

Professor (Dr.) Madhumita Mohanty

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Date of Birth: 28th December 1960

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

EDUCATION

Degree	Subject	Institute	Grade
Ph. D.	Social Science	IIT, Kharagpur	NA
M. Phil.	Psychology	Centre of Advanced Study in Psychology, Utkal University,	1 st Class 2nd
M. A.	Psychology	Centre of Advanced Study in Psychology, Utkal University	1 st Class
B. A. (HONS.)	Psychology	Utkal University	1 st Class (Hons.) with Distinction

EXPERIENCE (TEACHING):

2023-onwards – Acting as Professor, IISWBM

2021- Sept.2023 - Acting as Professor and Head, Department of MBA (HRM)

Acted as Organising Secretary for the International Conference in HR 2023:

The MBA (HRM) department of IISWBM along with AGRH France as knowledge partner hosted the International Conference in HR on **March 1st and 2nd, 2023** that became one of the largest HR event of Eastern India. The theme of the International HR Conference 2023 was “**Decoding HR Mantra: HR Roadmap & Future of Work Force**” and was held at hotel “The Park” Kolkata.

- 2019-2021 – Professor, Department of MBA (HRM)
- 2017-2019- Acted as Professor and Head, MBA (HRM) Department. 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.**

Organised The International Conference on “HR TRENDS 2030” of Masters in Human Resource Management (MHRM) Department which was held on March 1 and 2, 2019 on the campus of the Indian Institute of Social Welfare and Business Management (IISWBM).

- 2013-onwards - Professor, Department of Masters in Human Resource Management (MHRM), IISWBM
- 2011 - Associate Professor & Head, Department of MHRM, IISWBM which has become the **10 best programme in HR in India**
- 2009 - Associate Professor, IISWBM, Kolkata
- 2006 -2009 - Assistant Professor, IISWBM, Kolkata
- 2005 - Senior Lecturer, IISWBM, Kolkata
- 2002 – 2005 - -Lecturer, IISWBM, Kolkata
- 2011-20013 - Responsibilities: Taken the charge of HOD, MHRM since May 2011to June 2013, and facilitated:
 - i. alignment of MHRM Programme as outlined in the ‘SHRM US, HR curriculum guidebook and Template’ on August, 2012
 - ii. SHRM membership for All students and faculty members of MHRM

iii. Presentation of *“International HR Conference, Theme being HR Next-Focus. Engage. Align”* on 27th & 28th February 2012 by the department with *SHRM as Knowledge Partner*.

(iv) MHRM Students won AIMA National Championship 2013, National Student’s Management Quiz 2012 and also in 2013, won National Case study Competition on *“Responsible Leadership” at XLRI, Jamshedpur, and* representing India in *“Selecting Leaders of Tomorrow”* at University of St. Galen, Switzerland, so on and so forth.

➤ **2002-2009 - Responsibilities: Coordinator of MHRM course since 2005-2009**

Coordinator of MPSM course during 2002-2005

Taking regular classes in MBA, MHRM, MPSM, PGDBM/HRM and PGD in Sports Management and PGD in Retail Management.

Took newer initiatives to launch field visits for industry-academia interface for the students of MHRM.

Regularly conducted and participated in various management development programmes (details given separately).

Invited as a guest speaker in conferences, training, and seminars at corporate houses (details given separately).

Tutored executives on O.B. in the online education programme organized by IISWBM for ISPAT, Dolvi, Mumbai.

A member of **Faculty Council of Calcutta University since 2007.**

1997-2002 - Research Associate, IISWBM, Kolkata

Was coordinator of the PGDHRM course during 1999 - 2000.

Took regular classes on subjects concerning, Psychology, Organisational Behaviour, and Human Resource Management.

1990 – 1996- Research Scholar, IIT Kharagpur

Responsibilities: Assisting my guide in various academic and administrative tasks of the institute.

Involved in organizing conferences and summits at the Deptt. of Humanities and Social Sciences, IIT Kharagpur.

1985-1990- Lecturer, Nayagarh Womens' College, Odisha

Subject: Psychology

1983 - 1985-Teacher-Fellow, Centre for Advanced Study in Psychology, Utkal University, Odisha

1981 – 1983- Lecturer, Nayagarh Womens' College,

Part time Lecturer, Pandit Binayak College of Education, Nayagarh, Odisha

Subject taught: Psychology, Educational Psychology, and Statistics

Teaching Assignment Other than IISWBM:

- ✓ Taught 'Organisation Change and Development' in NIT, Rourkela January-March, 2017
- ✓ Teaching 'Organisation Change and Development' in MBM Deptt., CU, Alipur Campus, since 2007
- ✓ Taught "Organisation Behaviour" in TISCO, Kalinganagar, for the Certificate Course on Logistics & Supply Chain Management of Session 2019-20.

