

SASWATA BARPANDA

Associate Professor

Dept. of Management| Amrita University

Clappana P.O|Kollam (Quilon)| Kerala, PIN-690525

saswat.vgsom.iitkgp@gmail.com; saswatab@am.amrita.edu

Mobile: 91-9476476273



SUMMARY

- More than 10 years of Experiences in Consulting, Research, Teaching, Mentoring, and Manpower Planning
- Core Area of Research: Strategic Human Resource Management, Intellectual Capital Management, Knowledge Management, Innovation, Frugal Innovation, Organizational Demography
- Areas of interest for teaching are Human Resource Management, Organizational Behavior, Industrial Relation, and Business Ethics, Social Entrepreneurship, HR analytics.

EDUCATION

Doctor of Philosophy *PhD in Management*

August 2015

Vinod Gupta School of Management, IIT Kharagpur

Area: Strategic Human Resource Management

Courses Undertaken During Ph.D with Grades (Course Work of 35 Credits)

English for Technical Writing [C], Research Methodology [B], Business Ethics [C], Financial Accounting & Reporting, Economics for Management [C], Human Behavior & Management [A], Statistical Methods for Management [C], Production & Operation Management [A], Mathematical Models for Management Decisions [B], IT & Business Applications Laboratory [B], Marketing Management [C], Services Marketing [B], HR Audit [B]

PGDBM (MBA)

April 2008

Asian School of Business Management, Bhubaneswar

Specialization: HR & Marketing

CGPA 3.21/ 5.0

MPhil (Zoology)

August 2000

G.M. College Sambalpur, Sambalpur University

Specialization: Developmental Biology

AGP 4.66 GRADE: A

MSc (Zoology)

July 1998

Sambalpur University

Specialization: Fish and Fisheries (Ichthyology)

Percentage: 72%; University Gold Medallist

RELATED INDUSTRY EXPERIENCE

Organization: Amrita University, Dept. of Business Management

Designation: Associate Professor

Duration: June 2019 till date

Organization: Amrita University, Dept. of Business Management

Designation: Assistant Professor (Senior Grade)

Duration: Sept 2015 –May 2019

Job Profile:

Research:

- ✓ Working with students in various research activities.
- ✓ Mentoring students
- ✓ Conducting Workshops on Research Methods

Teaching Subjects:

- ✓ Strategic HRM (Elective)
- ✓ Managerial Value and Business Ethics (Core)
- ✓ Human Resource Management (Core)
- ✓ HR Analytics (Elective)
- ✓ Social Entrepreneurship (Elective)

Others:

- ✓ Chair of research committee
- ✓ Member of PGP Committee
- ✓ Member of 4 campus PhD committee
- ✓ Member of Library Liaison committee
- ✓ Member of Student Development Committee

Organization: Vinod Gupta School of Management (VGSoM), IIT Kharagpur

Designation: Research Fellow by Ministry of Human Resource Management.

Duration: 20th July 2010 to 7th Aug 2015

Job Profile:**Research:**

✓ Broad area of research in PhD is strategic human resource management with special focus on Indian Microfinance Sector. My PhD topic is "Relationship among Human Resource Practice, Intellectual Capital, Firmography, and Performance in Indian Microfinance Institutions"

Teaching Assistantship:

- ✓ Organization Behaviour under Dr. Susmita Mukhopadhyay for one semester (IIT, Kharagpur).
- ✓ Human Resource Accounting under Dr. Susmita Mukhopadhyay for one semester (IIT, Kharagpur).
- ✓ Business Ethics under Prof. Chhanda Chakraborti for four successive semesters (IIT Kharagpur).
- ✓ Human Resource Management under Prof. Kailash Bihari Srivastava for one semester (IIT, Kharagpur).

Consulting:

- ✓ Worked for IFMR CMF in a project sponsored by Ford Foundation

Management development Programs (MDPs):

- ✓ Assisted faculty members in conducting MDPs (Refer to short term course and workshop)

Organization Name: Zenith Consultancy Service Hyderabad.

