

Dr. Madhumita Mohanty

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Key Words: Professor, Organizational Behaviour; Trainer



Qualifications: Ph.D (IIT Kharagpur), M.Phil (Psychology), M.A. (Psychology) Utkal University

Areas of Specialization: Organization Behaviour, International OB, Change Management & OD,

HRM

PROFESSIONAL CREDITS:

Academic Teaching:

2019-2021	Professor, Department of MBA (HRM)
2017-2019	Professor and Head, MBA (HRM) Dept. erstwhile MHRM, during the period apart from the 10 best programme in HR in India, it is featured among best HR colleges in the world.
2011-2013	HOD, MHRM since May 2011to June 2013, and facilitated the: <ul style="list-style-type: none">✓ alignment of MHRM Programme as outlined in the ‘SHRM US, HR curriculum guidebook and Template’ on August, 2012✓ SHRM membership for All students and faculty members of MHRM✓ Presentation of “<i>International HR Conference, Theme being HR Next-Focus. Engage. Align</i>” on 27th & 28th February 2012 by the department with <i>SHRM as Knowledge Partner.</i>

	<ul style="list-style-type: none"> ✓ MHRM Students won AIMA National Championship 2013, National Student's Management Quiz 2012, and also in 2013, won National Case study Competition on "<i>Responsible Leadership</i>" at XLRI, Jamshedpur, and representing India in "Selecting Leaders of Tomorrow at University of St. Galen, Switzerland, so on and so forth.
<p>Teaching Assignment Other than IISWBM</p>	<ul style="list-style-type: none"> ✓ Taught 'Organisation Change and Development' in NIT, Rourkela January-March, 2017 ✓ Teaching 'Management of Change and Organization Development' in MBM Deptt., CU, Alipur Campus, since 2007 ✓ Taught "Organisation Behaviour" in TISCO, Kalinga nagar, for the Certificate Course on Logistics & Supply Chain Management during 2019.

Management Consultancy:

- ✓ Developing Marketing BDS for the Santiniketan Leather Products Cluster' a World Bank Project along with EDI, Ahmadabad (since January 2011)
- ✓ 'Auxiliary Trainers' Training Programme' for Frontline Staff of UCO Bank during December 2010
- ✓ HR Development Training for UCO Bank Officers of India (2008 - 2009)
- ✓ Consultant to the Social welfare project of Kolkata Urban Services for the Poor (KUSP)-DFID for development of governance of Urban local bodies under the Govt. of West Bengal (December, 2006-2013)

International Publications:

Chatterjee M. & Mohanty M. (2020). The mediating role of Leadership Skill between Leadership Behaviour Practices and its Effectiveness for Transformational Corporate Leaders in Kolkata, *Journal of Xi'an University of Architecture and Technology*, Vol.XII, Issue XII, Page 572-580.

Chatterjee M. & Mohanty M. (2020). The Nexus of Demographic Variables and Leadership Style of Corporate Leaders in Kolkata – An Indian Perspective, *International Journal of All Research Education and Scientific Methods (IJARESM)*, Vol. 8, Issue 12, Page 4-16.

Chatterjee M. & Mohanty M. (2019). “Relationship between Leadership Behavior and Perceived Leadership Effectiveness of Transformational, Transactional and Laissez-faire Corporate Leaders in Kolkata, India in VUCAWorld– A Comparative Study”. *Pacific Business Review International*.11(12). Pages 14-28.

Halder, B.K. & Mohanty M. (2019). “The Relationship between Emotional Intelligence and Managerial Effectiveness: A study of Public and Private Sector Bank Managers in West Bengal. *International Journal of Management Studies (IJMS)*. Volume VI, Issue 1(4), Pages 44-52, (Publication in UGC and ISSN, EISSN Approved Journal).

Halder B. K. & Mohanty M. (2018). “Relationship between Locus of Control and Managerial Effectiveness: A study of Public and Private Sector Bank Managers in West Bengal”. *International Journal of Research and Analytical Reviews (IJRAR)*. Volume 5(4). Pages 133-160. (Publication in UGC and ISSN Approved Journal).