CONSULTACY, RESEARCH, AND PUBLICATIONS:

Consultancy Project:

- ✓ 'Developing Marketing BDS for the Santiniketan Leather Products Cluster' a World Bank Project along with EDI, Ahmedabad (since January 2011)

Areas Covered

- i. Marketing Skills
- ii. Behavioural Skills Development

- ✓ ‘Auxiliary Trainers’ Training Programme’ for Frontline Staff of UCO Bank during December 2010
- ✓ HR Development Training of UCO Bank for around 1400 Branch Managers and Chief Managers working all over India (Ahmedabad, Bhubaneswar, Chennai, Kolkata, Lucknow) (2008 - 2009)

Areas Covered

- Self Motivation
 - ‘Win over the Silent Killer’
- ✓ 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)

Areas Covered

- Organisation Development (Organisation Structure, Job Description, Man Power Planning, Training Need Assessment, Capacity Building)
- Personnel Systems
- Citizen Interface
- Training on Attitudinal Development

Dissertations and Thesis

- Ph.D. thesis on “Family Systems of Young Substance Abusers” submitted to IIT Kharagpur (1997)
- Term paper on “Controversies and Current Development in Psychological Measurement” (1983)

- M. Phil. thesis on “Mental Capacity and Cognitive Functioning of High-and-Low Achieving Children of Grade Five” (1983)
- M. A. thesis on “Effect of Amygdalotomy on the Habituation of Activity and Locomotor Exploratory Behaviour of Rats” (1980)

Research and Publication:

Publication (International) :

1. Chatterjee M. & Mohanty M. (2020). 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.

2. 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.

3. 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 VUCA World– A Comparative Study”. *Pacific Business Review International*.11(12). Pages 14-28.

4. 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).

5. Halder B. K. & Mohanty M. (2018). "Relationship between Locus of Control and Managerial Effectiveness: A study of Public and Private Sector Bank Manager in West Bengal". *International Journal of Research and Analytical Reviews (IJRAR)*. Volume 5(4). Pages 133-160. (Publication in UGC and ISSN Approved Journal).
6. 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.
7. 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.
8. 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.
9. 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.
10. Mohanty, M. & Pal, C. (2015). Personality Types and Employee Motivation: A Study in CESC Ltd., Kolkata, India. Paper submitted in *Journal of Organizational Behaviour*.
11. 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.

12. 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.

13. 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.

14. 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.

15. 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.

16. 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".

Publication (National) :

1. Ghosh, R. & Mohanty, M. (2023). Relationship between, Burnout Syndrome, Personality Traits and Coping Styles among Physicians and Surgeons with reference to various Private Hospitals in India, Survey, Vol. 62, No.1-2, Page 27-52.

2. 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, 465-487.
3. 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.
4. 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.
5. Singh, R., & Mohanty, M. (2012). Impact of Training Practices on Employee Productivity: A Comparative Study. *Inter-science Management Review (IMR)*. ISSN: 2231-1513, vol:2, Issue: 2, Page 87-92.
6. Mohanty, M., Banerjee, A., Dam, P., & Biswas, R. (2012). Leadership in Women: A Right-Brain Activity. *Manav*, Page 1-3.
7. Banerjee, K., Mohanty, M. & Maiti, S. (2011). 'Study to determine State of Application of Indian Labour Welfare Statutes in Manufacturing Organizations in India. *Survey- A Management Journal*, vol. 51, No.3&4, July- December, Page 122-134.
8. Mohanty, M. (2008). *Self Motivation: A Case Study*, *Manav*, vol. 6,1-4.
9. Mohanty, M. (2008). Search Beyond Success – A Real Life Case Study. *Manav*, vol. 5, 11-13.
10. Mohanty, M. & Sinha, D. (2007). HR Challenges : A Global Perspective. *Chanakya*, vol. 4, 23-27.
11. Mohanty, M. & Bhargava, A. (2006). Corporate Reincarnation: Reaching New Horizon. *Chanakya*, vol. 3, 22-27.

12. Mohanty, M. (2004). Behavioural Side of Managing Today's Challenges. *Survey – A Management Journal*, 44 (1-2), 54 – 57.
13. Mohanty, M. (2004). *Family Systems of Young Substance Abusers. 14th Annual Conference of Academy of Psychology on Psychology and Development: Issues & Prospects*, 66.
14. Sharan, M. B., & Mohanty, M. (1991). *How to live together? Indian Academy of Applied Psychology*, 28th Annual Conference, Section VI, 10-11.
15. 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.
16. 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.

