# Colloquium



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**Internal Quality Assurance Cell** 

National Institute of Educational Planning and Administration

17-B, Sri Aurobindo Marg, NCERT Campus, New Delhi-110016

### **COLLOQUIUM**

The Colloquium at NIEPA has been a regular practice. The themes and topics have been widely chosen and speakers have been invited for the colloquium. This practice has widely helped the scholars of NIEPA in their course work as well as Thesis, as the experts have shared their knowledge, understanding and expertise with the scholars. The speakers of the colloquium have been from different parts of the country. The topics for the colloquium are as follows:

- Field and Fieldwork in Closed Feudal Himalayan Societies
- challenges of Internationalisation for developing Countries
- The Relevance of Gandhi's Experiments with Education A Policy Perspective
- Relevance of Vivekananda's Educational Ideas for Effective Pedagogy in University
- Kidney Failure Causes and Prevention
- New Education Policy and the RTE Act
- English Studies in Indian Higher Education: Contexts, experiences and expectations
- School Consolidation in Rajasthan Implementation and Short-term Effects
- Knowledge and the Middle-income Trap: The Case of China
- Internationalisation of Higher Education in Europe: Key Trends and Issues
- India's Aid to Africa: The Case of Higher Education
- Two Greatest Educational Thinkers of the Geographical South: Freire and Gandhi
- Professional Obsolescence and Mid-Career Crisis: Challenges for Knowledge Workers

राष्ट्रीय जैक्षिक विजना एवं प्रशासन संस्था शिक्षा मंत्रावयः अपूर्ण मः National Institute of Deemed to be University 15 Receit 110016 Me.

Colloquium: Year wise list

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		Sept 25, 2019		olicy Research, New Delhi)

Arif Hassan (Sr. Research Fellow International Islamic University Malaysia)	Workers	Mar 9, 2020	
	Professional Obsolescence and Mid-Career Crisis: Challenges for Knowledge		
Ratna Ghosh (Distinguished James McGill Professor & William C. Macdonald Professor of Education at McGill University)	Geographical South: Freire and Gandhi	Feb 24, 2020	2020
	Two Greatest Educational Thinkers of the		
Professor Kenneth King	India's Aid to Africa: The Case of Higher Education	Feb 5, 2020	
Dr. Laura E. Rumbley	Internationalisation of Higher Education in Europe: Key Trends and Issues	Nov 25, 2019	
Prof. Dev Nathan (Visiting Professor, Institute for Human Development, New Delhi Research Director, GenDev Centre, India)	Knowledge and the Middle-income Trap: The Case of China	Nov 06, 2019	



## NIEPA Colloquium- August 08, 2018 (3:30 pm)

1 message

Naresh Kumar <nareshlibran@gmail.com> To: nareshkumar@niepa.ac.in Bcc: bhushan.sudhanshu@gmail.com

Sun, Aug 5, 2018 at 1:18 PM

### National Institute of Educational Planning and Administration

Organizing a Colloquium

# Field and Fieldwork in Closed Feudal Himalayan Societies

Speaker

## Prof. Awadhesh C. Sinha

Formerly with Department of Sociology North-Eastern Hill University, Shillong

#### **Date and Venue**

August 08, 2018 (3:30 pm) Room No. 3, NIEPA

#### Abstract

Inspired by my teacher I decided initially to study 'Power Structure of two Feudal cities of Gangtok and Thimphu', but it was not to be as this topic was based on bookish assumption. Having checked the data at the ground, I had to abandon the idea and new title emerged as "Elite in Sikkim: A study in Political Development'. I shall briefly inform my readers how I did my field work in feudal Sikkim for eight months in three phases in early 1970's. And how I turned to Bhutan for my next study, which has its own flavour, romance and challenge. But I did come out with it without my own satisfaction. I shall take my readers in confidence why I was not happy with my own study and what resulted with it, which became more rewarding. Rest when you shall hear on the occasion.