Chatterjee, M. & Mohanty, M. (2018). The Relationship between Leadership Style & Perceived Leadership Effectiveness of Corporate Leaders in Kolkata. *International Journal of Management Studies*, Vol.5, No. 1, Pages 43-54.

Singh, R., Mohanty, M. & Mohanty, A.K. (2017). Examining Empirically The Relation of HR Practices and Perception of Organizational Performance in Indian Manufacturing Organizations. *International Journal of Economic Research (IJER)* (ISSN: 0972-9380), Vol.14 , No. 4, Page 153-171.

Chatterjee, M. & Mohanty, M. (2017). Relationship between Demographical Variables and Leadership and Motivational Styles of Bank Managers in Kolkata. *International Management Review*, Vol. 13, No. 1, p 59-71.

Mohanty, M. & Pal, C. (2015). Demographic Characteristics and Employee Motivation: A Study in ‘Calcutta Electric Supply Corporation Limited’, Kolkata, India. *Social Science International*, Volume- 31, p 54-85.

Mohanty, M. & Pal, C. (2015). Personality Types and Employee Motivation: A Study in CESC Ltd., Kolkata, India. Paper submitted in *Journal of Organizational Behaviour*.

Mohanty, M. & Chowdhury, O. P. (2014). Occupational Stress and Personality Factors of Substance Abusing Employees of Business Process Outsourcing/Information Technology Sector. *International Journal of Arts and Sciences*, 07 (2), 265-286.

Singh, R., Mohanty, M. & Mohanty, A.K. (2013). Performance Appraisal Practices in Indian Service and Manufacturing Sector Organizations. *Asian Journal of Management Research*, vol. 4, Issue 2, 256-265.

Banerjee, K., & Mohanty, M. (2012). 'A Comparative Analysis on State of Application of Indian Labour Welfare Statutes in Manufacturing and Service Organisations in India'. *Social Science International*, Volume- 28, No-2, p 205-220.

Banerjee, K., & Mohanty, M. (2011). Social Cost of Reforms in Post Liberalization Era in India: An Analysis till 2000. *Social Science International*, Volume- 27, No- 2, 158-176.

Ghosh, S., Mohanty, M. (2010). Comparative Analysis of the Training Process, Impact of Training and Performance of Front-line Workers in Three Retail Companies: Spencer's, Big Bazaar, and 'More'. *Social Science International*, Volume- 26, No-2, 229-252.

Mohanty, M. (2009). Communication Pattern of Young Substance Abusing and Normal Families: A Comparative Study. Abstract published in an International Conference on "Adolescent Health in the Fast-Changing Economic Environment".

National Publications:

Chatterjee, M. & Mohanty, M. (2020). The Relationship between Perceived Psychological Capital and Self-perceived Leadership Effectiveness of Transformational Corporate Leaders in Kolkata. *Our Heritage Journal*, Vol. 68, Issue 8.

Chatterjee, M. & Mohanty, M. (2019). An Empirical Study to determine the Relationship between Perceived Ethicalism and Leadership Effectiveness of Corporate Leaders in Kolkata. *Survey - A Management Journal*, vol.59, No. (4), Page 99-111.

Singh, R., Mohanty, M. & Mohanty A.K (2014). Impact of Compensation and Training Practices on Employee Performance: A Study on Manufacturing and Service Sector Organizations in India. *Survey- A Management Journal*, vol. 54, No.1&2, Page 9-24.

Singh, R., & Mohanty, M. (2012). Impact of Training Practices on Employee Productivity: A Comparative Study. *Interscience Management Review (IMR)*. ISSN: 2231-1513, vol:2, Issue: 2, Page 87-92.

Mohanty, M. & Sinha, D. (2007). HR challenges : A Global Perspective. *Chanakya*, vol. 4, 23-27.

Mohanty, M. & Bhargava, A. (2006). Corporate Reincarnation: Reaching New Horizon. *Chanakya*, vol. 3, 22-27.

Mohanty, M. (2004). Behavioural Side of Managing Today's Challenges. *Survey – A Management Journal*, 44 (1-2), 54 – 57.