Review of Journal:

Paper Reviewer (International Journal) :

- ✓ 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.

Reviewer (National Journal):

- Asia-Pacific Journal of Management Research and Innovation, **Sage**, Since 2021
- ✓ Reviewed a paper on 'Adoption of Information Technology and its Impact on Human Capital Performance of MSEs' (February, 2023) for

Asia-Pacific Journal of Management Research and Innovation, Sage
Publication

- “Survey – A Management Journal” of IISWBM in 2009

Book/Chapters in Book:

National:

1. Ghosh, R. & Mohanty, M. (2023). A Study on the Importance of Psychological Capital and Emotional Intelligence in relation to Burnout Syndrome among Medical Practitioners of various Private Hospitals in India. Accepted for publication by *Taylor and Francis*.
2. Chatterjee, M. & Mohanty, M. (2023). Does Leadership Skill mediate the link between Psychological Capital and Leadership Effectiveness of Community Leaders of Kolkata in Post Pandemic Era? Accepted for publication by *Taylor and Francis*.
3. Chatterjee M. & Mohanty M. (2019). The Relationship Between Spiritual Intelligence and Perceived Leadership Effectiveness of Corporate Leaders in Kolkata. International Conference on Business Innovations, Sustainability and Entrepreneurship. ISBN 978-93-88459-62-4. First Edition, 2019.
4. Jisna N. and Mohanty, M. (2016) The paper “Spiritual Intelligence and Personality Traits Among Professional Students” is published in a book entitled “Imperatives of Global Business: Innovation and Knowledge Management” published by **Bloomsbury Publishing India Pvt. Ltd.** Pages- 190-202.
5. Mohanty, M. (2013). The case study on ‘Jyothy Labs' acquiring Henkel India Ltd.: A case study on acquisition and restructuring’ is published in a book entitled “Resource book on Case studies in Business Management” by Bindu Gupta, Sita Mishra, Susmi Routray published by **Anne Books Pvt. Ltd (ISBN 9789382127543)** Page 225-247.
6. Banerjee, K., Dey, N., and Mohanty, M. (2011). ‘Gender Discrimination and Atrocities against Women Employees – Violation of Basic Human Rights in Post Liberalisation Era.’ Page (319-335) published in a book entitled

‘Globalisation and Inequality’ edited by Prof. Debesh Mukhopadhyaya by **Deep & Deep Publications Pvt. Ltd.**, New Delhi.

7. Mohanty, M. (2016). The paper on “Family Systems of Young Substance Abusers” is published by **Allied Publishers Pvt. Ltd.** (March 30, 2016) in a book entitled “Psychology Matters: Development, Health and Organisation” in 2016.

8. The paper on “Families: What makes them Functional and Dysfunctional? A Comparative Study of Normal with Young Substance Abusing Families” has been published in a book published by **University of Athens in collaboration with the Athens institute for Education and Research.**

Research:

Ph. D.:

Ph. D. Evaluation (External Examiner):

- ✓ Invited by the **Vice Chancellor BPUT (Biju Patnaik University of Technology)**, Odisha, to act as an External Expert for evaluation of the PhD Thesis titled as “**Career Choice and Career Management Process of Higher Secondary Science Students: A Study in Western Odisha**” submitted by **Mr. Pramod Kumar Debta** in Human Resource under the Faculty of Management, Odisha, India and submitted the report on **12th May 2024**.
- ✓ Evaluated the Ph.D. thesis entitled “**The Effects of Psychological Contract on Innovative Work Behaviour of Employees in Indian Public and Private Sector Banks: A Comparative Study**” submitted by **Ms. Shloka Singh (Commerce)**, of **Banaras Hindu University**. No. **New/23/IV/24 (Com.)** on **January 2024**.
- ✓ Evaluated the Ph.D. thesis entitled “**Impact of Training & Development on Productivity and Performance (A Study on Visakhapatnam Steel Plant)**” of **Mr. Narayana Maruvada**, for the award of Ph.D. Degree of **GITAM** on **December, 2023**.

