

## FACULTY ACADEMIC PROFILE / CV

1. **Full name of the faculty member:** Rita Basu
2. **Designation:** Professor and Head of the Department, Dept. of Applied Psychology, CU
3. **Specialization:** Organizational and Industrial Psychology
4. **Contact Information:**  
Office: Dept. of Applied Psychology, Rasbehary Shiksha Prangan, University of Calcutta, 92 APC Road, Kolkata 700009.  
Email: [rita\\_nce@yahoo.com](mailto:rita_nce@yahoo.com)  
Mobile: 9433052317, 7044510946
5. **Academic Qualifications:**  
Ph D, Dept of Applied Psychology, University of Calcutta. 2012.  
MBA (Operation Research) , Jadavpur University, 6<sup>th</sup> in 1<sup>st</sup> Class, 1992 (held in 1994)  
M Sc (Applied (Industrial) Psychology) from University of Calcutta , 1<sup>st</sup> in 1<sup>st</sup> Class, 1985 (held in 1987)  
Certificate Course in Applied Psychology, from University of Calcutta , 1<sup>st</sup> in 1<sup>st</sup> Class, 1983.  
B Sc (Physics), University of Calcutta, 2<sup>nd</sup> Class, 1981.  
Hindi Kovid form Rastra Bhasha Prachar Samity, Wardha, 1984.  
Internal Auditor on ISO 9002 from CII, 1998.
6. **Positions Held / Holding**  
Associate, TISCO, 1994 – 1999  
Assistant Professor, Institute of Business Management (Jadavpur University) since, 1999  
Associate Professor, Institute of Business Management (Jadavpur University) since, 2014  
Professor, Institute of Business Management (Jadavpur University) since, 2017  
Professor, University of Calcutta, since, 2020
7. **Research Interests**  
Organization Development and Change Management
8. **Research Guidance**  
Number of researchers awarded Ph.D degrees: 1 , Post Doctorate:1, Submitted: 2
9. **Research Papers published (Selected):**
  1. Basu, Rita. Training Climate Survey: A Study on Public Sector Organizations in West Bengal. *Growth* – Journal of Management Training Institute (SAIL). ISSN 2249-6394. July-Sep 2008.
  2. Basu, Rita & Bhattacharyya, Rajarshi Need For Cross Cultural Training in International Business. *Prism India*. Vol VI, Iss IV. ISSN – 0972-7558. Jan 2009
  3. Basu, Rita. Development of Performance Appraisal System in Non Government Organization through Action Research. *International Journal of Research in Management, Economics and Commerce* . Vol 2, Is 11. ISSN:2250-057X Dec 2012
  4. Basu, Rita. Perception of Customer Towards SMS Mode of Advertising: A Study at West Bengal, India. *International Journal of Research In Computer Application & Management* Vol 3 (2013), Is 3 (March) ISSN:2231-1009 March 2013