Mohanty, M. (2004). *Family Systems of Young Substance Abusers*. 14th Annual Conference of Academy of Psychology on *Psychology and Development: Issues & Prospects*, 66.

Sharan, M. B., & Mohanty, M. (1991). *How to live together?* *Indian Academy of Applied Psychology*, 28th Annual Conference, Section VI, 10-11.

Dash, U. N., Mohanty, M., & Kar, B. C. (1989). Mental Capacity and Cognitive Functioning: Relationship with School Achievement. *Indian Journal of Current Psychological Research*, 4(2), 103-110.

Patra, S. K., Mohanty, M., & Das, N. (1984). Exploration and activity in the amygdala-ablated albino rats. *Perspectives in Psychological Researches*, 7(1), 1-7

International Conferences:

As Chair-person of the Session:

Date	Institute	Name	Paper Chairing the Session
1-2 nd March 2019	IISWBM	International Conference on “HR Trends 2030”	Chairing a Session on “Organizational Change & Leadership”
15-16 th January, 2015	IISWBM	5 th Annual International Conference on ‘Innovations and Best Practices in Business, Human and Other Earth Resources Management’	Chairing a Session on Human Resource Management on 16 th January, 2015
26-30 th May, 2014	Harvard University, Boston, USA	International Conference for Academic Disciplines organized on the Harvard University Campus at 77 Avenue Louis Pasteur, Boston, Massachusetts	Chairing a Session on 29 th May at Pechet Room A

Invited Speaker to International Conferences:

Date	Institute	Name	Paper Presentation
13-15 th November, 2019	KEDGE Business School, Bordeaux (France)	30TH CONGRESS OF THE AGRH, BORDEAUX (FRANCE)	Managing Change in Indian Organizations
13-14 th September, 2019	Department of Commerce and Business Administration (CU), and St. Xaviers College (Autonomous), Kolkata	ICCEEM 2019- International Conference on Emerging Perspectives in Commerce, Economics, Environment and Management - Transformation of the Global Economy.	Relationship between Leadership Behavior and Perceived Leadership Effectiveness of Transformational, Transactional and Laissez-faire Corporate Leaders in Kolkata, India in VUCA World- A Comparative Study
1-2 nd March 2019	IISWBM	International Conference on “HR Trends 2030”	An Empirical Study to determine the Relationship between Perceived Ethicalism and Leadership Effectiveness of Corporate Leaders in Kolkata
11-12 th February, 2016	Ansal University, Haryana and Valparaiso University, USA	International Conference on Global Business, Innovation, and Knowledge Management	“Spiritual Intelligence and Personality Traits Among Professional Students”
26-30 th May, 2014	Harvard University, Boston, USA	International Conference for Academic Disciplines held at Joseph B. Martin Conference Center at Harvard Medical School, Boston, Massachusetts	Occupational Stress and Personality Factors of Substance Abusing Employees of Business Process Outsourcing/Information Technology Sector
6-7 th February, 2014	IISWBM	International Conference on HR Topic: HR Leadership- People. Process. Practice	‘Spirituality among College Students and Employees in Service Industry’
27-28 th February, 2013	IISWBM	International Conference on HR Topic: HR Next- Focus. Engage. Align	i) ‘Study to determine the Nature of Application of Organisation Development (OD) in Indian Organisations: A Paradigm Shift from Traditional Statutory Approach to Developmental Approach of Employee Welfare

			ii) Compensation Practices and Perceived Employee Performance: A Study on Manufacturing and Service Sectors iii) Employee Satisfaction at Coal India Limited
13 th April, 2012	IIMT	International Conference on Indian Work Culture and Management Practices	'Impact of Training Practices on Employee Productivity: A Comparative Study'
13-14 th January, 2011	IISWBM	4 th International Conference on Management and Social Welfare Issues: Contemporary Perspectives	'Study to determine State of Application of Indian Labour Welfare Statutes in Manufacturing Organizations in India'
14-15 Dec. 2009	IISWBM	3 rd International Conference on Management and Social Welfare. Theme: Decisions in Management and Social Sciences for Sustainable Development	'Inter- State Variation on Human Development Index (HDI) and Social Expenditure – An analysis'
4-6 February, 2008	Centre of Advanced Study in Psychology, Utkal University, Bhubaneswar	"International Seminar on Adolescent Health in the Fast-Changing Economic Environment"	"Communication Pattern of Young Substance Abusing and Normal Families: A Comparative Study"
4-6 th June, 2007	University of Athens, Greece	"Health Economics, Management, and Policy"	"Family Systems of Young Substance Abusers"