- ✓ Evaluated the Ph.D. thesis entitled **“Entrepreneurial Ecosystem: A Study of Entrepreneurship in Odisha”** of Ms.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 the 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 the 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. Viva

Conducted Ph.D. Viva entitled “A STUDY ON EMOTIONAL INTELLIGENCE AS A DETERMINANT OF ORGANIZATIONAL PERFORMANCE IN THE SERVICE INDUSTRY” of **Mrs. Sritama Dey Saha**, Registration No: Phd/management/Mgnt019/2013, MAULANA ABUL KALAM AZAD UNIVERSITY OF TECHNOLOG, **on 13th June 2024.**

Ph. D. Guidance:

6 have already **awarded the degree.** The details are given below:

Ph.D. Awarded: Six (6) Awarded

Sl. No.	Name of Student	Title of the Thesis	Name of University	Year Degree received
1.	Om Prakash, Junior Research	Occupational Stress and Family Functioning of	Department of Business Management,	Thesis submitted on

	Fellow (JRF) of UGC	Substance Abusing Employees of Business Process Outsourcing/ Information Technology Sector	Calcutta University	15 th January 2022 Awarded the Ph.D. (B.M.) Degree, CU, on 12th May 2023
2.	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	Thesis submitted on 31 st March 2022 Awarded the Ph.D. (B.M.) Degree, CU on 12th May 2023
3.	Moumita Chatterjee	Leadership Effectiveness of Corporate vs. Community Leaders of West Bengal	Department of Business Management, Calcutta University	Awarded the Ph.D. (B.M.) Degree, CU, on 10th November 2022
4.	Jisna N, Junior Research Fellow (JRF) of UGC	Impact of Spiritual Intelligence on Emotional Intelligence and Employee Commitment of Employees in Service Industry	Department of Business Management, Calcutta University	2019 Awarded the Ph.D. degree
5.	Rohan Singh	Impact of Human	SIKSHA "O"	2018

		Resource Practices on Perceived Employee, and Organizational Performances: A Study on Service and Manufacturing Organizations in India	ANUSANDHAN UNIVERSITY (SOAU), BHUBANESWAR, ODISHA	Awarded the Ph.D. degree
6.	Mr. Kaushik Banerjee	Study to determine State of Applications of Labour welfare statutes in Indian organizational development	Netaji Subhas Open University	2013 - Awarded the PhD degree

(i) Ph.D. Registered/Enrolled

Sl. No.	Name of Student	Title of the Thesis	Name of University	Year of Registration/Enrollment	Year Degree Received
1.	Zeba Parveen	Employee Diversity	Department of Business Management, Calcutta University	2024	NA
2.	Sayeri Sadat	Study on Neurodiversity	IISWBM, CU	Enrollment- 27.09.23	NA

3.	Surav Roy	Role of 5G on HR in Telecom Industry	IISWBM, CU	28.07.2022	NA
4.	Ms. Aindree Mukherjee	A study on Emotional Intelligence, Work-Family Conflict and Work-Family Enrichment of Employees in Service Sector and an Inter-Industry Comparison	IISWBM, CU	5th May 2021	NA
5.	Ms. Ranita Guha	Quiet Quitting	IISWBM, CU	Registered on 5th December 2023	NA
6.	Ranita Ghosh	Impact of Family System on Burnout Syndrome among Medical Professionals: An Empirical Study in India	IISWBM, CU	Registered on 27th April 2023	NA
7.	Arpita Bhattacharyya	Assessment of Parameters of Efficacious Virtual Leadership in e-commerce Industry: An Empirical Study in	IISWBM, CU	Registered on 27th April 2023	

		India			
8.	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	Registered on 8th April 2020	

M.Phil. Guidance:

1. Puja Dutta got M. Phil. Degree submitting a thesis entitled **“The Relationship of Occupational Stress, Anxiety, Mental Health Status and Emotional Intelligence with Employee Performance and Job Satisfaction in Private and Public Banking and Health Care Sector”** under my guidance in **2021**.

2. Mrs. Ranita Ghosh got her M. Phil. Degree submitting a thesis entitled **“A Study on Burnout Syndrome among Physicians and Surgeons: The Role of Personality Dimensions and Coping Styles with Reference to various Private Hospitals across India.”** under my guidance in **2021**.

3. Ms. Arpita Bhattacharya has got her M.Phil. Degree submitting a thesis entitled **“An Empirical Study on Impact on the Implementation of the Act on Sexual Harassment at Workplace: A Judicial Approach”** under my guidance in **2020**.

Conferences:

International Conference

As Chairing the Session:

Date	Institute	Name	Paper Chairing the Session
1-2 nd March 2023	IISWBM	International Conference on “ Decoding HR Mantra: HR Roadmap & Future of Work Force ”	Chairing a session on “Behavioural Issues”.
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 at the Harvard University Campus at 77 Avenue Louis Pasteur, Boston, Massachusetts	Chairing a Session on 29 th May at Pechet Room A

International Conference

Best Paper Award:

Received “**Best Paper Award**” with co-author **Ranita Ghosh** for the paper entitled “**A Study on the Importance of Psychological Capital and Emotional Intelligence in Relation to Burnout Syndrome among Medical Practitioners of Various Private Hospitals in India**”, presented at IISWBM, International Conference on HR, on **1st - 2nd March, 2023**.

