Dear Professor,

Thank you for showing your interest in contributing a book chapter for the upcoming edited book titled: "Engaging Diverse Workforce" to be published by "Apple Academic Press Inc., a member of the Taylor & Francis Group, USA".

Each full book chapter is expected to be of 8000-9000 words and is due by July 30, 2018 (i.e, next year).

About the Book

- Engaging workforce becomes difficult when it is diverse. It is primarily because of the different barriers that diversity creates in fully investing one's energy into the work. Indeed, an engaged workforce is beneficial to both employees and employers but at the same time, the diversity may damage company's bottom line if the workforce is disengaged. This book is unique because of it addresses an identified need of engaging diverse employee base at work. Moreover, it essentially focuses on the repercussions of engaging diverse workforce on the different stages of HR process including recruitment, selection, performance appraisal, demand forecasting, supply forecasting, job description, job specification, job analysis, job evaluation, training and development, career planning and development, succession planning, etc.

- This book is in the field of Human Resource Management, commonly a mandatory course in any management program. Unlike typical HRM textbooks, this book gives greater emphasis to short cases and lesser to describing the theory. It is specific to the challenges and mechanisms adopted by the organizations for engaging diverse workforce.

- Teachers also need to constantly upgrade their knowledge and devise new ways and means of keeping students engaged in the class. One of the most effective techniques of engaging students is case-based learning which shifts the focus of the learning from teachers to students. However, length of the case leads to boredom. Moreover, teachers often face difficulty in directing the case in the direction of achieving the learning objectives of the chapter. The students and teachers tend to lose interest in the case. Therefore, this book is a step in the direction of resolving this issue by offering two remedies. To reduce boredom and keep the user engaged, the cases included in this book are short in length. Similarly, to enable teachers to direct the case in a particular direction, each case of this book is coupled with a teaching note which consists of the time line, teaching objectives, theory involved, and board plan among others.

- The present book includes brief description on the concept on a particular theme of workforce diversity. But it essentially focuses on the repercussions of engaging diverse workforce on the different stages of HR process including recruitment, selection, performance appraisal, demand forecasting, supply forecasting, job description, job specification, job analysis, job evaluation, training and development, career planning and development, succession planning, etc.

- The book would enable readers to comprehend what it exactly means to have a diverse workforce and how to engage such a workforce for the betterment of the employees as well as the employer.

- Specific selling features of your book:

  - Brief description of a particular type of workforce diversity
  - Based on cases using real or hypothetical incidents
  - Short cases that require only a 15-minute reading
  - Teaching note to help teachers direct a case toward concept
  - Critical questions to brainstorm each concept
  - Brief description of the experience author gained while discussing each case in the classroom

Since the book is edited, each lead contributor has to fill and sign the Copyright Transmittal Form and send it back. This form is must and should accompany the submission.

Few key points that editor should let all contributors know are as follows:

1. All the chapters should be in MS Word format (2003 i.e., .doc and not .docx) using Times new roman 11 point font with 1.5 spacing.

2. All the figures/images and tables should be in open format.

3. All the figure/images and tables should either be 100% original created by authors or if anything is sourced than it should come with permissions from original copyright owners unless modified by more than 70% (this is very important and stated in the guidelines as well). each contributor can fill in the details for all figures/tables and images used in Copyright Transmittal Form attached. This is done to prevent the copyright misuse and adhere to U.S Copyright policies.

4. For uniformity across the chapters, each book chapter must broadly follow the following sections:

   - Introduction (one para)
   - Need for the chapter theme (one para)
   - Evolution of the theme (one para followed by a table of chronology)
   - Description of the topic (in detail)
   - A two-page real-life (permission required for primary and references for secondary) or hypothetical (no permission required) teaching case. Multiple cases can be included, each for a unique learning outcome.
   - Teaching note accompanying each of the above case (one short case synopsis, concept covered from text book, main question, probing questions, intended audience, teaching plan, your teaching experience of that case).
   - Managerial Implications
   - Five critical questions for the entire chapter.
   - Five Keywords
   - References: Preferably recent. For style, refer the attached guide.

Contact

- If you are interested or have any query, free feel to contact me here: manish.gupta.research@gmail.com

- Your proposal is welcome here: https://goo.gl/G43Z6J

About the Editor

Manish Gupta

(UGC NET – JRF, RPSC-SET, MBA)

- Manish Gupta is Assistant Professor in the Department of HR at IBS Hyderabad, IFHE University. His PhD thesis is in the area of 'work engagement'. Manish is a recipient of Junior Research Fellowship and National Eligibility Test certificate awarded by University Grants Commission, Government of India. He is Editorial Team Member of Australasian Journal of Information Systems (The University of Queensland, Australia). He is a member of International Society for Development and Sustainability (ISDS), All India Management Association (AIMA), Decision Sciences Institute (DSI), and IBS Alumni Federation (IBSAF). He has won several awards for debates/essay writing and documentary making competitions awarded by reputed organizations including The World Bank, Government of India, Government of Rajasthan, and national level magazines. He completed his Master of Business Administration in the year 2010. He worked at Backoffice IT Solutions Pvt. Ltd., Jaipur for two years. He has been associated with IBS Hyderabad since 2013 and has been giving his services as a core team member of the AACSB-IBS team for the AACSB accreditation.

- Currently, he is authoring a book for Sage. He is editing three books: one with IGI Global, USA, and two other with Apple Academic Press Inc., a member of the Taylor & Francis Group, USA. He is also editing six Special Issues - one each for Human Resource Management Review (Elsevier), Australasian Journal of Information Systems (UoQ, Australia), Advances in Developing Human Resources (Sage, USA), Journal of Global Operations and Strategic Sourcing (Emerald, UK), International Journal of Knowledge Management (IGI Global, USA), and Industrial and Commercial Training (Emerald, UK). He is a permanent reviewer for Cogent Education (an imprint of Taylor & Francis). In last couple of years, he reviewed articles for Studies in Higher Education (Taylor & Francis), International Journal of Organizational Analysis (Emerald), Journal of Further and Higher Education (Routledge), Evidence-based HRM (Emerald) Leadership & Organization Development Journal (Emerald) and Journal of Management Education (Sage) among others. He has contributed several research papers to impact factor, Scopus abstracted, and ABDC ranked Journals published by reputed international publishers such as Emerald, Springer, etc.

- His recent publications appeared in Current Psychology (Springer, USA), Evidence-based HRM (Emerald, Australia), Journal of Management Development

(Emerald, UK), Asia-Pacific Journal of Business Administration (Emerald, Australia), The Qualitative Report (Nova University, USA), Jurnal Pengurusan (Penerbit Universiti Kebangsaan, Malaysia), and Business: Theory & Practice (Vilnius Gediminas Technical University, Lithuania) among others. His book chapters on employee engagement and related areas are in-press with Palgrave Macmillan, IGI Global, USA, Apple Academic Press (Taylor & Francis Group), USA, and Laxmi Publicatins, India. Also, he has two case studies in The Case Centre, UK. During his PhD, he has presented papers in the conferences at universities of repute including Harvard University, USA. His teaching areas include Principles of Management, Human Resource Management, Entrepreneurship, and Organizational Behavior, among others. His scholastic work is available here:
https://scholar.google.co.in/citations?user=yJtwSkwAAAAJ&hl=en