Designation: HR Executive

Duration: 1st May 2008 to 31st May 2009

Job profile:

- ✓ Complete recruitment cycle including sourcing through referrals, through Internet, and advertisements based on the volume of the requirements, scheduling the interview process, Time management and coordination of all other activities as per the client preference.
- ✓ Meeting with clients.
- ✓ Matching the profiles with skill sets
- ✓ Sector of work includes Infrastructure/Realty/Pharma/Manufacturing /Financial /Developmental sectors
- ✓ Headhunting
- ✓ Assist in compensation survey analysis of different clients.

Organization: Gandhi Institute of Engineering and Technology, Gunupur, Orissa

Designation: HR Officer/Faculty

Duration: From 1st of June 2009 June to 30th of December 2009

Job profile:

- ✓ Manpower planning & recruitment
- ✓ Preparation and implementation of induction program
- ✓ Compensation & Benefit planning
- ✓ Designing compensation & benefits for all levels of employees in line with company philosophy & market parity
- ✓ Implementation of performance improvement program
- ✓ Assisted my superior in the appraisal of the employees
- ✓ Developing HR philosophy, values, formulating HR policies

TEACHING ASSIGNMENTS

Organization: Gandhi Institute of Engineering and Technology, Gunupur, Orissa

Designation: HR Officer/Faculty

Duration: From 1st of May 2009 to 30th of December 2009

Organization: Department of Management, Raajdhani Engineering College, Bhubaneswar Odisha

Designation: HR Faculty

Duration: From 10th of Jan 2010 to 30th of June 2010

Vinod Gupta School of Management, IIT Kharagpur

RESEARCH & CONSULTING EXPERIENCE

- During 2010-2012, associated with Centre for Microfinance (CMF), IFMR Chennai, Microfinance Researchers Alliance Program (MRAP) funded by Ford Foundation in two consecutive projects.
- ✓ Project 1 (2010-11): Effect of recent RBI Regulations on Small and Medium Sized Micro Finance Institutions (MFIs)
- ✓ Project 2 (2011-12): Rethinking Reserve Bank of India (RBI) Regulations for MFIs :An Analysis of Microfinance Clients from Urban and Semi-urban Communities

SHORT TERM COURSES/WORKSHOPS

- ✓ Statistical modeling for data Analysis, 20th December 2010-26th December 2010.
- ✓ National Workshop on Psycho-Informatics, 11th-12th March, 2013, organized by Indian Institute of Psychometry, Indian Institute of Applied Psychology and Indian Statistical Institute, Kolkata.
- ✓ AICTE Approved Short Term Course on HR Analytics-Hands on Training (Under QIP Sponsored) 10thMay, 2015–16thMay, 2015
- ✓ Six Sigma Yellow Belt Certification: American Society for Quality, section 1302, Aug 2016.

ACADEMIC ACHIEVEMENTS

- ✓ Stood First position in University during Post graduation (Msc) level and awarded Gold Medal.
- ✓ Cleared UGC NET for Lectureship in 2008 (Stream: Management)
- ✓ IIT-KGP Institute Fellowship by Ministry of HRD, Govt. of India