5. Basu, Rita. Identification Of The Functions and Activities Of The Correctional Home In West Bengal In The Folder Of Principles Of Management Functions. *Personnel Today* Vol XXXIV. No 2 ISBN 0970-8504. July – September 2013
6. Basu, Rita. Emotional Intelligence of Correctional Officers of West Bengal. *International journal of Innovative Research & Development* Vol 2 Is12 ISSN 2278-0211. Dec 2013. IF 1-2.
7. Basu, Rita & Anjali Ray. Trends of Learning Organization and Effectiveness of Implementation of Training Input: A Study on Officers of Indian Banks. *Journal of Psychometry* Vol 27. Is 3.ISSN 0971-6939. Dec 2013.
8. Basu, Rita & Anjali Ray. Learning Organization: Scenario in Indian Bank. 'Prajnan' National Institute of Bank Management, Vol XLII, No 3, ISSN 0970 – 8448. 2013 -14 IF 3-4. (UGC Journal no 41904)
9. Basu, Rita & Anjali Ray. Effectiveness of Team in the Framework of Learning Organization of Indian Banking System. *Anvesha* ISSN 0974-5467 , Vol. 6 No. 4. Oct – Dec, 2013.
10. Basu, Rita. The Design of Performance Scorecard and Compensation Management System of a NGO *International journal of CSR and Sustainability* ISSN 2321 7448 Vol1, Is1 IF 1.17 January – June, 2014
11. Srividya, N, Basu, Rita & Sreedhar, V N. Indian Manufacturing Sector– An Overview *Asia Pacific Journal of Marketing & Management Review*, ISSN 2319-2836 APJMMR , Vol.3 (6) June (2014).
12. Srividya, N, Basu, Rita. Competency Mapping of Correctional Officers of the Correctional Home of West Bengal *SCM Journal of Management*, ISSN 0973-3167, VolXII, No 1 Jan – Mar, 2015
13. Basu Rita and Ray Nataraj ISO 9000 – A TOOL FOR ACHIEVING SUCCESS OF THE TRAINING *FUNCTION International Journal of Research in Management & Social Science*. Volume 3 Issue 1( II ) ISSN:2322 0899 Jan- Mar, 2015
14. Basu, Rita. Emotional Intelligence and Transformational Leadership Skills of Correctional Officers of West Bengal *MANAGEMENT TODAY -for a better tomorrow* An International Journal of Management Studies Vol.5, No.2, ISSN: 2230-9764 (Print) April-June 2015.
15. Basu, Rita. Competency Mapping of the Correctional Officers of West Bengal Correctional Service – A Study *Parikalpana. KIIT Journal of Management* ISSN 0974 – 2808, Vol 11(II) July- Dec, 2015 IF 1-2.
16. Basu, Rita. Attitude and Perception of Women about the Rights of Women – A Study on Women Executives of Private Sector Organization in Kolkata., *Journal of West Bengal Human Rights Commission*, Govt of West Bengal ISSN 2456-3536, Dec, 2015
17. Basu, Rita. Implication of Organizational Climate and Team Effectiveness on Employee Commitment: A Study on Indian banks. *ASBM Journal of Management*. Vol IX, Is I . Issn 0974-8512 Jan – Jun, 2016
18. Basu, Rita and Anjali, Ray. Workspace Spirituality and Learning Organization Culture in Indian Bank. *IMR-MANAGEMENT SPEAK*. ISSN: 2231 – 1467, Vol 9, No 1, Jan-Jun, 2016 IF 1-2.
19. Srividya, N and Basu, Rita. Conflicts Between Employee and Employee and Management of private organization *Anvesha* ISSN 0974-5467 Jun 2016
20. Srividya, N, Basu, Rita. Role of Underlying Beliefs to Interpret the World: A Study on Middle Level Managers. *Vishwakarma Business Review*. ISSN 2229-6514 (print), Vol VI, Is2 Jul 2016 IF 1-2.
21. Basu, Rita. Analysis of Factors Influencing Job Satisfaction of Indian Banks' Employees Using Garrett's Ranking Technique. *Srusti Management Review*, ISSN 0974-4274 Vol -IX, Issue - II., July-December 2016 IF 1-2.
22. Basu, Rita and Anjali, Ray. Role of Team for Innovative Work Behaviour of Indian Bank Officers *Journal of IMS Group*, ISSN:0972-5814 Jan 2017
23. Basu, Rita. Role of Organizational Climate on Innovative Work Behaviour in Indian Bank. *SCM Journal of Management*, ISSN 0973-3167, Vol XIV No 1 Jan – Mar 2017