#### Speakers

 $Prof\,A\,C\,S$ inha, trained in anthropology (Ranchi) and sociology (IIT/Kanpur), did field studies in Sikkim, Bhutan, Nepalis in India, and various aspects of North Eastern Societies, was professor of sociology, and Dean of School of Social Sciences, NEHU, Shillong, and a National Fellow at Nehru Memorial Museum & Library, Teen Murti house, New Delhi. He has publications on Sikkim, Bhutan, Nepalis in India and urbanization, environmental history and youth and youth movements in North East India. His last publication was NEPALI DIASPORA IN GLOBALIZED ERA from the Routledge in 2016 and two of his manuscripts, SCHEMING FOR A FEDERATION OF THE HIMALAYAN PRINCIPALITIES AND A GREATER NEPAL and DAWN OF DEMOCRACY IN THE EASTERN HIMALAYAN KINGDOMS IN MID-20th CENTURY, are slated to be published by the Routledge this



## NIEPA Colloquium- Sept 12, 2018 (3:30 pm)- Room No 03

Dr. Naresh Kumar <nareshkumar@niepa.ac.in> To: nareshkumar@niepa.ac.in Bcc: faculty@niepa.ac.in

Mon, Sep 10, 2018 at 8:43 AM

### National Institute of Educational Planning and Administration

Organizing a Colloquium On

# Challenges of Internationalization for developing Countries

Speaker

### Alma Maldonado

Department of Educational Research **CINVESTAV** 

#### **Date and Venue**

Sept 12, 2018 (3:30 pm) Room No. 3, NIEPA

#### Abstract

In this talk it will be discussed the current trends of the internationalization of higher education worldwide but specifically the situation in developing countries. For example the topics on the current race to attract more international students from developing countries to developed countries; the current tendencies of knowledge production; the role of international university rankings and the costs that implies to promote internationalization in emerging economies. I will present some of the most important issues that define internationalization today as well as discussing relevant aspects on international student and faculty mobility.

#### Speakers

Alma Maldonado-Maldonado is researcher at the Department of Educational Research at the CINVESTAV. CINVESTAV is one of the top public research centers in Mexico. It is located in Mexico City. Dr. Maldonado is originally from Mexico City, she earned her Ph.D. at Boston College under the supervision of Dr. Philip G. Altbach. Dr. Maldonado specializes in topics like internationalization of higher education, globalization, international mobility and brain drain issues. Maldonado is author of several coedited books published in the US and the UK and articles in journals in different countries. Alma also teaches a class at the National Autonomous University of Mexico (UNAM).

### All are Welcome

Dr. Naresh Kumar Department of Educational Policy



### NIEPA Colloquium- Oct 01, 2018 at 3:00 pm- to celebrate 150th Anniversary of Mahatma Gandhi 1 message

Dr. Naresh Kumar <nareshkumar@niepa.ac.in>

Mon, Oct 1, 2018 at 10:11 AM

To: faculty@niepa.ac.in, faculty@nuepa.org, scholars@nuepa.org, scholars@niepa.ac.in, registrar@niepa.ac.in, Vice Chancellor Niepa <vc@niepa.ac.in>, Jai Prakash <jpdhami@gmail.com>

### To celebrate 150th Anniversary of Mahatma Gandhi National Institute of Educational Planning and Administration (NIEPA)

Organizing a Colloquium

On

## The Relevance of Gandhi's Experiments with Education – A **Policy Perspective**

Speaker

### Prof. Avinash K. Singh

Department of Educational Policy NIEPA, New Delhi

Chairperson

## Prof. N.V. Varghese

Vice-chancellor NIEPA, New Delhi

#### Date and Venue

Oct 01, 2018 (3:00 pm) Lecture Hall 1, NIEPA

#### Abstract

Gandhi's experiment with education is an integral part of his `Experiments with Truth'. His experiment with education which started in South Africa, with his engagements in various activities in Tolstoy Farm, continued in India. At Champaran, Gandhi made two experiments: Satyagraha and Buniyadi Shiksha. Alongside launching Satyagrah movement to free the Indigo farmers from the exploitative condition, he also established a number of Buniyadi schools in the area to generate awareness and develop critical consciousness to fight against injustice and secure one's own livelihood. These schools, to some extent, demonstrated Gandhi's philosophy and approach to education. The functioning of these schools today calls for revisiting his ideas and reinventing the Basic Education

