

Curriculum Vitae

Dr. SHARMISTHA BANERJEE

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Professor, Department of Business Management
University of Calcutta

Date of Birth : 26 April, 1966

Teaching Areas: Management, HRM, OB, and Entrepreneurship.

Research Areas: Small Business Management. Microfinance, Entrepreneurship, Social Entrepreneurship, Human Resource Management, Women empowerment.

Administrative experience:

Former Head of Dept, University of Calcutta; Dy Director, Coordinator of various programmes; Several Governing Body member;

Currently: Research Advisory Committee member, Subject expert, Selection Committee member, Governing body member of different Management Institutes and Universities within and outside state of West Bengal.

International Experience:

December, 2017- January 2018	Visiting Professor, Graduate School of East Asian Studies, Yamaguchi University, Japan.
January, 2015 – March 2017	Global Links Scholar, USA Department of State for Global Women’s Issues, Rollins College & Tupperware Brands Corporation, USA
January – June 2012	Fulbright Scholar in Residence, Moreno Valley College, California, USA
September 2009	Resource person, Workshop on Field Research on Violence against Children in Kenya, in Nairobi and Mombasa, Conducted by IREWOC, University of Amsterdam and Plan Kenya.

Professor Sharmistha Banerjee, September 2020

September 2008 – December 2008	Visiting Faculty, SolBridge International School of Business, Woosong University, Daejeon, South Korea.
September 2006 – December 2006	Visiting Faculty, BRACBusinessSchool, BRACUniversity, Dhaka, Bangladesh
August 2005 – December 2005	Fulbright Scholarship, Visiting Faculty, College of Business, Department of Management, Bloomsburg University, Pennsylvania, USA

Educational Qualifications:

Ph.D. in Management, University of Calcutta
Mini MBA, Rollins College, Florida, USA
Bachelor of Education (B.Ed), University of Calcutta, 1st Class
Fellow, Institute of Cost & Works Accountants of India. (FICWA)
Master of Commerce (M.Com.), University of Calcutta, 1st Class
Bachelor of Com. (B.Com. Hons.), University of Calcutta. 1st Class
Higher Secondary, WBCHS, 1st Division
Madhyamik (School leaving), WBBSE, 1st Division

Research Projects:

Small Enterprise Management/ Entrepreneurship/ MicroFinance

- **Usage of Mobile Phones by the Small and Micro Enterprises for Business Development**, in collaboration with Loyola Marymount University, CA, USA.
- **Global Links Programme, Promoting Entrepreneurship to Empower Micro Loanees of Bandhan Bank**, Sponsored by US Department of State for Global Women’s issues, Rollins College, Tupperware Brands Copropration.
- **Microfinance and Empowerment of Women:** A study of India and Bangladesh, UGC Major Research Project
- **Micro finance and empowerment of the second generation of MF users**, sponsored by PKSF, Bangladesh

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- **Promoting Eco-friendly Entrepreneurship Development for Women in West Bengal**, Indo-US 21st Century Knowledge Initiative Program
- **Impact of Economic Environment and Culture on Empowerment of Women Engaged in Self Help Group Activities: A Study of Selected States in North East India**, sponsored by The Asiatic Society, Kolkata
- **Social, economic and political empowerment of women: the role of microfinance interventions in diverse cultures**, sponsored by ICSSR. (Ongoing)
- **Fostering Entrepreneurship for Sustainable and Inclusive Agri-Food Innovation: A comparative analysis of India and UK**, sponsored by UGC-UKERI (Ongoing)
- **'Sustainable Economic, Social and Political Empowerment of Women through Small and Medium Enterprises (SMEs): Strategic Learning from South & South East Asia'**, sponsored by UPE UGC (Ongoing)
- **Global Links Kolkata Alumni connect**, sponsored by Consulate General of USA, Kolkata
- **Poverty and Social Impact Analysis (PSIA): West Bengal Women's Empowerment and Inclusive Social Protection Program**, sponsored by World Bank
- **Chain of Change Program under Partnership 2020**, in association with Rollins College, USA, North Bengal University, Guwahati University, Tezpur University. sponsored by Federal Govt of USA. (Ongoing)
- **Family Business and Entrepreneurship**, in association with Claflin University, USA, Viswa Bharati, sponsored by Federal Govt of USA. (Ongoing)
- **Global Links Impact Investment**, in association with EDII Ahmedabad, Rollins College USA, supported by Federal Govt of USA. (Ongoing)