24. Basu, Rita. Innovative Work Behaviour of the Officers of Bank and the Culture of Learning Organization. *ASBM Journal of Management*. Issn 0974-8512 Vol X Is 7, July – December 2017.
25. Basu, Rita. Role of Emotional Intelligence on Decision Making Process of Correctional Officers of West Bengal Correctional Services. *Journal of Services Research*. ISSN No: 0972-4702. Vol 16, Is2, October – March, 2016 (Published in January 2018)
26. Srividya, N and Basu, Rita. Performance of a Firm in the Wake of Number of Women Employees in the Key Positions – An Overview. *Parikalpana. KIIT Journal of Management* ISSN 0974 – 2808 DOI: 10.23862/kiit-parikalpana/2017/v13/i1/151267.
27. Siddhanta, Sonia and Basu, Rita (2018). Identification of the Perception of Micro Inequity and Its' Relationship with Employee Commitment by Employed Women in the IT Sector of Kolkata. *International Journal of Latest Technology in Engineering, Management & Applied Science (IJLTEMAS)*. Volume VII, Issue V, May 2018 | ISSN 2278-2540
28. Gupta, Anup Krishna. Dutta, Ajoy Kumar and Basu, Rita( 2018). Corporate Social Responsibility of Mining Authorities of Raniganj Coalfield In Conservation of Mine Water And Supply to Local Habitats of Drought Prone Areas. *IJRDO - Journal of Business Management*. Vol 4, Iss6, June (2018). ISSN: 2455-6661
29. Nandy, Arunima and Basu, Rita (2018). A Future Roadmap through Augmented Reality Gaming Practice in IT & ITES Industries. *IPASJ International Journal of Management (IIJM)* .Volume 6, Issue 6, June 2018. ISSN 2321-645X
30. Gupta, Anup Krishna. Dutta, Ajoy Kumar and Basu, Rita( 2018). Subsidence– A Major Effect Of Coal Mining in Raniganj Coalfield . . *IJRDO - Journal of Business Management*. Vol 4, Iss8, August (2018). ISSN: 2455-6661.
31. Gupta, Anup krisna, Dutta, Ajoy Kumar and Basu, Rita (2018). Consequences of Coal Projects Leading to Displacement of land Losers: A Painful and disruptive Process. *IJRDO - Journal of Business Management*. Volume-4 | Issue-11 | Nov, 2018 ISSN: 2455-6661
32. Nandy, Arunima and Basu, Rita (2018). Role of HR Digitisation in Personalization of Employee Benefit. *Srusti Management Review*, ISSN 0974-4274 Vol -IX, Issue - II,. July-December 2018 IF 1-2.
33. Gupta, Anup krisna, Dutta, Ajoy Kumar and Basu, Rita (2018) Coal basically a hazardous Industry and source for numerous occupational diseases for workers . *IJRDO - Journal of Business Management*. Volume-5 | Issue-1 | Nov, 2019 ISSN: 2455-6661
34. Basu, Rita. Development of Human Resource through the Songs of Rabindranath Tagore. *ASBM Journal of Management*. Issn 0974-8512 Vol XII no1, July – December 2018. IF 1-2.
35. Gupta, Anup krisna, Dutta, Ajoy Kumar and Basu, Rita (2019) . To Meet Rising Coal Demand Industry has to Initiate Required R&D and Explore Look-Ahead Technology for Introducing in Mine. *IJRDO - Journal of Business Management* (ISSN: 2455-6661).
36. Siddhanta, Sonia and Basu, Rita . (2019) Identification of the Perception of Micro Inequity and its' Relationship with Employee Morale by Employed Women in the IT Sector of Kolkata. *Management Mirror*. Volume II, Issue I, Jan – Jun 2019 | ISSN 2339-0099.
37. Basu, Rita (2021). Retention And Recruitment Satisfaction: A Study At Oil Industry In Public Sector Undertakings (Psu), *International Journal of Creative Research Thoughts*, Volume 9 Issue 3 ,March 2021, ISSN 2320-2882.
38. Basu, Rita (2021). Workplace Training vis a vis learning Styles in Employees in the IT Industry in India. *ANVESHA*. Volume 12 Issue 2, April-June 2019, (pub 2021) ISSN 0974 – 5467.
39. Basu, Rita (2022). Affiliation Between Leadership Typology And Interpersonal Relationship Of The Correctional Officers Of West Bengal. *International Journal in Management and Social Science* . Volume 10 Issue 04, April 2022 ISSN: 2321-1784 Impact Factor: 6.178.

## **10. Publications other than journal articles (books, chapters in books)**

### **Text/ Reference Books, published by International Publishers, with ISBN/ISSN**

1. Basu, Rita & Anjali Ray . Team Effectiveness and Dynamics of Learning Organization in Indian Bank Scholar Press, German, 2014. ISBN: 978-3-639-70223-1

### **Subject Books, published by Other local publishers, with ISBN/ISSN**

1. Edited and published abstracts of the selected paper in the book *Paradigm Shift in Business Practices and Corporate Management*. Published by Levant Book. 2015 ISBN 978-93-84106-23-

### **Chapters in Books: with ISBN/ISSN**

#### **International**

1. Basu, Rita. A study on Self Perceived Organizational Stress and Health Status of the Correctional Officers of West Bengal Correctional Service International Conference on Business Paradigms in Emerging Markets, *School of Management, National Institute of Technology, Rourkela* 2014. ISBN:978-93-5196-520-6. Springer Pub.

