with clarity, compassion, and adaptability in times of rapid change.