Invited Speakers to National Conferences:			
Date	Institute	Name	Paper Presented on
1-2nd November, 2019	Srusti Academy of Management in association with AIMS Odisha	National Conference on "Sustainability and Change Management: The Performance Drivers"	Presented paper on "The Relationship Between Spiritual Intelligence and Perceived Leadership Effectiveness of Corporate Leaders in Kolkata"
13-14 th September, 2019	Department of Commerce and Business Administration, and St. Xaviers College (Autonomous), Kolkata	ICCEEM 2019- International Conference on Emerging Perspectives in Commerce, Economics, Environment and Management - Transformation of the Global Economy.	Relationship between Leadership Behavior and Perceived Leadership Effectiveness of Transformational, Transactional and Laissez-faire Corporate Leaders in Kolkata, India in VUCA World- A Comparative Study
6 th September, 2019	IEM with NHRDN	National Conference of IEM with NHRDN on "Disruptive Change and Organisational Development"	Relationship between Leadership Behaviour and Perceived Leadership Effectiveness of Transformational Corporate Leaders in Kolkata in dealing with the Challenges of Disruptive Change in VUCA World
6 th September, 2019	IEM with NHRDN	National Conference of IEM with NHRDN on "Disruptive Change and Organisational Development"	Journey of Women in the Changing Era of Employment and Occupation in the Backdrop of Male Dominated Paternalistic Society – A Conceptual Study

20-21 June, 2008	Bengal Economic Association in collaboration with Indian Economic Association and CSES, Rabindra Bharati University	National Seminar on Globalisation and Inequality	Gender Discrimination and Atrocities against women Employees – Violation of Basic Human Rights in Post Liberalisation Era
10-11 th March, 2007	RIMS, Rourkela	“Globalisation and Social Development”	“HR Challenges: A Global Perspective”
24 – 25 th Feb. 2006	RIMS, Rourkela	“Corporate Reincarnation”	Corporate Transformation
26 - 28 th Feb. 2004	IIT, Kharagpur	14 th Annual Conference of Academy of Psychology	Family Systems of Young Substance Abusers
1991	Utkal University, Bhubaneswar	28 th Annual Conference of IAAP	How to live together?

Review of Journal :

International:

- ✓ Reviewed a paper entitled “Trade Unions and Economic Development : An Analysis of Developing Countries”(2020) for Journal of Economics, Management and Trade, (Past name of British Journal of Economics, Management & Trade), ISSN: 2456-9216.
- ✓ Reviewed a paper entitled “The Emergence of Service-Oriented Manufacturing ---Experiences of World Main Manufacturing Countries” (2016) for International Journal in Business and Finance Management Research, ISSN 2053-1842.

Ph. D. Thesis Evaluation:

- ✓ Evaluated Ph.D. thesis entitled “Entrepreneurial Ecosystem: A Study of Entrepreneurship in Odisha” of Madhuchhanda Behera of Institute of Business and Computer Studies (Faculty of Management Science) Siksha ‘O’ Anusandhan (Deemed to be University), Bhubaneswar, Odisha on December 2019.
- ✓ Evaluated Ph. D. thesis entitled "A Study on HR Practices in B-Schools of Orissa" of Mr. Prasanna Kumar Sahu of North Orissa University, Takatpur, Baripada on February 2016.
- ✓ Evaluated Ph. D. thesis entitled "A Study of Human Resource Management Practices in the Organised Sector during the Post Liberalisation, Privatization, and Globalisation" of Mr. Sudip Bhattacharya of Netaji Subhas Open University, 2009