#### **National:**

1. Basu, Rita. Role of Culture for Effective Transformation of Organization's Structure and System. Organizational Strategies and Processes – Meeting Challenges of Growth (Ashok Kumar, Manas R Panda, Dr Hari Haran and Dr Tapas Ghoshal.) Viva Books, New Delhi, 2007, ISBN 81-309-0505-1 Chap 17, p 175-181
2. Srividya, N and Basu, Rita. Brain Drain to Brain Gain in the Indian Scenario – an Overview. *Paradigm Shift in Business Practices and Corporate Management*. Published by Levant Book. 2015. ISBN 978-93-84106-23-2
3. Sidhant Sonia and Basu, Rita. *Paradigm Shift in Business Practices and Corporate Management*. Published by Levant Book. 2015 ISBN 978-93-84106-23-2
4. Basu, Rita Motivation for Retention of Bank Officers in Nationalized and Private Sector Banks in India. In the edited book *Developing Competencies and Skills for Global Competitiveness*. Regal Books. New Delhi. Jan 2017. ISBN:978-93-86256-37-9.
5. Basu, Rita and Sidhant Sonia. Identification of the Perception of Micro Inequity and its Relationship with Organizational Climate by Employed Women in the IT Sector of Kolkata published in the edited book, *Developing Competencies and Skills for Global Competitiveness* Excel India Publishers. New Delhi. Jan 2017. ISBN:978-93-86256-37-9.
6. Srividya, N and Basu Rita. Core Beliefs – The Origin of Personality. Published in edited book , *Contemporary Trends in Management*. Bloomsbury India. New Delhi. 2020. ISBN: 978-93-89867-41-1

## **11. Invited Lecture**

### **International**

1. Contemporary Issues in Management. Chairperson and Speaker. International Conference in Business Paradigms in Emerging Market. School of Management, National Institute of Technology, Rourkela. Dec 12-13, 2014
2. Psychology in Industry. Chairperson and Speaker. 50<sup>th</sup> National & International Conference of the Indian Academy of Applied Psychology, Jan 23-25, 2015

3. “Contemporary Issues in Management” Key Note Speaker UGC Sponsored International Conference on “Recent Trends in Business Finance and Economics”, Dept of Business Finance and Economics, Faculty of Commerce and Management Studies, Jai Narain Vyas University, Jodhpur 8-10, Oct, 2015
4. " Achieving \$5 Trillion Economy of India: Opportunities and Challenges, - Role of HR”SIMSARC'20, Symbiosis Institute of Management Studies (SIMS), Pune, India, Dec 22-23, 2020

#### **National**

1. Industrial Psychology Chairperson and Speaker National Conference on Expanding Frontier of Applied Psychology, Department of Applied psychology, University of Calcutta. Mar 03-04, 2017
2. Role of Learning Organization in Changing Environment” presented in the Symposium on Organizational Behaviour New Frontier, Challenges and Responses *National Conference on Expanding Frontier of Applied Psychology, Mar 03-04, 2017*, Department of Applied psychology, University of Calcutta
3. National Webinar on "Dealing with Uncertainty : Trends, Issues and Challenges to Communication in Workplace Management " , Haldia Institute of Technology, Haldia, West Bengal held on October 20 - 21, 2020.
4. ‘Learning Organization: A Tool for Sustainable Organizational Development.’ - National Conference on Sustainable Trends and Practices in Management, Commerce, Humanities, and Social Sciences Research, Bharatiya Vidya Bhavan Institute of Management Science, Kolkata, November 17 -18, 2022
5. "Sampling techniques and sample size estimation: Special focus on Industrial Research", workshop on An Exploration Of Psychosocial Factors Associated With Productivity And Accidents in Mining Industry , sponsored by KNU-UGC-STRIDE. Kazi Nazrul University, Feb 15, 2022