Human Resource Management

- **Antecedents of Role Innovation in Organizations: A Socialization Perspective**, Funded by SolBridge International School of Business, South Korea.
- **Emotional Quotient and Organisational Efficiency**, In Collaboration with Bloomsburg University, Pennsylvania, USA
- **Impact of Globalisation on Urban Indian Women**, UGC sponsored (UPE scheme)

Child Rights/ Child Education/ Violence against Children

- **Infant Mortality Rate: Estimation and Determinants**, Funded by National Rural Health Mission
- **Reaching out to the Unreached: An Analytical Report on the Activities of CINI Asha**. Funded by UNDP.

Professor Sharmistha Banerjee, September 2020

- **Tracking Children in Schools of Kolkata: CINI ASHA Experience.**Funded by UNICEF.
- **Estimating Child Labour: Some Conceptual and Methodological issues,** Funded by Institute of Research on Working Children, Amsterdam.
- **Tracking Children in Schools of Kolkata (Phase II):** Funded by CINI Asha
- **Estimating Child Labour in India Phase II:** Funded by CRY (Child Rights and You).
- **Estimating Child Labour in India:** Funded by CRY (Child Rights and You)
- **Prevention of Violence Against Children to Ensure Education for All,** funded by International Research for Working Children, Amsterdam, Netherlands.

Planning, Public Administration and Development

- **Rapid Assessment Survey of Homeless Population in Kolkata, Howrah and Asansol,** Funded by KUSP (through Calcutta Samaritans and SEED)
- **Job Creation Potentials among Micro and Small Enterprise Clusters and Public Policy,** Funded by GIDR.
- **Efficiency of the Livelihood generating schemes of the Government Schemes at the GP level:** Funded by Development and Planning Department, Government of West Bengal
- **Survey of R&D and Innovation in Large Firms in West Bengal, Orissa and Bihar,** Funded by Administrative Staff College, Hyderabad

Environmental Management

- **Evaluation of Open Spaces in Calcutta:** Funded by University Grants Commission, Government of India.
- **Economic Evaluation of Small and Medium Water Bodies in Calcutta:** Funded by University Grants Commission, Government of India.
- **Environmental Management in Steel Plants in Eastern India:** Funded by University Grants Commission, Government of India.
- **Feasibility of Green Auto for Kolkata Roads:** Funded by University Grants Commission, Government of India.
- **Social Responsibility of Indian Leather Industries: Focus on Employees and Neighbouring Community:** Funded by UGC (DSA)**(Aborted)**
- **Industrial performance and Environmental Degradation of Indian States: An Empirical Analysis:** Funded by UGC (DSA)**(Aborted)**

- **Promoting Environmentally Conscious Business among Women Street Food Vendors of Kolkata:** Funded by the USIEF alumni award grant.

Publications:

Entrepreneurship

- **In search of patterns: A preliminary investigation of social entrepreneurs in Mexico and India,** (Co-authored), In process, In Search of Business Models in Social Entrepreneurship: Concepts and Cases Edited Samapti Guha and Satyajit Majumdar, Springer, 2020
- **Sustainability Of Social Enterprises: Is Quadruple Bottom Line The Pathway?** (Co-authored), In process, In Search of Business Models in Social Entrepreneurship: Concepts and Cases Edited Samapti Guha and Satyajit Majumdar, Springer, 2020
- **Factors Influencing Agri-Entrepreneurship Intention among University Students – The Role of Entrepreneurial Education,** (Co-authored), In process, Global Business Review, ISSN : 0972-1509, 2020
- **Enterprising Agriculture,** Co-edited volume of research articles, NIPA publication, 2020
- **Initiatives in surplus F & V Management: Inclusive and entrepreneurial pathways,** (co-authored), International Journal of Agriculture Extension and Social Development, Volume 3; Issue 1; Jan-Jun 2020
- **Individual factors in predicting and encouraging social entrepreneurship as a career choice** (Coauthored), in Career Dynamics in a Global World: Indian and Western Perspectives editors Premarajan RK, Professors Michael Arthur and Anneleen Forrier, 2019
- **Thread of Sustainability: Crafting Fashion for Conscious Community and Conservation,** (Coauthored), in Chapter for Handbook of Research on Circular Economy and Re-Commerce in the Fashion Industry, editors Archana Shrivastava, et al, IGI Global, 2019
- **Innovation Support and Small Firm Performance in India: A Social Capital Perspective** (Co-authored), Thunderbird International Business Review. ISSN: 1520-6874, 2017.

Human Resource Management and OB

- **Exploring the significance of emotional attachment, affiliation and values in developing organisational commitment, (Coauthored)** Vilakshan, Sep 2018-19, Volume 1516.
- **Constructing a commitment scale and developing a model of organisational commitment for IT industry in Eastern India, (Co-authored),** Review of Professional Management, Vol.17, Issue 1, January June, 2019.
- **Determinants of Career Path of Life Insurance Advisors, (Co-authored),** International Journal of Management, IT and Engineering, Vol 9-5(2), ISSN: 2249-0558, May 2019
- **Relationship between Job Embeddedness and Employees' Turnover Intention: A Study on Private Airlines in India, (Co- Authored)** Journal of Strategic Human Resource Management, 2018
- **The Impact of Emotional Intelligence on Performance of Life Insurance Advisors, (Co-authored)** edited volume, edited volume on HRM Practices in New Age Organisations in India, Palgrave Macmillan, (2017)
- **A Comparative Study on the Performance of Employees in Target and Acquirer Companies in case of India-UK Mergers and Acquisitions,** in Excellence in HRD for Sustainable Growth edited by Prof. S.C. Das, Excel India Publishers, New Delhi, ISBN: 978-93-84689-18-2, (2015)
- **Impact of Social Capital on Innovation Support and Firm Performance** in New Approach to Human Resource and Marketing Management, ed. Dr. Vijay Prakash and Raj Kumar Shah, Bharti Publications, New Delhi, ISBN 978-93-81212-80-6, (2014)
- **Religious Organisations: Paving the Way for Good Governance in Entrepreneurial Businesses (Co-authored)** in Vol. 2 Nos. 1-2 of IBSA Journal of Business Studies, ISSN 2250 – 1924, (2014)
- **Impact of Socialization Measures on Role Orientation (Co-authored)** *Review of HRM*, Vol. 3, ISSN 2249-4650, (April 2014)
- **Impact of Emotional Intelligence on Performance of Insurance Marketers: A Study of Personnel in Indian Public Sector (Coauthored)** Paradigm-IMT Ghaziabad. ISSN: 0971-8907, (2013)
- **Does Emotional Intelligence Score drive successful Life Insurance Marketing?** International Research Conference on Business and Economics, Semarang-Indonesia June- ISBN No. 978-602-097-371-5, (2013)