PUBLICATIONS

Journals

- J1. Barpanda, S. and S. Mukhopadhyay (2012), A Case study on the ethical issues in MFIs, International Journal of Business Ethics in Developing Economies (IJBEDE), Vol 1, Issue 1, pp. 27-33, (EBSCO AND PROQUEST Indexed).
- J2. Barpanda, S. and S. Mukhopadhyay (2014), Human capital and organizational learning a study of Indian microfinance institutions, *Int. J. Management Practice*, Vol. 7, No. 3, pp.222 to 239 (SCOPUS & ABDC listed).
- J3. Barpanda, S. and S. Mukhopadhyay (2015), A new perspective on performance in Indian microfinance institutions: an empirical study, International Journal of Sustainable Economies Management (IJSEM), Vol.4, No. 4, pp.1-17 (INDEX COPERNICUS, GOOGLE SCHOLAR).
- J4. Barpanda, S. and S. Mukhopadhyay (2016), Intellectual capital components in Indian microfinance sector: scale development and an empirical study, International Journal of Learning and Intellectual Capital (IJLIC), Vol. 13, No. 4, pp. 338-360 (SCOPUS & ABDC listed).
- J5. Barpanda, S and Mridula T (2019), "Knowledge Transfer in Non-profit Organizations: A Qualitative Study" International Journal of Knowledge and Learning (IJKL). Vol. 13, No.1, pp. 25-44 (SCOPUS & ABDC listed).
- J6. Barpanda, S. and Bhagyalakshmi, U. (2019), "Relationship of employee's perception on health and safety measures and job performance: the mediating effects of job satisfaction", International Journal of Environment, Workplace and Employment, Vol. 5, No. 2, pp. 107-127 (SCOPUS & ABDC listed).

- J7. Barpanda, S and Sreekumar, N (2020), Performance Analysis of Hospitals in Kerala Using DEA Model, Journal of Health Management, Vol. 22, No.1, forthcoming (January – March, 2020)

Book Chapters

- BC1. Barpanda, S (2012), “An Analysis of Human Resource Strategy in Microfinance Sector” edited book titled “Finance & Sustainable Development (With Special Reference to Micro Finance)” ISBN 978-8484-186-2, Regal Publisher: New Delhi.
- BC2. Barpanda, S. and S. Mukhopadhyay (2013), “The Malegam Committee Microfinance Report: - Will the MFIs Accept It?” edited book titled “Resource book on Case studies in Business Management: a global perspective”, Anne Book Pvt. Ltd, ISBN 9789382127543.
- BC3. Barpanda, S. and S. Mukhopadhyay (2013), “Adaptability is the key to learning; a case of Indian MFIs” in edited book titled “Facing Challenges in the Era of Globalization” EPH, Excellent Publishing House, New Delhi, ISBN: 978-93-83083-13-8
- BC4. Barpanda, S. and S. Mukhopadhyay (2014), “Turbulent Triggers Transformation, A case of Indian Microfinance Institutions,” in edited book titled “Managing Business in Turbulent time: A case study approach”, ICBM School of Business Excellence, Hyderabad, ISBN: 978-81-924315-0-5.

Technical Reports

- TR1. Barpanda, S (2012) (coauthored with 5 authors), “Effects of Reserve Bank of India (RBI) Regulations on Public Sector Lending for Micro Finance Institutions (MFIs)” IFMR, Centre for Microfinance Research Group
- TR2. Barpanda, S (2013) (coauthored with 5 authors), “Rethinking Reserve Bank of India (RBI) Regulations for MFIs: An Analysis of Microfinance Clients from Urban and Semi-urban Communities, A case study”; CMF Focus Note.

Contributed Articles

- CA1. Barpanda, S (2008), Management and Spirituality, HRD News Letter (ISSN-0974-1720), Vol.24, Issue. 5, pp. 22-23
- CA2. Barpanda, S (2008), Headhunting: an art or a science, HRD News Letter (ISSN-0974-1720), Vol.24, Issue. 6, pp. 38-39