#### **State / University Level**

1. Ethical Leadership and Work Culture<sup>3rd</sup> ISTD Eastern Regional Conference, Indian Society for Training and Development November 15 - 16, 2013
2. “Learning Organization: A Pathway to Happy Organizational Life”. Seminar on “The Human Side of Enterprise”, Department of Psychology, West Bengal State University on 29th March, 2016
3. “Non Parametric Statistics”. Seminar on Statistical Issues in Music and Home Science Researches. Dept of Home Science, University of Calcutta, Feb 6-7, 2018, Sep 15, 2020.
4. “Organizational Development and Change Management”, workshop for Ph D Students, St Xavier’s University, Sep, 2022
5. “Organizational Development and Change Management”, workshop for Research Scholars, St Xavier’s University, Sep, 2022
6. “Essentials of Organizational Sustainability”, workshop for Research Scholars, St Xavier’s University, Feb, 2023

## **12. Paper Presented**

#### **International**

1. Basu, Rita. Role of Organizational Culture For Sustainable Development. *First PIMR International Conference On Best Of East And West*, Jan 30-31, 2007 Prestige Institute of Management And Research, Indore
2. Basu, Rita. Cultural Transformation in Banking Sector – the Role of Training Process *12<sup>th</sup> International Conference and 43 National Conference of the Indian Academy of Applied Psychology*, Feb 7-9, 2008 Dept of Applied Psychology, NITTTR & ISI Kolkata

3. Basu, Rita. To Highlight the Problems and the Probable Solutions in Implementation of Training Input at Organization – *A study* 12<sup>th</sup> *International Conference on Management Strategic Human Resource Management Entrepreneurship in the Changing Business Scenario*, Jan 8-10, 2009. Nirma University, Ahmedabad
4. Basu, Rita and Roy. Anjali. Promoting Employees Innovativeness for Sustainable Development 3<sup>rd</sup> *International Conference on Decision in Management and Social Sciences for Sustainable Development* , Dec 14-15. 2009 Indian Institute of Social Welfare and Business Management, Kolkata
5. Basu, Rita. Aggression its Different Dimensions and Perspectives Educational Psychology in the Context of Globalization, Diversity and Societal Challenges, July 19-23, 2011 *International School of Psychology Association (ASPA)*, Vellore Institute of Technology
6. Basu, Rita & Anjali Ray. Team Effectiveness in the Folder of Learning Organization: Conceptual Issues and Empirical Observation on Banking Systems *International Conference on Human Resource Management*, February 27-28, 2013 MHRM of IISWBM, partnership with SHRM India
7. Basu, Rita. Impact of Big Data on Effectiveness on HR *International Conference in Human Resource Management, on HR Leadership: People.Process.Practice* February 6-7, 2014 MHRM of IISWBM, partnership with SHRM India
8. Basu, Rita. A study on Self Perceived Organizational Stress and Health Status of the Correctional Officers of West Bengal Correctional Service *International Conference on Business Paradigms in Emerging Markets*, Dec 12-13, 2014. School of Management, National Institute of Technology, Rourkela
9. Srividya, N, Basu, Rita. Social Media and it's Effectiveness in HR Functions. 5<sup>th</sup> *International Conference on Innovations and Best Practices in Business, Human and Other Earth Resources Management*. Jan 15-16. 2015 Indian Institute of Social Welfare and Business Management, Kolkata
10. Basu Rita. Spirituality and Learning Organization Culture in the Context of Indian Bank. 50<sup>th</sup> *National & International Conference of the Indian Academy of Applied Psychology*, Jan 23-25, 2015 SPW College, Tirupati, Andhra Pradesh, India
11. Basu Rita. Motivation for Retention of Bank Officers in Nationalized and Private Sector Banks in India. *UGC Sponsored International Conference on "Recent Trends in Business Finance and Economics"*, 8-10, Oct, 2015 Dept of Business Finance and Economics, Faculty of Commerce and Management Studies, Jai Narain Vyas University, Jodhpur
12. Basu Rita. Dynamics of Learning Organization In The Schools of West Bengal. 3<sup>rd</sup> *International Conference on Human Behaviour & Development Issues Growth and Sustainability*, 20-21, Oct, 2016. AMITY University, Lucknow.

