



# Reshaping Organizations

To Develop Responsible Global Leadership



Nepalese Academy of Management

## Editors

Prof. Dr. Dev Raj Adhikari

Dr. Dhruva Kumar Gautam

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To Develop Responsible Global Leadership

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## Editorial Note

In the last two and half decades, we have passed through a number of changes in management theories and practices. Traditional nation specific management practices, leadership styles and communication methods and labor - management practices have been challenged by the increasing flow of foreign investment, innovation in information technology, changes in national political systems, changing government rules and regulations, changing ownership patterns and research and publication of innovative and creative research works. There are direct and indirect impacts of these developments on our knowledge and education systems as well.

Knowledge became the prime source for change in our society and society is becoming increasingly knowledge based. The corporate world is now focusing on innovation and change to cope with increasing challenges from inside and outside the country. We have great examples from the emerging nations such as China, Brazil, India, and Vietnam where management practices have undergone drastic changes to cope with their economic development goals. In the case of Europe, after the fall of the Berlin wall and political changes in many Eastern European countries, economic priorities have changed and been followed by supportive institutional developments and different management practices. However, there are countries, including Nepal, that have not been able to cope so well with the changes in the management perspective even after changing their political and economic goals and priorities more than two decades ago.

Globalization and liberalization were taken for granted as the best panacea to grow and develop a nation. In the current business environment, the challenge is no more business as usual. Increasing pressures of globalization, demanding and diverse stakeholders, the war for talent, scarce resources, and increased risks and opportunities, are causing leaders to ask if there is a better way to cope with complexity. Leaders all over the world are embedding Global Responsibility in the fabric of their business to deal with these challenges. We all, therefore, embarked in this movement. Therefore, as concern to all of us, the theme of this conference is 'Reshaping Organizations to Develop Responsible Global Leadership' is designed to explore the most emerging areas of Management and Economics like: human resource management, organizational behavior, entrepreneurship, strategic management, organizational change and development, accounting and finance, marketing and supply chain management, tourism and hospitality, micro and macroeconomic perspectives, business education, corporate social

responsibility and ethics, statistics and quality control, technology management, emerging markets, and methodological issues to address a range of themes related to policy issues and corporate practices.

The main objective of this conference is to provide a global platform for our academicians, professional, practitioners, managers, graduate students and many others who are interested to develop competencies, organizational efficiency and effectiveness, reengineering, global leadership, responsible management, entrepreneurship and research. Following the tradition of NAM (1<sup>st</sup> International conference of NAM that was organized in Hotel Yak and Yeti in March 10-12, 2011), in this conference altogether 237 papers have been received from which 105 papers from distinguished professors and professional of 25 countries are to be presented in two key note speech sessions, three plenary sessions and sixteen technical sessions in different areas of management including leadership development, labor management issues, and the global financial crisis and its aftermath. Even though all papers submitted for conference are outstanding and going to be presented, NAM scientific committee selected only 24 papers for conference proceedings based on the different parameters developed, that are in your hands.

**Prof. Dr. Dev Raj Adhikari**  
**Dr. Dhruva Kumar Gautam**

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