As a Speaker :

Date/Name	Institute	International Conference Name	Paper Presentation
28 th July 2024/ Ghosh, Ranita & Mohanty, M.	University of New Mexico, USA, Himalayan Policy Research Consortium (HPRC)	4 th Graduate Students Panel (Virtual) for Masters and/or Ph.D. Students, HPRC Consortium, University of New Mexico, USA	The Role of Personality Traits in Burnout Syndrome of Medical Professionals Working in Indian Private Hospitals
28 th July 2024/ Bhattacharyya, A. & Mohanty, M.	University of New Mexico, USA, Himalayan Policy Research	4 th Graduate Students Panel (Virtual) for Masters and/or Ph.D. Students, HPRC	A Study to reconnoiter the Leadership Style of Virtual Team and to identify the Influence of Communication

	Consortium (HPRC)	Consortium, University of New Mexico, USA	
2nd December 2023/ Ghosh, Ranita & Mohanty, M.	University of New Mexico, USA, Himalayan Policy Research Consortium (HPRC)	18th Annual HPRC Conference, University of New Mexico, USA	Impact of Family Systems on Burnout Syndrome among Medical Professionals in India: Serial mediation of Psychological Capital and Perceived Organisational Support
4th October 2023/ Ghosh, Ranita & Mohanty, M.	Department of Psychology, Utkal University	International Conference on Mental Health, National Education Policy 2020 and Psychology in Practice	“Impact of Family Systems on Burnout Syndrome among Medical Professionals in India: Serial Mediation of Psychological Capital and Perceived Organizational Support”
Ist-2nd March 2023/ Ghosh, Ranita & Mohanty, M.	IISWBM	International Conference on HR Theme: “Decoding HR Mantra: HR Roadmap & Future of Work Force”	“A Study on the Importance of Positive Psychological Capital and Emotional Intelligence in Relation to Burnout Syndrome among Medical Practitioners of Various Private Hospitals in

			India”
Ist-2nd March 2023/ Mukherjee, A. & Mohanty, M.	IISWBM	International Conference on HR Theme: “Decoding HR Mantra: HR Roadmap & Future of Work Force”	“Impact of Trait Emotional Intelligence on Work-Family Conflict and Work-Family Enrichment and Moderating Role of Socio-Demographic Variables in Information Technology Sector”
Ist-2nd March 2023/ Chatterjee, M. & Mohanty, M.	IISWBM	International Conference on HR Theme: “Decoding HR Mantra: HR Roadmap & Future of Work Force”	“Does Leadership Skill Mediate the Link between Psychological Capital and Leadership Effectiveness of Community Leaders of Kolkata in Post Pandemic Era?”
Ist-2nd March 2023/ Chowdhury, O. P, & Mohanty, M.	IISWBM	International Conference on HR Theme: “Decoding HR Mantra: HR Roadmap & Future of Work Force”	“Occupational Stress and Family Functioning of Substance Abusing Employees of Business Process Outsourcing/ Information Technology Sector”
Ist-2nd March 2023/ Bhattacharyya,	IISWBM	International Conference on HR Theme:	“Labour Codes in India: A Review of the Initiatives to Reform the

A. & Mohanty, M.		“Decoding HR Mantra: HR Roadmap & Future of Work Force”	Existing Labour Laws to Remove Complexity and Safeguard Social Security of Working Class”
Ist-2nd March 2023/ Singh, R. & Mohanty, M.	IISWBM	International Conference on HR Theme: “Decoding HR Mantra: HR Roadmap & Future of Work Force”	“Role of HR Practices on Employee Productivity: A Comparative Study”
Ist-2nd March 2023/ Halder, B. K. & Mohanty, M.	IISWBM	International Conference on HR Theme: “Decoding HR Mantra: HR Roadmap & Future of Work Force”	“Emotional Intelligence of College Students within English Bazar Town, Malda Municipal Area”
25 th July, 2021/ Ghosh, Ranita & Mohanty, M.	Himalayan Policy Research Consortium (HPRC)	First Graduate Student Research Panel	Paper presented on “A Study on Post-Traumatic Stress Disorder- Role of Personality Traits, and Coping Strategies among Emergency Residents, Residents of various

			Private Hospitals across India”.
25 th July 2021/ Bhattacharyya, A., & Mohanty, M.	Himalayan Policy Research Consortium (HPRC)	First Graduate Student Research Panel	Presented Paper on “Virtual Leadership: A Study to discern efficacious e-leaders”.
13-15 th November, 2019/ Mohanty, M.	KEDGE Business School, Bordeaux (France)	30TH CONGRESS OF THE AGRH, BORDEAUX (FRANCE)	Managing Change in Indian Organisations
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
11-12th 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/Mohanty, M.	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-	i)‘Study to determine the Nature of Application of Organisation