#### Speakers

Currently working as Professor and Head of the Department of Educational Policy, National Institute of Educational Planning and Administration (NIEPA), New Delhi; received Ph.D. (Education) from University of London and Master of Studies (Social Anthropology) from Oxford University; has been a Government of India National Scholarship awardee; has previously served as Associate Professor at Tata Institute of Social Sciences, Mumbai; has been consulted by the European Commission, Save the Children (UK) and other international organizations; specializes in Education of the Disadvantaged, Decentralized Educational Management, Tribal Education, Policy Analysis and Programme Evaluation; has number of publications to his credit.



# Special Lecture- Vivekananda's Educational Ideas for effective pedagogy in University

1 message

Naresh Kumar <nareshkumar@niepa.ac.in>

Mon, Jan 14, 2019 at 7:13 PM

To: faculty@niepa.ac.in, scholars@niepa.ac.in, scholars@nuepa.org

Cc: Vice Chancellor Niepa <vc@niepa.ac.in>, Registrar NIEPA <registrar@niepa.ac.in>

# National Institute of Educational Planning and Administration (NIEPA)

Organizing a Special lecture

On

### Relevance of Vivekananda's Educational Ideas for Effective Pedagogy in University

Speaker

### Avijit Pathak

Professor, CSSS/SSS JNU, New Delhi

#### **Date and Venue**

Jan 15, 2019 (2:30 pm) Room No 212 , NIEPA

please join us for high tea after the lecture

All are Welcome



## Colloquium cum Health Talk- March 08, 2019 (3:00 pm)- Room No 313

1 message

Naresh Kumar <nareshkumar@niepa.ac.in> To: facstaff@niepa.ac.in Bcc: faculty@niepa.ac.in

Wed, Mar 6, 2019 at 9:00 AM

### National Institute of Educational Planning and Administration (NIEPA)

Organizing a Health Talk

## **Kidney Failure Causes and Prevention**

Speaker

Dr. S. C. Tiwari MBBS, MD, DNB Consultant - Nephrology

&

Dr. Upali Nanda MBBS, DNB(Family Medicine), MNAMS

> Date and Venue March 08, 2019 (3:00 pm) Room No 313, NIEPA

#### Dr. S. C. Tiwari

With over 40 years of experience, Dr, S. C. Tiwari has unmatched clinical and academic experience in the field of nephrology and renal transplant. He was a gold Medalist at Ravishankar University, Raipur, and followed it DM - Nephrology from PGIMER, Chandigarh in 1977. Dr. S.C Tiwari served in AIIMS Delhi for about 30 Years as professor in the department of Nephrology. During his tenure at AIIMS, the department of Nephrology was adjudged the best department for consecutive three years. Dr S C Tiwari has received the best Doctor award from IMA, Best nephrologist award from Vice president of India, chikitsa rattan award and life time achievement award for medicine from Institute of Economic Studies. He was honored to be the Visiting Physician and Nephrologist to Prime Minister (Mr Atal Bihari Vajpayee and Mr Vishwanath Pratap Singh) and consulting Nephrologist to President of India.

#### Dr Upali Nanda

Dr Upali Nanda is head of the department of preventive Health, Consultant internal medicine and associate consultant in Nehrology at Medeor hospital. She completed MBBS from SCB Medical college cuttack ,Orissa and subsequently DNB in family medicine. She is a member of the National Academy of Medical science and has a rich experience of 25 years in the field of medicine. She has been associated with the Department of nephrology and kidney transplant since last 5 years at Medeor hospital

