



## Morning Program

- Inauguration Ceremony & Honorary Speeches ... 08:00–09:40
- Break ..... 09:40–10:00
- Scientific Sessions ..... 10:00–12:10

## AGENDA

<b>Khajeh Nasir Hall</b>		
<b>10:00–12:10</b>		
<b>Human Resource Management Policy Making in Petroleum Industry</b>		
<b>Jury Panel Members</b>	<b>Petroleum Industry Managers</b>	H.E. H. Mohammad Nezhad: <i>Deputy for Engineering &amp; Domestic Manufacturing, Ministry of Petroleum</i> Mr. A. Khanifar: <i>HR Manager, NIOC</i>
	<b>Scientific Managers</b>	Dr. Rezaeian: <i>Imam Sadeq University</i> / Dr. M. Ghanizadeh: <i>Ministry of Petroleum</i>
<b>Speakers</b>	<b>Main Articles</b>	1- Mr. O. Tapia: <i>Head of OPEC Energy Dep.</i>
		2- Dr. A. Tabatabaei; <i>Strategic role of human resource managers to train future managers in petroleum industry</i>
		3- Mr. A. Sadr-Al-sadat; <i>Management act of civil services, its effect on oil industry ,stake holders an risk analysis</i>
		4- Mr. A. Ghaffarnia; <i>Strategic planning of human resource in NIOC</i>
	<b>Reserved Articles</b>	5-Dr. M. Ghanizadeh
		6- Dr. A. Rezaeian

<b>Feyz Hall</b>		
<b>10:00–12:10</b>		
<b>Human Resource Management Planning in Petroleum Industry</b>		
<b>Jury Panel Members</b>	<b>Petroleum Industry Managers</b>	H.E. A. Bayat: <i>Deputy Minister of Petroleum and President, NIPC</i> Mr. M. Souri: <i>General Manager, PSEEZ</i>
	<b>Scientific Managers</b>	Dr. N. Mirsepasi: <i>Azad University</i> / Dr. M. Moazami: <i>Payam Training Institute</i>
<b>Speakers</b>	<b>Main Articles</b>	1- Dr. N. Kosaric; <i>Development of Iran human resource capabilities by benchmarking</i>
		2- Dr. N. Mirsepasi; <i>Some parts of Challenges in human resource management field of petroleum industry</i>
		3- Dr. A. Naghavi; <i>The role of social capital in organizational commitment improvement at Iran National Oil Products Distribution Company(INOPDC)</i>
		4-Mr. Y. Javadinia; <i>Symptom of career burn out and exit roads offense</i>
	<b>Reserved Articles</b>	5- Dr. H. Shokrkon
		6- Ms. F. Tajik

<b>Attar Hall</b>		
<b>10:00–12:10</b>		
<b>Human Resource Management Function in Petroleum Industry</b>		
<b>Jury Panel Members</b>	<b>Petroleum Industry Managers</b>	H.E. E. Radoafzoon: <i>Ministry of Petroleum</i> & Dr. Mirmohammadsadeghi: <i>Ministry of Petroleum</i> Mr. A. Daftari: <i>Ministry of Petroleum</i>
	<b>Scientific Managers</b>	Dr. Kh. Abili: <i>Tehran University</i> / Dr. H. Khanifar: <i>Tehran University</i>
<b>Speakers</b>	<b>Main Articles</b>	1-Mr. I. Ellerington; <i>Improving performance of human capital in the refining industry</i>
		2- Dr. Kh. Abili; <i>Study of present status of human resource development with emphasizing on necessities on making capability</i>
		3- Dr. A. Talebian; <i>Analysis of Khark social condition and its effects on living environment</i>
		4- Dr. M. R. Hamidzadeh; <i>Pathology of implementation of knowledge management in Oil company</i>
	<b>Reserved Articles</b>	5- Dr. H. Khanifar
		6- Dr. Sh. Zahedi