- **Personality as a Determinant of Performance: A study on life insurance advisors**, (co-authored), Conference publication, National Conference on Emerging Challenges for Sustainable Business, ISBN 978-93-81583-46-3, (2012)
- **Subordinates' Perception of Managerial Effectiveness: A Study of Sector Wise Managerial Behaviour**, (co-authored), in Ed, R Chopra, J. Ranjan, S Puri, J Mitra, *Facets of Business Excellence, Macmillan Advanced Research Series*, (2011)
- **Impact of Emotional Intelligence on Performance: A study on Insurance Personnel**, (co-authored), in Ed, S Jha and V. Malviya, *Contemporary Issues in Human Resource Management*, Spartacus India, New Delhi, ISBN 978-81-920513-0-7, (2011)
- **Employee Attrition in Engineering Firms: Case Study of DCIPS Pvt. Ltd, India** (Co-authored), Proceedings of the International Conference on Industrial Engineering and Operations Management, Bangladesh, ISBN No. 978-984-33-0989-1, (2010)
- **Valuation of Intellectual Capital: A Case Study** (Co-authored), *International Accounting and Finance*, Special Assistance Programme (UGC), Dept. of Commerce, University of Calcutta, (2006).
- **Management in the Knowledge Economy: Balanced Score Card as a Tool**, *Research Bulletin, The Institute of Cost And Accountants of India, Volume – XXIII, July* –The Institute of Cost And Works Accountants of India, (2003).
- **Performance Related Incentive Scheme for Hotel Industry Personnel in Kolkata: A Case Study**, *Economic Environment and Human Resource Management*. Special Assistance Programme (UGC), Dept. of Commerce, University of Calcutta, (2002)

Small Business Management

- **Emergence of Women-Owned SMEs as a Game-Changer of Malaysia in the Era of Digitalization**, Asian Journal of Managerial Science ISSN: 2249-6300 Vol.8 No.3, (2019)
- **Social Enterprises: Positive Catalyst in Conflict Management**, in A. Ibemcha Chanu edited *Entrepreneurship Development in Conflict Regions – Issues and Challenges* published by Global Publishing House, India, ISBN: 978-93-81563-67-0 (2016).
- **Impact of Social Capital on Small Firms in West Bengal (Co-authored)**, *The Journal of Entrepreneurship*, Sage, Vol. 24 No. 2, ISSN: 0971-3557 (September 2015)
- **Imperatives of SME Performance: A Social Capital Dimension** (Co-authored), in Pradhan, R. P. edited *Frontiers of Infrastructure Finance - Problems and*

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- Prospects published by Bloomsbury Publishing India Pvt. Ltd, ISBN: 978-93-84898-88-5 (2015).
- **Social Capital and Information Sharing: Impact on Firm Performance** (Co-authored) in Bilgin, M.H., Danis, H., Demir, E., Lau, C.K.M. edited *Innovation, Finance, and the Economy, Proceedings of the 13th Eurasia Business and Economics Society Conference* published by Springer, ISBN 978-3-319-15879-2 (May, 2015)
 - **Training and Development of Employees of SMEs: A Social Capital Perspective** (Co-authored), *Review of HRM*, Vol. 3, ISSN 2249-4650, (April 2014)
 - **Diagnosing Definitional Issues of the Small Scale Sector in India**, *Anweshan* Vol. 2. March, 2014, ISSN 2321-0370.
 - **Asymmetric Information and Financial Leverage: A Study of Small Enterprises in West Bengal**, *Indian Accounting Review*, Volume 17, Number 1, June 2013.
 - **Business Associations as a Form of Social Capital Network: A Case study of Industrial Clusters in India**, (Co-authored) *JIS Management Vista*, Vol:V, No.:2, July-December 2011, ISSN:0974-0872 Published by: Centre for Management Studies, JIS College of Engineering, Kalyani, West Bengal. (July-December, 2011)
 - **Analysing Ethical Practices Towards Employees in Small Enterprises**, (Co-authored) in *Business, Strategy and Management* (International Conference Proceedings (ISBN 81 87912 08 01), (2010)
 - **New Thoughts in Entrepreneurship Research and Practice (Compilation)**, in *Business Research and Practice*, (ed) Arabinda Bhattacharya, Nabinanada Sen, Mahua Bhattacharya, UGC_Academic Staff College & Department of Business Management, University of Calcutta, (2010).
 - **Stakeholder Perspective towards Evaluating Ethical Behaviour in Small Firms**, (Co-authored), *SURVEY*, IISWBM, July-December 2010.
 - **Leadership as a driver of sustainability in SMEs**, B.smart, *Journal of International School of Business*, Kolkata, Vol 1 Issue 2, April-June 2010
 - **Information Assymetry and Small Firm Finance: Credit Scoring as a Technology** (Co-authored), *Journal of Business and Economic Issues*, BarrackporeRashtraguruSurendranath College, (Vol 1No 2), 2009.
 - **Ownership Patterns and Ethical Practices of Small Enterprises in Kolkata**, (Co-authored), *Journal of Entrepreneurship*, Vol. 18 No. 2, Entrepreneurship Development Institute, India, (2009)
 - **Ethical Issues and Small Business Development: A Comparative Perspective**, in John Okpara (ed.), Chapter 10, *Globalization of Business*, (pp. 171-186), London, England: Adonis & Abbey Publishers, Ltd, (2007).