#### All are Welcome

Dr. Naresh Kumar Department of Educational Policy



# NIEPA Colloquium- August 21, 2019 (2:00 pm), Room No 03, NIEPA 2 messages

Naresh Kumar <a href="mailto:nareshkumar@niepa.ac.in">nareshkumar@niepa.ac.in</a>
Tue, Aug 20, 2019 at 7:39 PM
To: faculty@niepa.ac.in, scholars@niepa.ac.in, Registrar NIEPA <a href="mailto:negastrar">registrar@niepa.ac.in</a>, studentcell@niepa.ac.in

# National Institute of Educational Planning and Administration (NIEPA)

Organizing a Colloquium On

## **New Education Policy and the RTE Act**

Speaker

Prof. Nalini Juneja

Former Professor Dept. of School and Non-Formal Education NIEPA, New Delhi-16

**Date and Venue** 

August 21, 2019 (2:00 pm) Room No 03, NIEPA

#### All are Welcome

Dr. Naresh Kumar
Department of Educational Policy
National Institute of Educational Planning and Administration
New Delhi-110016

Naresh Kumar <nareshkumar@niepa.ac.in> Wed, Aug 21, 2019 at 10:37 AM To: faculty@niepa.ac.in, scholars@niepa.ac.in, Registrar NIEPA <registrar@niepa.ac.in>, studentcell@niepa.ac.in

[Quoted text hidden]



#### REMINDER- NIEPA Colloquium- Sept 18, 2019 (3:30 pm), Room No 03

1 message

Naresh Kumar <nareshkumar@niepa.ac.in> V To: faculty@niepa.ac.in, scholars@niepa.ac.in, Registrar NIEPA <registrar@niepa.ac.in>

Wed, Sep 18, 2019 at 10:16 AM

# National Institute of Educational Planning and Administration (NIEPA)

Organizing a Colloquium
On

# **English Studies in Indian Higher Education: Contexts, experiences and expectations**

Speaker

#### Prof. Subarno Chattarji

Department of English University of Delhi, Delhi

#### **Date and Venue**

Sept 18, 2019 (3:30 pm) Room No 03, NIEPA

#### Speaker

Subarno Chattarji is Associate Professor in the Department of English at the University of Delhi, Delhi. He has also taught in Japan and Wales. He studied at the universities of Delhi and Oxford, and was a Fulbright Senior Research Fellow at La Salle University, Philadelphia (2004-2005); a Kluge Postdoctoral Fellow at the Library of Congress (2006); and was awarded an Academic Writing Residency at the Rockefeller Foundation Bellagio Center, Italy (2017). His published works include Reconsidering English Studies in Indian Higher Education (co-author, 2015); Tracking the Media: Interpretations of Mass Media Discourses in India and Pakistan (2008); and Memories of a Lost War: American Poetic Responses to the Vietnam War (2001).

#### Abstract

This paper analyzes a first-of-its-kind survey of undergraduate students of English Studies (ES) in four Universities and constituent colleges in Delhi. Insights into student demographics, students' expectations of and interests in English Studies, their experience of the courses that they are engaged in, and their longer-term aspirations are charted here. Quantitative statistical analysis is presented in graphs along with qualitative insights culled from responses to open questions in the survey questionnaire. While the survey is limited in its focus on Delhi it represents a crucial beginning in mapping the contours of ES in India.

#### All are Welcome



## Reminder- NIEPA Colloquium- Sept 25, 2019 (3:30 pm)- Room No 03

1 message

Naresh Kumar <nareshkumar@niepa.ac.in>

To: "Dr. Naresh Kumar" <nareshkumar@niepa.ac.in>

Wed, Sep 25, 2019 at 8:26 AM

Cc: faculty@niepa.ac.in, scholars@niepa.ac.in, niepa2019@googlegroups.com, nuepamphilbatch2016@gmail.com, nuepamphil2015@googlegroups.com, niepa-mphil-2018@googlegroups.com, mphilnuepabatch2016@gmail.com, nuepa.mphil@gmail.com, "Prof. N V Varghese" <nv.varghese@niepa.ac.in>, bpmbhu@gmail.com, srinivasarao@mail.jnu.ac.in, Srinivasan Vadivel <mvsrinivasan@ymail.com>, Naresh Kumar <nareshlibran@gmail.com>, mbordoloi@accountabilityindia.org, aysha@niepa.ac.in

