

ABSENTIA PAPERS

161 Studying the New Technological Ecosystems through the Digital Platform of Company

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Organizations are adapting to new technologies and becoming digitalized and organized into a new form of digital organizations of the future, according to Chew (2015), called DOOTF (digital organizations of the future). Digital business transformation (business scanning) refers to the incorporation of advanced technologies such as the cloud, mobile systems, Internet of Things (IOT), bigdata and artificial intelligence (AI) into products, services and business models. The overall goal of the project is to research the new types of technology ecosystems through digital business platforms, review key scientific articles, and empirically evaluate how digital business platforms are being used.

169 Career Satisfaction, Organizational Commitment and Turnover Intentions: Does Individual and Organizational Characteristics affect

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This paper investigates the impact of individual characteristics (goal orientation) and organizational characteristics (developmental feedback and organizational learning culture) on the career satisfaction, organizational commitment and turnover intentions of faculty members of technical education institutes of Haryana. The results from the study indicated that the career satisfaction was predicted by organizational learning culture and goal orientation. Organizational learning culture, developmental feedback and goal orientation were found to be significant predictor of organizational commitment. Also, the study concluded that turnover intention of the faculties can be predicted by organizational learning culture, career satisfaction and organizational commitment.

170 Conceptual Framework for Comprehensive Competency Model

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There has been an ever pervasive debate as to whether the Competency Model truly represents the dynamic realities. Critics of the Model consistently portray that well intentioned effort generally transform into an incoherent and often unusable model. Besides the effect of VUCA environment, the consequent causal attributes also contribute immensely to decrease the usability of the model. The conceptual paper examines the traditional competency models and explores the several independent variables that are critical for formulation of a Comprehensive Competency Model. With its predictive capabilities this Comprehensive Competency Model, may soon be a game changer in several strategic decision-making processes.

206 In-house Fleet Services Vs Contracted 3pls: An Empirical Analysis

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This research investigates existing fleet management at a food processing industry to identify company's logistic requirements and categorizes possible advantages/ dis-advantages the organization may achieve by installing in-house fleet system vis-a-vis an outsourced fleet system. Data collected through survey questionnaire establishes the impact of owning a fleet on cost reduction and improvement of the service level at the company and, as a result, exhibit impacts of sustainable development policy in the sector. By developing the framework, a 'Make or Buy' decision by owning an in-house fleet or outsource to enhance company policy of fleet management can be clearly understood.

209 Identification of Benchmarks for Adoption by SMEs in the Indian Cold Chain

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The potential of cold chain industry in India has remained untouched. Major challenges faced include high initial investment (despite government subsidy), country specific regulations and taxes, adequate infrastructure, awareness for managing perishable produce, etc. In India, the trend is now shifting towards establishing of cold storages for multipurpose and providing end-to-end services to control. This research demonstrates the future of cold chain storage in India. This empirical research shall examine and focus on the crucial role of cold chain storage in reducing the agricultural losses.

225 Online Education (MOOCS) and its Role for Higher Education in India

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The changing pace of today's education system has paved way for a need of wide range of change in the whole model of teaching and learning. With this perspective in mind a study was conducted to explore the present and future effect of the change in knowledge sector focusing on the higher education. The purpose of work was to examine the value of the online education as a new technology in the field of education as a source of knowledge. It essentially puts forward the Role of Online education (MOOCs) for Higher education in the present and the future.

235 Growing Mix of Life and Non-life Insurance in Indian Insurance Industry

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The Indian insurance market is a huge business opportunity waiting to be harnessed and poised for strong growth in the long run. The future looks promising for the life insurance industry with several changes in regulatory framework. Demographic factors such as growing middle class, young insurable population and growing awareness of the need for protection and retirement planning will support the growth of Indian life insurance. Economic growth along with rising employment and improving household income will boost demand for various non-life products. Ongoing changes in technology, demography and consumer needs and expectations continue to disrupt the insurance industry.