- **Ethical Practices in Small Business: A Cross Country Comparison** (Co-authored), *Journal of Commerce, Volume 12*, Published by: Vidyasagar University. (March, 2007)
- **Ethical Issues in Small Business: A Comparative Perspective**, (Co-authored), *Referred Proceedings of the Annual Conference of Academy of Business Disciplines, USA*, (2006)
- **Gender and Business Ethics in Entrepreneurship: Towards a Comparative Perspective** (Co-authored), *Journal of Business and Behavioral Sciences, Special Issue*, (2006).
- **Constraints and Contingencies of the Small Business: A Comparative Perspective** (Co-authored), *International Business & Economics Research Journal*, Published by: Clute Institute For Academic Research, Littleton, Colorado, USA, (2005)
- **Comparative Small Business: Toward a Model** (Co- Authored), *International Business & Economics Research Journal*, Published by: Clute Institute For Academic Research, Littleton, Colorado, USA, (2005).
- **Efficiency of Small Scale Units in West Bengal: An Empirical Analysis**, *Business Studies, Volume XXIV, Number 1 & 2, January & July 2001*. Published by Dept. of Commerce, University of Calcutta.
- **Entrepreneurship in Small Business: Results of Field Survey in West Bengal**, *Indian Accounting Review, Volume 2, Number 2, December 1998*.

Micro-finance/ Empowerment of Women

- **Economic, Social and Political Dimensions of Empowerment of Women in SHG : A Cross Section Study of Indian States**, (Coauthored) *International Journal of Applied Social Science*, Vol 6 Issue 2, February 2019 (ISSN 2394-1405)
- **Microfinance Agenda and Actors: the Evolution**, (Coauthored) Volume Vi, *Fakir Mohan University Journal of Management*, 2018
- **SHGs and Women's Empowerment: The Case of Border District of East Midnapore, West Bengal**, (Coauthored) *EPRA International Journal of Economic and Business Review*, 2017 (2347-9671-2349-0187)

- **Microfinance and Human Development: A cross generation study,** (Coauthored) 978-981-10-4267-6, edited volume, Women's Entrepreneurship and Microfinance, Springer. 2017
- **Does Microfinance impede entrepreneurial initiatives? Evidence from Bangladesh,** (Coauthored), Journal of Rural Studies, Elsevier 2018
- **Microfinance as a tool of empowerment of women over generations,** (Coauthored), in Financial Inclusion and Inclusive Growth, (ed) Samir Ghosh and Tarak Nath Sahu, Published by Dept of Commerce with Farm Management, Vidyasagar University, Dec 2016, ISBN 978 93 5258 522 9
- **Empowerment Enabling Empowerment,** (Co-authored) in The Lightning of Empowerment: Gender Equality Development and Women Empowerment, ed. Dr. DebeshBhowmik, Jaya Kumari Pandey, Abhishek Kumar Chintu and Rahul Ranjan, Globus Press, 2015, ISBN 978-93-82484-64-6
- **Microfinance through SHGs: Its impact on health and education; An Empirical study of West Bengal, India,** (co-authored) ed Amit Bhandari, Springer, 2014
- **Evaluation of Financial Inclusion Efforts by Cooperative Banks in West Bengal: A District Level Comparative Study,** (Co-authored) in Microfinance and Financial Inclusion in Developing Economies, ed Tagar Lal Khan, Abhijit Sinha and Tarak Nath Sahu, SPS Education India Pvt. Limited and Vidyasagar University, 2012.