### National Institute of Educational Planning and Administration (NIEPA)

Organizing a Colloquium

### School Consolidation in Rajasthan **Implementation and Short-term Effects**

### Speaker Mridusmita Bordoloi

Senior Researcher at Accountability Initiative, Centre for Policy Research, New Delhi

#### **Date and Venue**

Sept 25, 2019 (3:30 pm) Room No 03, NIEPA

#### Speaker

Mridusmita Bordoloi is a Senior Researcher at Accountability Initiative, Centre for Policy Research, Delhi. Her current research areas include tracking processes and finances in India's public education sector and related outcomes. She has also worked extensively on Indian labour market analysis, and understanding Indian consumer economy in terms of income, expenditure and saving patterns of the household sector. She has also been actively involved in studying the governance and fund-flow processes related to child and maternal nutrition and their impact. Apart from budget analysis, she has extensive experience in conducting quantitative research using large-scale survey datasets such as NSSO, NFHS and ASI.

#### **Abstract**

In the last couple of years, a number of State Governments in India have attempted to implement a new policy tool of consolidating smaller schools into bigger integrated schools so that associated physical as well as human resources can be shared and better efficiency can be achieved in the management of public schools. Rajasthan is one of the forerunners in implementing this initiative at a large scale since 2014-15.

Accountability Initiative, Centre for Policy Research, has recently come out with a research-based working paper on "School Consolidation in Rajasthan: Implementation and Short-term Effects". The study sheds light on the rationale behind consolidation of public schools and the implementation process in Rajasthan. It uses U-DISE raw data to analyse how school-level characteristics such as infrastructure facilities, availability of teachers and enrollment have changed after consolidation as compared to the period before, based on a sample of consolidated schools selected across all districts in the state.

#### All are Welcome



#### NIEPA Colloquium- Nov 06, 2019 (3:30 pm)- Room No 03

1 message

Naresh Kumar <nareshkumar@niepa.ac.in>
To: faculty@niepa.ac.in, scholars@niepa.ac.in
Cc: Registrar NIEPA <registrar@niepa.ac.in>

Wed, Nov 6, 2019 at 1:12 PM

# National Institute of Educational Planning and Administration (NIEPA)

Organizing a Colloquium

On

# **Knowledge and the Middle-income Trap: The Case of China**

Speaker

#### **Prof. Dev Nathan**

Visiting Professor, Institute for Human Development, New Delhi Research Director, GenDev Centre, India

#### **Date and Venue**

Nov 06, 2019 (3:30 pm) Room No 03, NIEPA

#### Abstract

In developing from a low-income status, countries adopt the process of catch-up industrialization, acquiring and developing the knowledge of using technology. China successfully utilized this strategy, taking up manufacturing segments of global value chains (GVCs) to emerge as the manufacturing powerhouse of the world. However, the advance from middle-income to high-income status, requires a movement from using knowledge to creating knowledge and technology. How China has and is advancing in this process is the central focus of the lecture.

#### Speaker

Dev Nathan is a social scientist, Visiting Professor at the Institute for Human Development (IHD) and Research Head, GenDev Centre for Research and Innovation. His recent co-edited, books include Labour in Global Value Chains in Asia (2016) and Innovation and Upgrading in Value Chains in Asia (2018), both part of the Cambridge University Press series on Global Value Chains, of which he is also one of the editors. His forthcoming, co-authored book is on a very different topic Witch Hunts: Culture, Patriarchy and Transformation.