Ph. D. Guidance:					
Total 7 students are doing Ph. D. under my guidance as main guide from CU, SIKSHA “O” ANUSANDHAN UNIVERSITY (SOAU) etc. Three have already awarded the degree .					
Sl. No.	Name of Scholar	Title of the Thesis	Name of University	Year of Registration	Year Degree received
1.	Ms. Ananya Das	Artificial Intelligence	Calcutta University	Enrollment	Enrolled
2.	Ms. Sayonee Pal	Area: CSR in HR	Calcutta University	Enrollment	Enrolled 27th April, 2018
3.	Soumen Purkait, UGC Fellow	The Mediating Role Of Psychological Capital And Family System In Relationship Between Occupational Stress And Substance Abuse In The Banking Sector.	Department of Business Management, Calcutta University	8 th April, 2016	Registered
4.	Mrs. Moumita Chatterjee, UGC Fellow	Leadership Effectiveness of Corporate vs. Community Leaders of West Bengal	Department of Business Management, Calcutta University	February, 2016	December, 2014 (Enrolled) Synopsis submitted and cleared on December, 2020
5.	Sushmita Ghatak, Fulbright fellow 2012 of USIEF	Female professionals in Corporate India: Attrition & Retention	Department of Business Management, Calcutta University	10th March 2014	Registered
6.	Om Prakash, Junior Research Fellow (JRF) of UGC	Occupational Stress and Family Functioning of Substance Abusing Employees of Business Process Outsourcing/ Information Technology Sector	Department of Business Management, Calcutta University	09. 04. 2012	Registered Preparing for Pre submission Seminar
7.	Binay Krishna Halder, UGC Fellow	A Study of Managerial Effectiveness in Public and Private Banking Sectors of West Bengal	Department of Business Management, Calcutta University	09. 04. 2012	Registered and Synopsis submitted and cleared on December 2020

Faculty Development Programme (FDP) as Resource Person: Invited by Department of Commerce, CU, College Street Campus, to act as a **Resource person for UGC sponsored Refresher Course** in Management studies for Commerce, Economics and Management faculties on 4th January, 2019.

Management Development and Training Programmes conducted:

As Programme Coordinator:		
Date	Topic	Organization
30 th Dec.- 5 th January, 2011	<i>'Developing Marketing BDS for the Santiniketan Leather Products Cluster'</i>	EDI, Ahmedabad
27-28 th December, 2010	'Auxiliary Trainers' Training Programme on Behavioural Skills'	UCO Bank
20-21 st December, 2010	'Auxiliary Trainers' Training Programme on Behavioural Skills'	UCO Bank
24-25 June, 2010	A 2-Day Management Workshop on Stress Management	IISWBM, included 33 participants from Government departments like Department of Post and Telegraph, PSUs like NALCO, CONCOR, IRCTC, RITES Ltd., and Private Majors like Usha Martin Ltd., Ambuja Cement, ACC, Lafarge India, Ultratech Cement Limited, Adhunik Group of Industries etc.
December, 2009	A1-Day Programme on Improvement of Personal Efficiency	Power Grid Corporation, Eastern Region
9-10 th June, 2006	A 2-Day In-house Executive Development Programme	CMC, Delhi
22-23 rd May, 2006	A 2-Day In-house MDP on "Leadership Development & Managerial Effectiveness" at Alambazar Factory	WIMCO Limited
11-12 th August, 2005	Conducted a 2-day MDP on "Interpersonal Skills" covering topics like Motivation, Team Building, Conflict Management, Dealing with Difficult People, Communication Skills etc. for mechanical engineers of Kharagpur Workshop, SE Railways	Supervisors' Training Centre, Kharagpur , SE Railways
19 th April, 2005	Conducted a 1- day MDP on "Sharpen Your Interpersonal Skills"	IISWBM, included participants from Balmer Lawrie &Co. Ltd., Jindal Iron and Steel Company, Lafarge India, CONCOR, Indian Railways, RITES Ltd. & PMG Office etc.
As Speaker:		
21 st November, 2019	Motivating Yourself and your Colleagues	Training programme for Sales and Marketing Professionals of IRCTC/EZ.
11 th July, 2019	Management of Change Motivation	Training on Soft Skills at Indian Audits and Accounts Department
4 th October, 2019	Motivating Yourself and your Colleagues	Tourism Marketing Personnel for IRCTC
28 th August, 2018	Attitude, Intrinsic Motivation, and Job Satisfaction	Senior IFS Officers (HODs)/Administrative Training Institute, Kolkata
4 th November, 2019	Motivating Yourself and your colleagues	Tourism Marketing Personnel for