### **National**

1. A Comparative Study Between Self-Assessment and 16 P F profiles. *XXII Annual Conference of the Indian Academy of Applied Psychology*, March 2-3, 1985. Indian Academy of Applied Psychology
2. Management of Stress Ensuing from Change (Published in Proceedings) No Certificate was issued *Managing The Dynamics of Change: India in a Globalize World*, July 1999 Technovision, University of Birmingham U K and IBM, NCE Bengal
3. Revival of Sick Industries – Restructuring of Training Function (Published in Proceedings) No Certificate was issued *Revival Sick Industries Problems & Prospects*, Feb 23-24, 2001 Alumni Association NCE Bengal & Jadavpur University
4. Orientation Of Organisational Training At The New Age Of HR – A Study(Published in Proceedings) *National Conference On HR IR Interface: Trends And Issues* PG Department of IR & PM, Berhampur University

5. Envisioning the New World of HR: Understanding about the Strategic Changes in Human Resource Development Practices in India. *National Seminar on Managing in a Global Economy: Challenges & Strategies*, March 6-7, 2009 Institute of Business Management, Kolkata
6. Competency Factors for B school Teachers in Kolkata (Published in Proceedings) *National Seminar in Quality Management in Higher Education*, September 9-10, 2010 Pioneer Institute of Professional Studies, Indore and was sponsored by NAAC, Council, Bangalore.
7. Corporate Social Responsiveness – a gap analysis *National Seminar on Corporate Governance & Corporate social Responsibility*, March 26, 2011 Organized by IBM, The NCE, Bengal, Kolkata,
8. Aspects of Retaining Bank Officers In Nationalized Banks in India *National Seminar on Changes and Challenges in Global Business Scenario*, May 3-4, 2013 Organized by IBM, The NCE, Bengal, Kolkata,

#### **Seminar / Workshop (University Level)**

1. Role of Organizational Climate in Maintenance of Occupational Health – A Study at Public Sector Banks. Seminar on “*Community Mental Health: Issues and Challenges*”, March 30-31, 2011 DRS I (SAP), UGC, Department of Applied Psychology, University of Calcutta

#### **13. Research Projects**

- Educational project for the development of counseling guideline for unprivileged children of Jharkhand. CINI Jharkhand, sponsored by Sir Dorabji Tata Trust, 2010. The result is accepted and implemented
- Developed performance appraisal system for the staff of a NGO at Kolkata. Indian Institute of Training and Development. The result is accepted and applied, 2012

#### **14. Seminar Organized**

- Joint Convenor of the National seminar on Changes and Challenges in Global Business Scenario, May 3-4, 2013, organized by Institute of Business Management, (affiliated to Jadavpur University). Designed and conducted all technical session
- Joint Convenor of the Workshop *On NLP (Neuro Linguistic Programming)*, Saturday, September 29, 2018 at IBM (JU)
- Joint Convenor of the International Conference on Growing Dynamics in Business Environment – Challenges and opportunities, August 31, 2019 at IBM (JU)
- Chairperson of the One Day Seminar on “Celebrity Suicide: The Enigma of the Reel World” organized by Department of Applied Psychology, CU, August 5, 2022
- Chairperson of the One Day Seminar on “Celebrity Suicide: The Enigma of the Reel World” organized by Department of Applied Psychology, CU, August 5, 2022
- Chairperson of the One Day Seminar on “Intergenerational Bonding“ organized by University of Calcutta, in collaboration with the National Institute of Social Defence, Ministry of Social Justice & Empowerment, Government of India and The Calcutta Metropolitan Institute, Feb 3, Klokata

#### **15 Journal Publication**

Was assistant editor of the journal *Management Mirror*, ISSN No 2339-0099 of IBM (JU)

## 16. Reviewer

### a) Article

- Selected as one of the panel of reviewers for the articles for the Journal of the Indian Academy of Applied Psychology (JIAAP) is one of the major main stream Psychology journals of India since 1964. It bi annually publishes a wide variety of research articles, especially those with an applied leaning. JIAAP is indexed internationally and is listed for SCImago rating.
- IJBFMR International Journal of Business and Finance Management Research
- SIMS Annual International Research Conference, organized by Symbiosis Institute of Management Studies (SIMS), Pune
- Premier Publishers.org
- Inderscience Enterprises Ltd
- African Educational Research Journal
- Net Journal of Business Management
- Asian Journal of Language, Literature and Cultural Studies
- Business and Management Journal (BMRJ)
- Asian Journal of Economics, Business and Accounting
- SAGE Open Access Journal