#### All are Welcome



### Reminder- NIEPA Colloquium- Monday, Nov 25th, 2019 (2:00 pm)

2 messages

Naresh Kumar <nareshkumar@niepa.ac.in>

Mon, Nov 25, 2019 at 9:52 AM

To: faculty@niepa.ac.in, student@niepa.ac.in, scholars@niepa.ac.in, studentcell@niepa.ac.in

Cc: Administration General <admingen@niepa.ac.in>

# National Institute of Educational Planning and Administration (NIEPA)

Organizing a Colloquium

### Internationalisation of Higher Education in Europe: Key Trends and Issues

Speaker **Dr. Laura E. Rumbley** 

Chair **Prof. N.V Varghese** 

#### **Date and Venue**

Monday, Nov 25<sup>th</sup>, 2019 (2:00 pm) Room no 03 (Ground Floor), NIEPA

#### Speaker

Laura E. Rumbley is Associate Director, Knowledge Development & Research for the European Association for International Education (EAIE). She served from 2012 to 2018 as Associate Director and Assistant Professor of the Practice at the Boston College Center for International Higher Education (CIHE), where she is currently a Research Fellow. Laura is a co-editor of the Journal of Studies in International Education (SAGE), and serves on the editorial advisory boards of International Higher Education (Boston College) and Studies in Higher Education (Routledge). Laura is a former Deputy Director of the Brussels-based Academic Cooperation Association (ACA) and a former US Foreign Service Officer.

Dr. Naresh Kumar Department of Educational Policy National Institute of Educational Planning and Administration New Delhi-110016

Naresh Kumar <nareshkumar@niepa.ac.in> To: faculty@niepa.ac.in, scholars@niepa.ac.in

Mon, Nov 25, 2019 at 11:22 AM

Dear All,

THe Venue of the Colloquium would be Lecture Hall 212 Sorry for the inconvenience.



#### NIEPA Colloquium, Wednesday, 5th February 2020 (3:00 PM to 4:30 PM) 1 message

Naresh Kumar <nareshkumar@niepa.ac.in>

Fri, Jan 31, 2020 at 11:30 AM

To: faculty@niepa.ac.in, scholars@niepa.ac.in

National Institute of Educational Planning and Administration

Organizing a Colloquium

On

India's Aid to Africa: The Case of Higher Education Speaker

**Professor Kenneth King** 

Wednesday, 5<sup>th</sup> February 2020 3:00 PM to 4:30 PM Lecture Hall 113, NIEPA

Kenneth King was Director of the Centre of African Studies and Professor of International and Comparative Education at Edinburgh University for many years. He is now Emeritus Professor in its Schools of Education and of Social and Political Studies. His research has focused on the politics and history of international education, aid policy, and skills development. He has edited NORRAG News for 30 years. Since 2006, he has analyzed China's educational aid to Africa, and published China's Aid and Soft Power in Africa (2013). Recently he began research on India's development cooperation with Africa, with attention to human resource development.



## REMINDER- NIEPA Colloquium- Feb 24, (3:30pm), Room No 113

1 message

Naresh Kumar <nareshkumar@niepa.ac.in> To: faculty@niepa.ac.in, scholars@niepa.ac.in Cc: ratna.ghosh@mcgill.ca, "Prof.A.K. Singh" <aksingh@niepa.ac.in>

Mon, Feb 24, 2020 at 9:47 AM

### National Institute of Educational Planning and Administration (NIEPA)

Organizing a Colloquium

### Two Greatest Educational Thinkers of the Geographical South: Freire and Gandhi

#### Speaker

#### **RATNA GHOSH**

Distinguished James McGill Professor & William C. Macdonald Professor of Education at McGill University

### Chair Prof. Avinash K Singh

Head, Deptt of Educational Policy, NIEPA

#### Date and Venue

Feb 24, 3:30 PM, Room No 03, NIEPA

#### Speaker

RATNA GHOSH is Distinguished James McGill Professor and William C. Macdonald Professor of Education at McGill University where she was Dean of Education. She was elected to Canada's National Academy as a Fellow of the Royal Society of Canada, F.R.S.C.. She is also a Fellow of TWAS, The World Academy of Sciences - for the advancement of science in developing countries, and a Full Member of the European Academy of Arts, Letters and Sciences. She has been decorated as a Member of the Order of Canada (CM), Officier, L' Ordre national du Québec (OQ) and Officer of the Order of Montreal (OOM).