		Focus. Engage. Align	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"

National Conference

As Chairing a Session:

Date	Institute	Name	Paper Presented
5-6 th September, 2019	IEM with NHRDN	National Conference on	Chairing a Technical Session

		“Disruptive Change and Organisational Development”	on Change, OD and Leadership
2nd March, 2016	SOA University, Bhubaneswar	National Conference on “Issues and Challenges in Business Management”	Chairing a Session on HR covering Sub-topics like Leadership Development, Diversity Management, Talent Management, Ethics and Social Responsibility
4-5 th May, 2006	IISWBM	“Blue Ocean Strategy and Value Innovation”	Chairing the Session on The Building Blocks for Co-creating the Blue Ocean for Domestic Airlines in India

As a Speaker:

Date	Institute	Name	Paper Presented on
1-2 nd November, 2019	Srusti Academy of Management in association with	National Conference on “Sustainability	Presented paper on “The Relationship Between Spiritual

	AIMS Odisha	and Change Management: The Performance Drivers”	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?

Conference Attended

Date	Programme	Organisation
24 th May, 2008	38 th Annual Conference 2008 Theme: Human Capital- DNA of Business Excellence	National Institute of Personnel Management, Kolkata Chapter
2007 May, 2007	37 th Annual Conference 2007	National Institute of Personnel Management, Kolkata Chapter
12 - 13 th Sept., 2005	Indo-Australian Multi- Disciplinary Workshop on Sports Management & Excellence	Sports Authority of India in collaboration with Govt. of Western Australia, Deptt. of Sports and Recreation

TRAINING PROGRAMMES:

As a Programme Coordinator:

Date	Topic	Organization
3 rd -7 th June, 2024	5-Day EDP for Management Trainee of DVC	Damodar Valley Corporation (DVC)
30 th Dec.- 5 th January, 2011	'Developing Marketing BDS for the Santiniketan Leather Products Cluster'	EDI, Ahmedabad
27-28 th December, 2010	'Auxiliary Trainers' Training Programme on Behavioural	UCO Bank

	Skills'	
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	Supervisors' Training Centre, Kharagpur , SE

	topics like Motivation, Team Building, Conflict Management, Dealing with Difficult People, Communication Skills etc, for mechanical engineers of Kharagpur Workshop, SE Railways	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 a Speaker:

Date	Topic	Participants/Organization
3 rd -7 th June, 2024	<p>5-Day EDP for Management Trainee of DVC</p> <p>i)3rd June: Motivating Self and Others for Building Motivated Work force for Organizational Excellence</p> <p>ii) 5th June: Negotiation and Conflict Management Skill for Managers</p> <p>(iii)6th June: How to Create High Performing Team for Organizational Excellence?</p>	Management Trainee of Damodar Valley Corporation (DVC)

	(iv) 7th June: Managing Stress through Work-life Balance and Organizational Happiness Index	
17 th December, 2022	Future Research in HR & OB Area	Ph.D. Students/Xavier's University
7 th June 2022	Motivation , role of personality in Motivation, motivating and demotivating factors	Audits & Accounts Officers/Reginal Training Institute, Kolkata
22 nd March 2022	Motivation Theories, Role of Personality in Motivation	Audits & Accounts Officers/Reginal Training Institute, Kolkata
21 st January, 2020	Motivating yourself and your team when in front desk	Soft Skill training to the Counter Pas of WTC
27 th January, 2020	Motivating yourself and your team	Soft Skill training to the M.E. & Group Leader of WTC
4 th February, 2020	Motivating yourself and your team	Soft Skill training to the Trainer of WTC
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
22 nd 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	Changing Mindset	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, Ahmadabad
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

FDP as Resource Person:

- ✓ Invited by Dr. B.C. Roy Academy of Professional Courses to act as a Resource person on **24th July 2024**, to deliver a lecture on **“Decoding Stress: Effective Management Strategies”** in a FDP organized by Dr. B.C. Roy Academy of Professional Courses (**Formerly Dr. B. C. Roy Engineering College**).
- ✓ Invited by Production Engineering Department, NIT Agartala for AICTE sponsored six days FDP through virtual mode on **“MENTORS TRAINING AND ITS BENEFITS IN TECHNICAL INSTITUTIONS”** during 7-12 March, 2022 to deliver expert talk on the topic **"Role of Motivation for Mentors Training"** on **10th March from 10 am to 1 pm**.
- ✓ 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.