### b) Book:

- Springer Book

## 17. Developmental Programme (Attended)

Sl No	Programme Name	Organiser	Date
1	Computer Programming in Basic and Fortran IV	The Institute of Electronics and Telecommunication Engineers, Calcutta Center	Nov 8, 1982 – Jan 20, 1983 <b>(Ten Weeks)</b>
2	Cobol Programming	The Institute of Electronics and Telecommunication Engineers, Calcutta Centre	June 16 – Sept 3, 1983 <b>(Ten Weeks)</b>
3	Prevention of Drug Abuse & Alcoholism	Institute of Psychological & Educational Research.	Nov 7 – 20, 1989 <b>(Two Weeks)</b>
4	Course on Ms Office	NIIT	Jul 17 – 22, 1995 <b>(One Week)</b>
5	AICTE Faculty Development Programme	IISWBM	Feb 12, to March 02, 2001 <b>(Three Weeks)</b>
6	Training of Trainers on Social Development & Resettlement	ATI Kolkata & Asian Development Bank	May 14 to May 18, 2001 <b>(One Week)</b>
7	UGC Sponsored Faculty Development Programme- Environment, Economics and Management	Department of Business Administration Berhampur University	January 05-25, 2004 <b>(Three Weeks)</b>
8	UGC Sponsored, Faculty Development Programme – Research Methodology in Business Management	NITIE, Mumbai	April 24 – May 05, 2007 <b>(Two Weeks)</b>
9	Ninth National Research Methodology Workshop	Prestige Institute of Management & Research	July 10-14, 2012 <b>(One Week)</b>
10	Orientation Course for NSS	Training Orientation and Research	August 26 – Sept 1,

	officers	Centre, Narendrapur (Dept of Youth Affairs & Sports, Govt of India).	2012, <b>(One Week)</b>
11	Training of Trainers on Gender Equity for NSS	NIFFT, Hatia, Ranchi(Dept of Youth Affairs & Sports, Govt of India	04 – 08 June, 2013 <b>(One Week)</b>
12.	Innovation In Customer Service Process Control	JENTEK	Aug 31, 1998
13	Faculty Development Workshop	Association of Indian Management Schools	June 23-24, 2003
14	Workshop on Comprehensive Psychological Test	Eastern Zonal Psychological Association	Aug 7-8, 2004
15	Contemporary Issues in Environment Management	Dept of Business Management University of Calcutta	March 2&3, 2002
16	29 <sup>th</sup> National Management Convention “Winning The Ne Future”	All India Management Association	Sept 12 to 14, 2002
17	Workshop on Environment in Management Education	Jadavpur University	Oct 3, 2002
18	UK and World Economy	British Council	Nov 15, 2002
19	Realigning Industry academe Partnership	CII – AICTE Teehcnical Education Summit	September 12-13, 2003
20	Training Course on Human Relation Development	Jadavpur University	Dec 2-3, 2005
21	Workshop on HR Challenges & Opportunities in Telecom Industry	SHRM, India	April 17, 2012
22	Workshop on Supply Chain Management	IBM & IIMM	Nov 30, 2013
23	Training of Trainers on Youth and Health for the NSS Programme Officers	Centre for Training Orientation and Capacity Building, RGNIYD, Sriperumbudur	27 <sup>th</sup> February – 1 <sup>st</sup> March, 2018
24	Awareness on Quality Management Systems as per IS / ISO 9001:2015	National Institute of Training for Standardization, Bureau of Indian Standards	01 October, 2018

## 18. Professional Development, Co-Curricular And Extension Activities (For National Service Scheme)

### Seminar Organized

- Seminar on Aids Prevention Awareness Programme on Saturday, December 1, 2012
- Workshop on Thalassemia Awareness on 13<sup>th</sup> August, 2013.
- Seminar on Overview of Disaster Management Tuesday, February 25, 2014
- Development of Gender Awareness , March 8, 2015. Designed and **speaker** of the seminar.
- Seminar on Women’s Rights as Human Rights: Issues and Challenges March 9, 2016 .
- Seminar on Youth and Human Values in Modern Society was organized on 30<sup>th</sup> March, 2017
- Environmental Discourse- “How Healthy are the Children of Indian Sundarbans?” – A film Show, July 17, 2018

### Camp Organized

- Voluntary blood donation camp on Saturday, 21<sup>st</sup> September, 2013 at IBM
- Programme: Trekking from Manali to Solang Valley (13 KM, 6000ft to 8200ft), followed by training on Skiing at Solang Valley, Participants: Volunteers of National Service Scheme March 8-17, 2014