## Afternoon Program

- Luncheon / Prayer ..... 12:10–14:00
- Scientific Sessions ..... 14:00–16:00

<b>Khajeh Nasir Hall</b>		
<b>Human Resource Management Policy Making in Petroleum Industry</b>		
<b>14:00–16:00</b>		
<b>Jury Panel Members</b>	<b>Petroleum Industry Managers</b>	H.E. M. Mirmoezi: <i>Petropars</i> / Dr. Manouchehri: <i>General Manager, Petropars</i>
		Mr. A. Sadr-Al-Sadat: <i>Allameh Tabatabaei University</i>
	<b>Scientific Managers</b>	Dr. A. Afjehei: <i>Defense University</i> / Dr. Pour Sadegh: <i>Imam Sadeq University</i>
<b>Speakers</b>	<b>Main Articles</b>	1-Mr. Y. Tanda; <i>Total productive management-An experience of a Japanese refinery</i>
		2- Dr. A. Afjehei; <i>Effect of the coordination between human resource strategy ,human capital strategy and organizational behavior strategy on organizational performance</i>
		3- Dr. H. Ranaei; <i>Cultural capital management model for NIOC</i>
		4- Dr. R. Javadin
	<b>Reserved Articles</b>	5- Ms. L. Zabbah

<b>Feyz Hall</b>		
<b>Human Resource Management Planning in Petroleum Industry</b>		
<b>14:00–16:00</b>		
<b>Jury Panel Members</b>	<b>Petroleum Industry Managers</b>	H.E. M. S. Bakhshian: <i>Deputy for HR Management, Ministry of Petroleum</i> / Mr. M. Zirakchianzadeh: <i>General Manager, IOOC</i>
		Mr. A. Khanifar: <i>Human Resource Manager, NIOC</i> / Mr. A. R. Harraf: <i>NIPC</i>
	<b>Scientific Managers</b>	Dr. Adel Azar: <i>Tarbiat Modares University</i> / Dr. Gh. Goudarzi: <i>Imam Sadeq University</i>
<b>Speakers</b>	<b>Main Articles</b>	1-Ms. Y. Rondot; <i>The challenge of assuring the competences for oil &amp; gas industry</i>
		2-Dr. N. Jazani; <i>Analysis of civil services Laws</i>
		3- Dr. N. Molaei; <i>Knowledge management, valuable experiences in Tehran oil refinery co.</i>
		4- Dr. H. Safari; <i>Exploiting key factors of Iranian oil termination company</i>
	<b>Reserved Articles</b>	5- Dr. N. Mahdavi
		6- Mr. A. Jahanbazi Goujani

<b>Attar Hall</b>		
<b>Human Resource Management Function in Petroleum Industry</b>		
<b>14:00–16:00</b>		
<b>Jury Panel Members</b>	<b>Petroleum Industry Managers</b>	H.E. N. Shahnazizadeh: <i>Deputy Minister of Petroleum and President, NIORDC</i> / Mr. A. Vakili: <i>POGC</i>
		Mr. A. Derakhshani: <i>NIORDC</i> / Mr. M. H. Hadizadeh: <i>NIGC</i>
	<b>Scientific Managers</b>	Dr. H. Abtahi: <i>Allameh Tabatabaei University</i> / Dr. M. R. Hamidzadeh: <i>Shahid Beheshti University</i>
<b>Speakers</b>	<b>Main Articles</b>	1-Mr. Y. Mére; <i>Re-structuring your HR system to take your company into the 21th century</i>
		2- Dr. H. Abtahi; <i>Suitable contextual elements pattern for knowledge organization: Case study in NIOPDC</i>
		3- Mr. M. Ramezan; <i>Measuring the effectiveness of integrated human resource information systems in Iranian Oil industry</i>
		4- Ms. M. Maali; <i>Knowledge management, valuable experiences in Tehran refinery</i>
	<b>Reserved Articles</b>	5-Mr. H. A. Moosazadegan
		6- Mr. H. Nasr Isfahani

- Break..... 16:00–16:15
- Closing Ceremony & Speakers Appreciation ..... 16:15–17:00

**END OF CONFERENCE**