Environmental Management

- **Securing a cleaner environment in Kolkata: Challenges and Beyond** (Co-authored) in Climate Security: Perceptions, Challenges and Beyond, Eds. A. Mukhopadhyay and S.N. Ghosh, U.G.C. Academic staff College, University of Calcutta, Kolkata, 2014.
- **Securing a Cleaner Environment in Kolkata: Challenges and Beyond,** *Climate Security Perceptions, Challenges and Beyond*, December, 2012, Edited By: Dr. Aniruddha Mukhopadhyay and Dr. Santinath Ghosh, Published By: UGC Academic Staff College, University of Calcutta.
- **Awareness About Available Environmental Quality: A Case Study of Households in the Howrah Municipal Corporation,** (Co-authored) In Some Contemporary Issues on Development and Growth Economics, Ed Arpita Dhar, Allied Publishers Pvt Ltd & Jadavpur University, Kolkata, 2011, (ISBN 978-81-8424-642-1)

- **Benchmarking Environmental Performance: Five Leading Steel Mills in India** (Co-authored), *Benchmarking: an International Journal*, 2009.
- **The Market as an Arena for Promoting Sustainable Development**, in *Market, Society and Environment*, Ed. R. Khasnabis, UGC DRS Publication, University of Calcutta, 2009. (Listed as suggested reading material in Brown University, USA)
- **ISO 14000 Standards and Environmental Performance Index: A Case Study of Leading Steel Mills in India**, (Co-authored), *Referred Proceedings of the Annual Conference of Academy of Business Disciplines*, USA, 2007.
- **The Economics of Open Spaces: A Case Study in Kolkata**, *Revisiting Resources An Indian Perspective (Co- Authored)*. 2005, Ed: by Gautam Gupta, Published By: Department of Economics, Jadavpur University.
- **Economic Valuation of Open Spaces: A Case Study in Kolkata**, *Ecology, Economy and Society: A Collection of Essays, 2004*, Ed by: RatanKhasnabis, Published By: Departmental Research Support Programme, Dept. of Business Management, University of Calcutta. Funded by University Grants Commission, Government of India
- **Primary, Secondary and Tertiary Sector Linkages and Environmental Management**, *Business Studies (Silver Jubilee Volume), 2002-04*, Published by: Dept. of Commerce, University of Calcutta.

Child Rights/ Children Education

- **Estimation of 'Child Labour' And 'Child Worker': Result of a Field Survey (Coauthored)** published in Indian Journal of Labour Economics (IJLE), 2013.
- **Tracking children in schools of Kolkata: CINI ASHA Experience (Co- Authored)**. *Centre for Studies in Economic Appraisal, 2004*, Published By: CINI Asha, Funded by UNICEF.
- **Reaching out to the Unreached: An Analytical Report on the Activities of CINI Asha (Co- Authored)**. *Centre for Studies in Economic Appraisal, 2002*, Published By: CINI Asha, Funded by UNDP.

University of Calcutta publications:

- Behavioral Science in Management Practice published by Department of Business Management & Academic Staff College, University of Calcutta, 2014, ISBN 978-81-927807-1-9

- Integrated Environmental Pollution Control Framework and Strategies: A Collection of Essays and Cases published by University of Calcutta under DSA Phase I (2011-16) Programme on Environmental Management, 2013, ISBN 978-81-927807-0-2
- Contemporary Issues in Business Studies published by Department of Business Management & Academic Staff College, University of Calcutta, 2014, ISBN 978-81-927807-3-3

Publications of special interest:

- Making Street Food Safer, Span, April 2017 <https://span.state.gov/business/making-street-food-safer/20170304>
- Shaping a Social Entrepreneur, Span, July 2017 <https://span.state.gov/business/shaping-social-entrepreneur/20170702>
- Vivekananda, the Visionary Leader: Catalyst in Transforming Society Through Ages (Co-authored) In Sunita Singh Sengupta Ed Compendium on Integrating Spirituality and Organizational Leadership, Volume 1, Moral and Ethical foundations of Management Education, ISOL publications, 2016, ISBN 978-93-85355-00-4.
- Swasthanitir Sanskar O Sishumrityu: Goray Galod? Arijita Dutta, Ratan Khasnabis & Sharmishtha Banerjee, Arthabisleshon, Volume 3, Issue 1, 2015 pp 35-42, ISSN 2321-1903
- Biswayan O Saharbashi Bharatiya Narir Karma O Jibika, Biswayan O Saharbashi Bharatiya Nari (ed) Sudakshina Gupta, Onusthup, Kolkata, 2016. ISBN 978-93-82425-50-2
- The Artist and the Shoe Shiner, (A travelogue on inequality), The Independent, Rollins College, USA, 2015
- Global Links mentoring scheme will help female entrepreneurs in India. *The Guardian*. Jan. 29, 2015. <http://www.theguardian.com/women-in-leadership/2015/jan/29/us-mentoring-scheme-help-female-entrepreneurs-india>
- Revisiting Business Ethics and Corporate Social Responsibility in Lectures on Contemporary Issues in Accounting and Management, (ed) Ananda Mohan Pal, UGC-ASC and Department of Business Management, University of Calcutta, 2012
- Moving on...From Dhaka to Daejon, in Shaping Minds: Multicultural Literature, Authors Press, New Delhi, 2010
- The Canvass of Indian Higher Education: Promoting or Restricting Inclusiveness and Access, Proceedings of national seminar on Restructuring and Privatisation

- of Higher Education: Inclusiveness and Access, XXVII AIFUCTO Academic Conference, November 2010
- The Paradox of IPR Systems, in Science, Environment and Education: Weaving an Interdisciplinary Understanding, (ed) Shankarashis Mukherjee, UGC-ASC, University of Calcutta, 2010
 - From the Pages of My Fulbright Dairy, Bloomsburg 2005, in Beyond Boundaries, Ed ZeeshanUl Hassan Usmani and Nibir Ghosh, Published by: iUniverse, Inc, New York, 2007
 - It Touched My Heart, in Indian Fulbrighter, A News Letter, Vol XIII No 2, Summer 2006

Invited talk (International only)

- Social Enterprises as an alternate career mode, Co-operative University, Myanmar, August 2019
- Impediments to Impetus in Indian Agri-innovation, Leeds Beckett University, Leeds, UK, Sep 2018
- Spirituality and Sustainability, ISOL, University of Chicago, Sep 2018
- Organisational Trust in Indian Companies, Indian Oil, March, Sep 2018
- Education empowers, GEIST, Dhaka, March 2018
- On Community Based Tourism as a mode of inclusive development, Yamaguchi University, Japan, January 2018
- On Education Empowers, Presidential Precincts, University of Virginia, USA, November 2017
- On Emerging Global Markets and Women Entrepreneurship, Claflin University, USA, March 2017
- On Motivating the Sales Force Leaders, Tupperware, USA, August 2015
- On Market as an Arena for Sustainable Development, SIT Graduate Institute, Vermont, USA, April 2012
- Workshop on Field based Survey, Sampling and Data Management, PLAN Kenya, Nairobi, September 2009
- On Ethics in Small Business: a Quantitative study, Woosong University, South Korea, 2008
- On Entrepreneurship Education in India, Entrepreneurship Education Forum, Charleston, USA, November 2007
- On Capacity Utilisation of Small Firms, BRAC University, Bangladesh, September 2006

- On Globalization and Child Labour, University of Colorado at Boulder, USA, November 2005

Paper presentation (International Conferences)