- Training Programme on Food Processing for Economic Sufficiency: March 24<sup>th</sup> to 31<sup>st</sup>, 2014 was organized at Natun Diyara, Nayabad, South 24 Parganas for economically backward people
- Poster Session, on different aspects of leprosy, sufferings of human being, myths, remedial and prevention measures. 30<sup>th</sup> January 2015 at IBM Class room.
- Innovative Idea to Overcome Gender Discrimination, 9<sup>th</sup> March, 2015, for the MBA students of Institute of Business Management
- Rendered Services by the MBA students of Institute of Business Management "Marriage of Orphan Girls, at The Refuge", 125A, B B Ganguly Street, Kolkata -700012, 11<sup>th</sup> March, 2015
- The Organic Agricultural Movement of Bikash Kendra, Aatghara, Mashlandpur, North 24 Parganas March 25<sup>th</sup>, 2015
- "Sit and Draw Events" 14<sup>th</sup> March 2016 for under privileged children.
- A special camp "Ananda for Ananda Kendra" was organized at Ananada Kendra, a home for orphan, destitute and deprived girl children at Aatghara, Magramore, Maslandpur, North 24 Parganas, during 19<sup>th</sup> March 2016
- Visit of Orphan Home in March 19, 2017 by the MBA students of Institute of Business Management
- Students Awareness on Social Activities in Deprived Areas was organized at Tiljola, near Park Circus, during 20<sup>th</sup> March 2017
- Coal Kingdom: Environmental Issues and Challenges, In Collaboration with NSS, Jadavur University & Eastern Coalfields Limited (ECL), during May 06, 2018 – May 10, 2018 at Raniganj and Asansole.
- Blessing to the Achievers 2018, 26<sup>th</sup> July, 2018

## **19. Corporate Interaction**

### **Facilitator / Trainer:**

- National Academy of Customs, Excise and Narcotics, Govt of India on Behavioural Aspects. (1998 –2012).
- Oriental Bank of Commerce, Dena Bank, Canara Bank on Behavioural Aspects, (2006-2013).
- Glass Ceramic Research Institute (training), 2003.
- Regional Institute of Correctional Administration (RICA), Govt of West Bengal, in Management Capsule Programme, since 2011
- Speaker for Management Development Programme designed for the frontline officers of Andrew Yule & Company Limited, 2018.
- Behavioural Counselling and Monitoring Process of Field Staff organized by Technology Resource Communication and Service Centre, Jharkhand, 2016

### **Board/ examination/ Selection Members**

- Act as board member of Group discussion and Group Task activities of the recruitment of Graduate Engineer of a public sector company ,since 2015.
- Act as board member of Group discussion and Group Task activities of the recruitment of MBA of public sector company, since 2015.
- Act as board member of Group discussion and Group Task activities of the recruitment of Graduate Engineer of a Limited Company since, 2017.
- Conducted on campus Group discussion and Group Task activities of the recruitment of Graduate Engineer of a public sector company at different university and institute since 2019.

- Member of the Examination, Research Advisory Committee in the Department of Management – St Xavier’s University, Kolkata
- Member of the Examination, Selection Committee in the Department of Psychology - Kazi Nazrul University
- Member of the Board of Study in the Department of Psychology - Sadhu Ram Chand Murmu University of Jhargram
- Member of Selection Committee, Public Service Commission, West Bengal
- Member of the Board of Study in the Department of Psychology – ICFAI University
- Member of the Selection Committee , Department of Psychology at Brainware University
- Member of the examination, Selection Committee Maulana Abul Kalam Azad University of Technology,

## **21. Experiences**

### **Project Experience:**

Was associated as a Statistical assistant in a project titled “Coronary Prone Behaviour and Cardio-Vascular Diseases”, sponsored by the Indian Council for Medical Research, Delhi.

### **22. Special Appreciation:**

- Letter of appreciation from Vice President Marketing, Tata steel for contribution in implementing ISO 9002, 1997.
- Selected as Person of the Month of Marketing Division of Tata Steel, April, 1997.
- Award Winner QIP project in Tata Steel, 1998.
- Winner of the 1<sup>st</sup> prize in ‘Quality Slogan’ competition, 1998 (Bengali) at Tata Steel

### **23. Extra Curricular Activities:**

- Singing, Dancing and Trekking