FDP Attended:

Date	Programme	Institute
April 2014	Multivariate Analysis	Calcutta University, Alipur Campus
9-11 th January, 2012	SPSS	IISWBM
20 – 24 th June, 2005	FDP on Management Consultancy	IISWBM with International Management Consulting (I-IMC), Ludwigshafen University of Applied

		Sciences, Germany
28-31 st Oct., 2002	AICTE-Faculty Development Programme on 'HRD for Line Managers'	MDI, Gurgaon
12 th Feb.- 2 nd March, 2001	AICTE-Faculty Development Programme	IISWBM, Kolkata
27 th Nov., 8 th Dec. 2000	Orientation Course on Research Methodology in Social Science Research	National Institute of Public Co-operation and Child Development (NIPCCD), New Delhi

As Resource Person in Workshop

- ✓ Invited by School of Law, Brainware University in association with Gender Sensitisation Cell, Brainware University who has conducted an Workshop on 'Women Empowerment: Motivational Bio-sketch of Achievers" at **Brainware University** Campus, on 18th May 2023 to act as a Resource Person on the programme.
- ✓ Invited as Resource person in a “Four Day National Virtual Workshop on “Study Skills: Secrets to Success” organised by B.Ed Department of **Govt. P.G. College, Ranikhet (Almora), Uttarakhand** on 30th July to 2nd August 2021.

Involvement in Pan India Study on "Glass Ceiling" Research :

Pan India Research (Ongoing):

- ✓ Involved in a PAN INDIA research study on "Glass Ceiling Effect" to study the experiences and perceptions of corporate executives on 'glass ceiling'(the

‘invisible barriers’ experienced by women professionals in their career advancement) in the careers of women professionals.

Prof. J Philip, Chairman, XIME, Bangalore and Former Director, IIM, Bangalore is the main investigator.

The partnering Institutes for the study are:

West – Jamnalal Bajaj Institute of Management Studies (JBIMS),
Mumbai

North – Management Development Institute (MDI), Gurgaon

East – Indian Institute of Social Welfare and Business Management
(IISWBM), Kolkata

South – Xavier Institute of Management & Entrepreneurship (XIME),
Bangalore & SDM Institute of Management Development
(SDMIMD), Mysore

Engagement in International Assignment:

Acting as a mentor for last 4 years since 2020 in Graduate Student Research Panel for Himalayan Policy Research Consortium (HPRC) of University of New Mexico, Albuquerque, USA.

- ✓ Acted as a mentor for **18th Annual Himalayan Policy Research Conference** HPRC, Sponsored by: Nepal Study Center at the University of New Mexico, conducted virtually on **2nd December 2023**.
- ✓ Acted as a mentor for 4th Graduate Student Research Panel (for Masters and Ph.D. students, of HPRC (Himalayan Policy Research Consortium), Sponsored by: Nepal Study Center at the University of New Mexico, conducted virtually on **July 28th, 2024 (Sunday), from 6 AM to 11 AM USA Mountain Time**.
- ✓ Acted as a mentor for 3rd Graduate Student Research Panel of HPRC (Himalayan Policy Research Consortium), Sponsored by: Nepal Study Center

at the University of New Mexico, conducted virtually on *July 23rd, 2023 (Sunday), from 6 AM to 11 AM USA Mountain Time.*

- ✓ Acted as a mentor for 2nd Graduate Student Research Panel of HPRC (Himalayan Policy Research Consortium), Sponsored by: Nepal Study Center at the University of New Mexico, conducted virtually in the year **2022**.

- ✓ Acted as a mentor for 1st Graduate Student Research Panel of HPRC (Himalayan Policy Research Consortium), Sponsored by: Nepal Study Center at the University of New Mexico, conducted virtually in year 2021.

The event provides a valuable platform for graduate students (Masters and Ph.D.) and their faculty mentors to share their research with peers from North America, the Asian sub-continent, and beyond.

Student - Faculty Exchange Program:

I had been nominated to proceed to Moscow for a Student - Faculty exchange program to MSLU, Moscow, which is the largest and oldest University of Russia for **2 months from 8th July to 8th September 2023** for teaching and undergoing collaborative research assignments in MSLU. Six students have come to Moscow for their summer internship and six Russian students will visit IISWBM in the month of September along with a Russian Professor.