Her areas of interest are comparative and international development education: especially education and social justice issues and more recently radicalization of youth (www.mcgill.ca/PEER). Her current work is on Southern theorists and she is looking at Tagore's thoughts on inclusive education. She has received awards from national and international organizations. She has held important leadership positions which include President of the Comparative and International Education Society (CIES) of the US, President of the Shastri Indo-Canadian Institute and executive committee member of the Canadian Human Rights Foundation (now Equitas). She sits on the editorial board of several international journals. She was featured in Time Magazine, Canadian Edition, October 13, 2003, in an article on "Canada's Best in Education".

#### **Abstract**

Gandhi from India and Freire from Brazil (both BRIC countries) were two of the greatest thinkers of the 20th century. Although known globally for his non-violent resistance to colonial rule in India, Gandhi is not known for his educational experiments and theories. Freire is known for his theories on education and the politics of liberation in the West perhaps because he was exiled from Brazil and came to the USA. Both brought a message of hope for oppressed people. Both developed educational models which would liberate the minds of people. This presentation briefly looks at commonalities in their lives and thinking, the intellectual roots of the main ideas developed by Gandhi and Freire, compares their educational philosophies, and discusses their main contributions



### NIEPA Colloquium- March 9, 2:30 PM, Room No 03, NIEPA

1 message

Naresh Kumar <nareshkumar@niepa.ac.in> To: faculty@niepa.ac.in, scholars@niepa.ac.in

Mon, Mar 9, 2020 at 8:39 AM

### National Institute of Educational Planning and Administration (NIEPA)

Organizing a Colloquium

On

### Professional Obsolescence and Mid-Career Crisis: Challenges for **Knowledge Workers**

Speaker

#### **Arif Hassan**

Sr. Research Fellow International Islamic University Malaysia

#### **Date and Venue**

March 9, 2:30 PM, Room No 03, NIEPA

#### Speaker

Dr. Arif Hassan is an Hon. Sr. Research Fellow and a former professor of OB & HRM at the International Islamic University Malaysia. He is a graduate of Patna University and did his PhD on managerial leadership in work organizations. Dr. Hassan has published extensively on leadership, organizational justice, organizational values, entrepreneurship, employee engagement, and citizenship behavior. His publications have appeared in International Journal of Psychology, Journal of Nonverbal Behaviour, Social Justice Research, Psychological Studies, International Journal of Quality and Reliability Management, International Journal of Business and Society, Journal of International Business Studies and International Journal of Cross-cultural Management. Dr. Hassan is a recipient of several awards and fellowships including Post-doctoral Fulbright research fellowship, National scholarship, Distinguished Scholar Award from AGBA, USA, and more recently, the best paper award in the 76<sup>th</sup> Academy of Management Conference USA. He now lives with his family in Canberra and is engaged in several academic works, including serving as the Chief Editor of International Journal of Human Potentials Management (IJHPM). He may be contacted on: arif.hassan@gmail.com

#### Abstract

Explosion of knowledge is multiplying and is producing real possibility of high rate of obsolescence of knowledge workers, especially in the STEM (Science, Technology, Engineering, and Mathematics) field. Obsolescence is defined as the failure to keep abreast with the current development in the knowledge field, resulting into decline in performance. In the new economy, intellectual capital is the key resource for any organization to provide competitive advantage. Therefore, understanding the issue of obsolescence, its key determinants and solutions to overcome the problem is extremely urgent. Determinants may be at the individual and organizational levels. The former includes lack of motivation for professional updating, age, changes in life situation, and psychological needs etc. The organizational determinant may consist of person-job misfit, underutilization of knowledge and skills, toxic work environment, lack of reward and recognition, and lack of developmental opportunities etc. Obsolescence may trigger mid-career crisis which roughly occurs between the age of 35-50. The crisis may result in restlessness, confusion, frustration, alienation, or burnout feeling. Initiatives are needed both at the individual and organizational levels to overcome the problem.

All are Welcome