		IRCTC
2018	Addressing the students	MBA Students of Birla Institutes
22nd February 2017	Soft Skill Training (Conflict Handling and Team building in your workplace)	Counter PAs in Post Offices
20 th December, 2016	Self motivation	MBA Students of IEM, Kolkata
24-26 th August, 2015	Behavioral training	Paramedical Staffs of PGIMSR, Medical College and ISI Hospital, Joka, Kolkata
2 nd January, 2014	Self Motivation	Senior District Medical Officers from all North eastern States/ IISWBM
2013	Motivation	Senior District Medical Officers from all North eastern States/ IISWBM
28 th December, 2013	Motivating Employees: Concepts and Strategies	MDP for GRSE
10 th October, 2012	Managing Change Successfully: Mapping the Road blocks, Managing Stress	Senior HR Managers of DVC at Maithan
28 th -29 th September, 2012	Motivation and Work Culture, Effective Leadership, Stress Management	Short-Term Course on Interpersonal Skills at IIT, Patna
8 th August, 2012	Art and Science of Dealing with Difficult People	Coal India Managers
24 th July, 2012	Managing Change Successfully: Mapping the Road Blocks ahead	Senior HR Managers of DVC
4 th May, 2012	Art and Science of Dealing with Difficult People	Managers and Asst. Managers of GRSE
30 th April, 2012	Value Creation through Motivating Self and Others	Managers and Asst. Managers of GRSE
18 th January, 2012	Managing Change Successfully: Mapping the Road Blocks Ahead	'Value Creation through HR for Organizational Excellence' Programme for HR Managers of DVC
18 th January, 2012	Managing Stress: Role of HR in Work-Life Balance	'Value Creation through HR for Organizational Excellence' Programme for HR Managers of DVC
11 th January, 2012	Managing Stress: Keys to Personal Excellence	Executives (E6 above)of Coal India Limited
30 th Nov. 2011	'Win over the Silent Killer'	Executives (E6 above)of Coal India Limited
16 th Nov. 2011	Stress Management	Executives (E6 above)of Coal India Limited
9 th November, 2011	Stress Management	Managerial Excellence Programme for Senior Managers of GRSE
15 th June, 2011	Time and Stress Management	Managerial Excellence Programme for Senior Managers of GRSE
18 th August, 2011	Time and Stress Management	Managerial Excellence Programme for Senior Managers of GRSE
8 th August, 2011	Nuances of Managing 'Difficult People' in the Leader Member Exchange Dynamics	Leadership Excellence for Chief Managers of GRSE
14-15 th June, 2011		Ministerial Staff and Social Security Officers of ESI
30 th May & 2 nd June, 2011	Art and Science of Motivation, & Stress Management	Managerial Excellence Programme for Senior Managers of GRSE
4 th May, 2011	Leadership vs. Management : Managing from left and Leading from Right Lobe of the Brain	Directors and Dy. Directors of ESI
17 th March, 2011	Motivation	Logistics Academy organized by ACC Limited, Regional Office, Kolkata at Vedic Village
9-11 th Feb. 2011	Motivating Self and Others, Stress and Time Management	Low managerial Level Executives of Department of Posts, Govt. of India
31-7 th Jan. 2011	Dealing with Difficult People, Stress and Time Management	GRSE Senior Executives
18 th Dec. 2010	<i>Changing Mindset</i>	UCO Bank