- Retail market and agr-innovation, TRI, Leeds Beckett University, UK, September 2019
- Community Based Tourism: Strategic Management, BRAC University, Dhaka September 2017
- An empirical examination of impact of corporate social responsibility on financial performance in top Indian companies, International conference, organised by IAARF, Jan 2017
- Does Microfinance impede entrepreneurial initiatives? Evidence from Bangladesh, in 9th Model-based Evidence on Innovation and Development (MEIDE) conference, Moscow June 16-17, 2016.
- On Cross Border Merger and Employee performance, Academy of Management presentation, Anaheim 2016
- On 'Innovation Support and Small Firm Performance: A Social Capital Perspective' in the seventh conference of the Society of Business Research, Orlando, 19 to 21 March, 2015.
- On 'Impact of Social Capital on Talent Management in SMEs: A Study of Sampled Small Firms in West Bengal in International HR Conference on 'HR Leadership: People. Process. Practice' organized by IISWBM, Department of MHRM with SHRM, India on 6th & 7th February, 2014.
- On Social Capital and Information Sharing: Impact on Firm Performance in 13th EBES Conference – on June 5th, 6th, and 7th, 2014 organised by Eurasia Business and Economics Society at the Istanbul Bilgi University, Istanbul - Turkey.
- On 'Impact of Social Capital on Innovation Support and Firm Performance' in IX International Conference on Finance and Business Management (ICFBM-14) organised by University Department of Commerce and Business Management, Ranchi University, Ranchi, Jharkhand, India in association with Society of Technical and Management Professionals (STMP), New Delhi, India from July 11-12, 2014.
- On 'Performance Related Service Compensation in Health Care: Where are we heading to?' in Ninth Annual International Conference on Public Policy and Management organised by Centre for Public Policy, Indian Institute of Management Bangalore from 11th to 13th August 2014.

- On Philanthropic Practices Based on Culture and Religious Traditions in Conference on Business Social Partnership: Towards Value Based Social Engagement organized by Academy of value Based Management in collaboration with Business Ethics Center, Grand Valley State University, USA; IESEG School of Management, UniversiteCatholique de Lille, France and Department of Commerce, Kirorimal College, University of Delhi, Sep 7-9, 2013, Delhi
- On Information Assymetry and Small Firm Financing Decision in International Conference on Accounting, January, IAARF, 2013.
- On Business Models for Transition Economies, Tsinghua University, Beijing, China, 2011.
- On Public private partnership of small enterprises, Tsinghua University, Beijing, China, 2011
- On Ethics of Small Business, LCBR Conference, Munich, Germany, 2010.
- On Environmental Performance of Steel Making Units, American Business Academy, Ft Myers, USA, November 2007
- On Small firm Optimum Behaviour, International Conference on Business and Research, Las Vegas, USA, 2005
- On Balanced Score Card, International Conference on Accounting Research, IAARF, 2002

Ph D Dissertations Supervision:

- Marketing of Mutual Funds, 2009, Calcutta University (Co-supervised)
- Small Business Ethics, 2010, Calcutta University (Awarded)
- Information Assymetry and Small Enterprise Finance, CalcuttaUniversity (Awarded)
- Social Capital Impact Assessment, Calcutta University (Awarded)
- Emotional Quotient and Sales Performance, CalcuttaUniversity (Awarded)
- Socialisation and Organisational Effectiveness, Calcutta University (Awarded)
- Attrition of IT Sector Employees, Calcutta University (Awarded)
- Performance Evaluation in Indian Railways, Calcutta University (Awarded)
- Impact of Culture on Performance of Employees post International Merger (Awarded)
- Translation Of Turnover Intent Into Turnover Behaviour in Private Airlines (Awarded)
- Corporate Social Responsibility and Performance (Awarded)

- Economic Development and Pollution of Indian States (Awarded)
- Strategic Management of Community Based Tourism (ongoing)
- Organisational Climate and Employee Commitment (ongoing, jointly)
- Policy Issues in Non-profit Organisations (ongoing)
- Farm Management: Peasant households in West Bengal (ongoing, jointly)
- CSR and Indian Corporate responses (GOI International Fellow, ongoing)

Community Service:

Active member of Girl Guides for last 30 years. At present engaged in training Girl Guides.

Received President's Award as Girl Guide of Bharat Scouts & Guides in 1982 from the President of India, Sri Neelam Sanjeeva Reddy.

Other Interests:

Business and pleasure travel, exploring remote areas.

Cooking multi-cultural cuisine. **Weakness: Coffee**