

BOOK OF ABSTRACTS
12th INTERNATIONAL CONFERENCE ON
CONTEMPORARY ISSUES IN MANAGEMENT
(CIM24)

Editor
Dr. Rony George Kurien

INTERNATIONAL SCHOOL OF
MANAGEMENT EXCELLENCE, BANGALORE
FEBRUARY 2024



Title: Book of Abstracts of 12th International Conference on Contemporary Issues in Management (CIM24), Organised by International School of Management Excellence Bangalore, 23rd and 24th February 2024

Editor's Name: Dr. Rony George Kurien

Published by: Shanlax Publications,
Vasantha Nagar, Madurai - 625003, Tamil Nadu, India

Publisher's Address: 61, 66 T.P.K. Main Road,
Vasantha Nagar, Madurai - 625003,
Tamil Nadu, India

Printer's Details: Shanlax Press, 66 T.P.K. Main Road, Vasantha Nagar,
Madurai - 625003, Tamil Nadu, India

Edition Details (I,II,III): I

ISBN: 978-81-19337-45-3

Month & Year: January, 2024

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SPIRITUAL INTELLIGENCE IN THE MARKETPLACE: EXPLORING SPIRITUALITY TO FOSTER ORGANIZATIONAL ADVANTAGE

Prof. Dr. Harald J. Bolsinger

THWS Business School

Technical University of Applied Sciences Wuerzburg-Schweinfurt

Muenzstr. 12, 97070 Wuerzburg, Germany

bolsinger@orientationcompetence.institute

Prof. Dr. Phil. Rainer Wehner

THWS Business School

Technical University of Applied Sciences Wuerzburg-Schweinfurt

Muenzstr. 19, 97218 Wuerzburg, Germany

rainer.wehner@thws.de

Jorg Meyer (MSc)

Klosterstraße 15a, 86736 Auhausen, Germany

joerg-h.meyer@web.de

Prof. Sindhu Shantha Nair (PhD)

International School of Management Excellence, Bangalore, India

sindhusn@isme.in

Prof. Emmanuel O. Nwosu (PhD)

Department of Economics, University of Nigeria, Nsukka, Enugu State, Nigeria

emmanuel.nwosu@unn.edu.ng

Bello Muhammad Abdullahi (BSc)

Centre for the Study of the Economies of Africa, 1280 KabirRabiu Rd, Abuja, Nigeria

babdullahi@cseaafrica.org

ABSTRACT

Spirituality at the workplace is connected to the economic sphere. Max Weber (1904) found out about the positive implications of spirituality regarding economic results. These findings can be explained with the positive aspects; which spirituality can cause in the economic context. This value of spirituality in an economic context can be seen in the theoretical concept of spiritual capital. In this context, spiritual leadership has found its way into management literature. This state of the art is discussed in the article and serves as a starting point for the development of Spiritual-Based Humanism.

HEUTAGOGY: ENABLING PERSONALIZED ADAPTIVE LEARNING IN DIGITAL LEARNING ENVIRONMENTS A CONCEPTUAL FRAMEWORK

Ranganath Iyengar

Research Scholar

International School of Management Excellence, Bangalore

Director Strategic Interventions I P Ltd, Tattva Learning Labs, Bangalore

ranga@tattvalearning.com

Dr. Sindhu Shantha Nair

Professor

Cluster Lead HR, Consultancy, Corporate Training & External Relations

International School of Management Excellence, Bangalore

sindhusn@isme.in

ABSTRACT

Heutagogy or self-determined learning was defined as a logical progression to Andragogy (adult learning or self-directed learning) in 2000. Heutagogy which has theoretical underpinnings from core learning theories like behaviourism, humanism, andragogy and connectivism presents an interesting yet intriguing tapestry for a modern adult learning environment. Adaptive learning and personalized learning have areas that have challenged researchers since the evolution of teaching machines (Skinner). However, adaptive learning and personalized learning overlap with Heutagogy as they are also learner centric approaches. Technology channels like E-learning / AR / VR / AI etc. have made significant inroads into learning through innovation and the algorithms are designed around core learning theories and principles. The paper explores the opportunity of bringing together the strengths of Heutagogical principles with the modalities and practical realities of adaptive and personalized learning and create a value network around a Heutagogic learner. The paper represents work in progress, is based on comprehensive literature review and attempts to evolve a conceptual framework that captures the value network of a Heutagogical learner and a working charter that can be considered for designing and implementation by any knowledge-based organization that is looking at an autodidactic learning environment. The framework captures the constructs and variables and represents stakeholder interactions with a heutagogical learner.

Keywords: *Heutagogy, Adaptive Learning, Personalized Learning, Digital Learning, Value Networks.*