23 rd Nov. ,2010	Learning Principles and Styles	DRDO, RTC (ER), Kolkata
2-3 rd Sept. 2010	Understanding Leadership and Time and Stress Management	Managerial Excellence Programme for GRSE Executives
Feb. 2010	Emotional Intelligence: Dealing with Difficult Personalities	Professors of Technical Institutes/NITTTR, Under Ministry of HRD, Govt. of India
21 Oct. 2009	Theories of Motivation and its applications to Science Museums	Executives of National Council of Science Museums
4 th Sept. 2009	Art of Inspiring	Executives of Garden Reach Ship Builders and Engineers
28 th Aug. 2009	Art of Inspiring	Executives of Garden reach Ship Builders and Engineers
11 th Aug. 2009	Teachers' Stress and Burn-out	Professors of Technical Institutes/NITTTR, Under Ministry of HRD, Govt. of India
26 th May, 2009	Motivation and Self	Senior District Medical Officers from all North eastern States/ IISWBM
11-12 th May, 2009	Exploring the Leader within you to identify effective leadership styles	Executive Development Programme for Scale IV Officers of UCO Bank
9-10 th May, 2009	Understanding Group Dynamics	Executive Development Programme for Scale IV Officers of UCO Bank
20-24 th April, 2009	Breaking the Wall: Barriers to Communication	IFS Officers' Training on Communication
18 th March, 2009	Leadership Styles and Skills	Marketing Training for Officers of Postal Deptt. Govt. of India
6 th January, 2009	Motivation: Case Studies	Senior Medical Officers from all North eastern States/ IISWBM
12 th November, 2008	Customer Relations Management: Self Awareness: Know Yourself	UCO Bank
9 th September 2008	Self Motivation	Employees Provident Fund Organisation, Zonal Training Institute: East Zone, Kolkata
29 th July, 2008	Customer Relationship Management: Role of Motivation and Effective Communication	Employees Provident Fund Organisation, Zonal Training Institute: East Zone, Kolkata
24 th June, 2008	Personality, Behavior, Organisational Behaviour, Group Behaviour	Employees Provident Fund Organisation, Zonal Training Institute: East Zone, Kolkata
10–11 th June, 2008	Managing Occupational Stress	Post Masers, Kolkata, IISWBM
9 th June, 2008	Work Motivation, Exercise and Games	Senior Medical Officers from all North eastern States/ IISWBM
15 th February, 2008	Counselling	School Principals of Kolkata
17 th December, 2007	Motivational Training	District Medical Officers of West Bengal
21 st August, 2007	Team Building and Interpersonal Communication	Divisional Consultants of Micronutrient Initiative India, New Delhi
22 nd June, 2007	Creating A Winning Mindset	Senior Level Managers (Technical and Non-technical) of Eastern Railway Headquarter
16 th January, 2007	Leadership and Supportive Supervision, Motivation and Team Building	All India Institute of Hygiene and Public Health, Kolkata
9 th December, 2006	Effective Communication skills	Indian Red Cross Society
22 nd Nov., 2006	Motivation Training	Indian Tourism Centre, Kolkata
16 th Sept., 2006	Energy and Environment Management	World Sikh University, London
22-24 th June, 2006	Development of Interpersonal Skills	National Institute of Technology, Rourkela
17-18 th Feb. 2006	Dealing with Difficult People, Conflict Resolution and Negotiation Skills	IISWBM
5 th Feb. 2006	Entrepreneurship Competencies	IISWBM with its collaborator EDI, Ahamadabad
10 th Jan. 2006	Motivation, Building of Morale & Role of Incentives, Leadership	Reserve Bank of India