Curriculum Development:

- Designed the Syllabus of Organisational Behaviour for TISCO Executives of Kalinganagar, 2019-21 batch

- Acted as **Curriculum Development Expert for NIT, Rourkela** during July 2017-December 2017

- Developed curriculum since 1997 in
 - (i) Individual Behaviour in Organisation, Group Behaviour in Organisation, Organisation Change & Development, Counselling for 'Masters of Human Resource Management',
 - (ii) Organisation Behaviour for Masters of Retail Management,
 - (iii) Organisation Behaviour & Sports Psychology for 'Masters of Sports Management'

MISCELLANEOUS

- Member, **Faculty Council, Calcutta University during 2007-2009**
- Member, Board of Studies for MHRM since 2007
- Visiting Professor at **NIT, Rourkela** during January-March 2017
- Visiting Professor for Calcutta University, Alipur Campus since 2007

External Expert:

In Academics:

Research Advisory Committee for Ph.D.

- Invited to act as an Expert in **RAC (Research Advisory Committee)** for Ph.D. Scholar of Commerce, Spandan Sinha (Registration No: XK01-1112-0005-19/Ph.D.-COM), at St. Xavier's University on 18th July, 2024.

- Invited to act as an “External Expert” in **DRC (Departmental Research Committee) for Ph.D. Scholars of Brainware University** on 3rd July, 2024.
- Invited to act as an Expert in DRC for Ph.D. Scholars of Brainware University on 2nd December, 2023.
- Invited to act as an Expert in RAC (Research Advisory Committee) for Ph.D. Scholar of Commerce, Spandan Sinha (Registration No: XK01-1112-0005-19/Ph.D.-COM), at St. Xavier’s University on 30th November, 2023.
- Acted as Expert in Research Advisory Committee for PhD scholars, St Xavier’s University, Kolkata, on 15th July 2021.

In Industry:

- Acted as an External Subject Expert in the Interview Selection Committee of **Coal India Limited (A Govt. Of India Enterprise MAHARATNA Company)** for recruitment of Management Trainee in Personnel and HR discipline on 11th & 12th January 2021.
- Acted as an External Subject Expert in the Interview Selection Committee of **Coal India Limited (A Govt. Of India Enterprise MAHARATNA Company)** for recruitment of Management Trainee in Personnel and HR discipline on 11th & 12th January 2021.
- Acted as an External Expert in the Selection Committee of **Coal India Limited (A Govt. Of India Enterprise MAHARATNA Company)** for recruitment of Management Trainee (Personnel and HR)) during 16th - 19th August 2017.

- Acted as an External Expert in the Selection Committee of **Coal India Limited (A Govt. Of India Enterprise MAHARATNA Company)** for Management Trainee (Community Development) on 24th July 2017.
- Acted as an External Expert in the Selection Board for Management Faculty on 30th June, 2017 at **Institute of Engineering & Management (IEM), Kolkata**
- Acted as “Outside Expert” for Interview Panel – Exercise for Promotion from SMG/S-IV TO SMG/S-V(AGM) CADRE-2016-17 for **Bank of Baroda on 18th & 19th June, 2016.**
- Acted as “Outside Expert” for Interview Panel – Exercise for promotion from Scale III to IV for **Bank of Baroda on 30-31st May 2016.**
- Provided Professional Psychologist Services in Campus Selection of **HPCL for IIT, Kharagpur students on 8th April 2016.**
- 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) on **6th and 7th January 2016 for Hindustan Paper Corporation Limited, Kolkata.**
- A member of selection board for the promotion of Branch Managers to Scale IV in **Bank of Baroda in May 2013.**
- Acted as Expert in the Interview of Management Trainee for **Hindustan Paper on 25th Feb. 2013.**

- Acted as Expert in the Interview of Management Trainee for **Coal India on 4th January 2012.**
- Acted as Expert in the Interview of Management Trainee for **DVC on 15.9.10 and 16.9.10, 28.12.11.**
- Acted as Expert in the Interview of Management Trainee for **DVC on 28th December 2011.**

AWARDS AND SCHOLORSHIPS:

- Received “Best Paper Award” in International Conference in HR (2023)
- Featured in the Dictionary of International Biography Vol. XXIII, 1993, by International Biographical Centre, Cambridge for distinguished service.
- Awarded UGC Teacher Fellowship under the Centre for Advanced Studies (CAS) schemes (1983-84) of UGC.
- Awarded the P.G. Merit Scholarship (1978-80).

HOBBY:

Voluntary service for Urban poor, Oil and Water Colour Painting, Embroidery on Sarees and Suits, Cooking etc.

REFERENCES:

- (a) Prof. A. K Dutta
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- (b) Prof. U.N. Dash, Ph.D. (Alberta), Retd. Professor
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- (c) Prof. P.K. Misra
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Dr. Madhumita Mohanty

Prof. (Dr.) Madhumita Mohanty,
Professor, Former Head, Department of MBA (HRM),
IISWBM