7 th Jan. 2006	Managing Change, Leadership	CMC Limited, Kolkata
12 – 15 th Dec. 2005	Leadership, Morale, Motivation & Communication	Reserve Bank of India
29 th June, 2005	Decision-making, Delegation and Counselling, Team Building and Leadership	Allahabad Bank Training Centre
30 th May – 4 th June, 2005	Organisational Behaviour	Ispat, Mumbai
10 -12 th Feb. 2005	Sports Psychology	TATA Sports Foundation and Tata Football Academy, Jamshedpur
24 th Sept. 2004	Change management in public entitlements with specific reference to the 'Winning mindset'.	Indian Audits and Accounts Department, West Bengal
21 st – 22 nd Sept. 2004	Leadership, Morale, Motivation & Communication	Reserve Bank of India
21 st July, 2004	Motivation	National Savings, Nizam Palace, Kolkata, Ministry of Finance, Govt. of India
6 – 9 th July, 2004	Personality Development	National Institute of Fashion Technology, Kolkata
27 - 28 th April, 2004	Improving Managerial Effectiveness for Cost Control Practices	IIPM, Kolkata
6 th Nov. 2003	Counselling	IIPM, Kolkata
5 th Sept. 2003	Improving managerial effectiveness	Junior Executive Development Programme Indian Institute of Port Management Kolkata
26 -27 th August, 2003	Managerial Effectiveness in Business Promotion	Indian Institute of Port Management Kolkata
30 th July, 2003	Personality Development and Communication Skills	NIFT, Kolkata
16 -18 th July, 2003	Leadership, Team building, Communication and on Motivation	Refresher course for newly Promoted Managers/Supervisors' of different ports of the country. Indian Institute of Port Management, Kolkata
7 th May, 2003	Effective Cost Control	Indian Institute of Port Management, Kolkata
26 th April, 2003	Time and Stress Management	Vivekananda College for Women, Kolkata
23 - 24 th April, 2003	Understanding Individual, Interpersonal and Organizational behavior	Indian Audits and Accounts Department, West Bengal
13 th March, 2003	Management Training Programme	Reserve bank of India Kolkata
11 th March, 2003	Management Concepts	Dy. Superintendent of Police (Under Training) Police Training College, Barrackpore
1 st March, 2003	Communication Skills	4 th Royal Youth Leadership Awards, Kolkata
23 rd Dec. 2002 – 4 th Jan 2003	Administration of Educational Institutions	IISWBM, Kolkata
27 th November, 2002	Interpersonal Skills	IIT, Kharagpur
30 th Aug, 2002	Stress Management for Legal Managers	Hindustan Lever Limited
17 th May, 2002	Time and Stress Management	Damodar Valley Corporation
3 rd May, 2002	Personality Development	Rotary Youth Leadership Awards, IIM Kolkata
27 th April, 2002	Time and Stress Management	"The Telegraph", at Science City Auditorium

MISCELLANEOUS:

- Acting as Research Mentor for HPRC (Himalayan Policy Research Centre) of University of New Mexico
- External Expert in the Selection for following Organisations:

Date	Organisation	Activities (Acted as External Expert in the Selection)
11 th & 12 th January 2021	Coal India Limited (A Govt. Of India Enterprise MAHARATNA Company)	Acted as an External Subject Expert in the Interview Selection Committee for recruitment of Management Trainee in Personnel and HR
16 th - 19 th August 2017.	Coal India Limited	Same as above
24 th July 2017	Coal India Limited	Same as above
30 th June, 2017	Institute of Engineering & Management (IEM), Kolkata	Acted as an External Expert in the Selection Board for Management Faculty
18 th & 19 th June, 2016	Bank of Baroda	Acted as “Outside Expert” for Interview Panel – Exercise for Promotion from SMG/S-IV TO SMG/S-V(AGM) CADRE-2016-17.
30-31 st May 2016.	Bank of Baroda on 30-31st May 2016.	Acted as “Outside Expert” for Interview Panel – Exercise for promotion from Scale III to IV for
8 th April 2016	of HPCL for IIT, Kharagpur Management students	Provided Professional Psychologist Services in Campus Selection
6 th and 7 th January 2016	Hindustan Paper Corporation Limited, Kolkata.	Acted as External Expert in the selection committee for the Interview of Executive Trainee in Human Resources on Special Recruitment Drive for Persons with Disabilities (PwD)
May, 2013	Bank of Baroda in May	A member of selection board for the promotion of

		Branch Managers to Scale IV.
25th Feb. 2013	Hindustan Paper	Acted as Expert in the Interview of Management Trainee
4 th January 2012	Coal India Ltd.	Acted as Expert in the Interview of Management Trainee
15.9.10 and 16.9.10, 28.12.11.	DVC	Acted as Expert in the Interview of Management Trainee
28 th December 2011	DVC	Acted as Expert in the Interview of Management Trainee for

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