CONFERENCES

- C1. Barpanda, S. (2012), presented paper titled “Ethics in Human Resource Management: With Special Reference to Microfinance Sector”, International Conference on “Managing Human Resources at the Workplace”, 14-15 December, 2012, ISBN: 978-81-922146-4-1, SDM Institute for Management Development (SDMIMD), Mysore, Karnataka.
- C2. Barpanda, S. (2013), presented paper titled “Role of Human Capital in the Sustainability of Microfinance Institutions”, National Conference on “Paradigm for Sustainable Business: People, Planet & Profit” held on March 8 & 9, 2013 at Department of Management Studies, IIT Roorkee.
- C3. Barpanda, S. and Mukhopadhyay, S. (2013) presented paper (case) titled “Adaptability is the key to learning; a case of Indian MFIs” has been published on International Case Colloquium in 18th May 2013 on the theme “Facing Challenges in the Era of Globalization” by Shri Vaishnav Institute of Management. ISBN: 978-93-83083-13-8.
- C4. Barpanda, S. and Mukhopadhyay, S. (2013) Presented paper (case) titled “Turbulence Triggers Transformation: A Case on Indian Microfinance Institutions” in International Case Competition - 2013 on the theme “Managing Business In Turbulent Times” organized by ICBM - School of Business Excellence, Hyderabad in association with Academy of Management Professionals and ACBSP, Global Business Accreditation on 9th Nov. 2013
- C5. Barpanda, S. and Mukhopadhyay, S. (2013) Presented Paper titled ‘Human Capital and Firm Performance: Human Resource Practice as Mediator in Indian Microfinance Sector’ in “COSMAR 2013”, The 13th Consortium of Students in Management Research (COSMAR) on 15th & 16th November 2013 at the Department of Management Studies, IISc. Bangalore.
- C6. Barpanda, S. and Mukhopadhyay, S. (2017) Presented paper titled “Does Firmography matters in Shaping Human Resource? A Study in Microfinance Industry” on National Management Conclave: “Business, Innovation & Sustainability” on Jan, 2017, NIT Rourkela.

- C7. Kamal, A and Barpanda, S (2017) Presented a paper titled “Moderating role of Technological Changes in the relationship between Human Capital and Labour productivity in the Indian Automobile Industry.” Indian Society of Labour Economics, 59th Annual conference, 16th to 18th Dec at Thiruvananthapuram at Gulati Institute of Finance and Taxation
- C8. Kamal, A and Barpanda, S (2017) Presented a paper titled” Factors influencing the Energy Consumption Behavior Pattern among the Indian Higher Education Institution Students” IEEE International Conference on Technological Advancements in Power and Energy (TAP Energy 2017) , 22nd Dec-23rd Dec, at Amrita University. Kerala

REVIEWED JOURNALS (Adhoc; Selected)

- ✓ Reviewed for ‘The International Journal of Human Resource Management’ a Taylor and Francis publication: Routledge.
- ✓ Reviewed for “Social Responsibility Journal”, an Emerald Publication
- ✓ Reviewed for “International Journal of Learning and Intellectual Capital” an Inderscience publication.
- ✓ Reviewed for “Journal of Management & Organization” A Cambridge Journal publication.
- ✓ Reviewed for “Journal of Management Development” An Emerald Publication.

GUIDANCE OF DOCTORAL STUDENTS AT AMRITA UNIVERSITY

As a Supervisor

Student name: Avinash Shivdas

Status: completed on 2018

Area –Strategy:

Title: *“Building Frugal Innovation Capability: The Role of Strategic Orientations, Institutional and Competency Constraints in an Emerging Market”*

Student Name: Souresh Cornett:

Status: Continuing

Area: Social entrepreneurship and Social Innovation

As a Committee Member

Student Name: Anju Kamal

Status: Continuing

Area: OB and HRM

REFERENCES

Dr. Susmita Mukhopadhyay
Associate Professor
VGSOM, IIT Kharagpur
susmita@vgsom.iitkgp.ernet.in +91-3222-283864

Dr. Debdulal Dutta Roy , Ph.D.
Associate Professor of Psychology
Psychology Research Unit Indian
Statistical Institute 203, B.T. Road
Kolkata - 700108 E-mail:
ddroy@isical.ac.in Fax : 91 - 33 -
25776680 Tel (o) : 91 - 33 - 2575
3454

Dr.Kailash Bihari Srivastava
Professor,
Humanities & Social Sciences| IIT
Kharagpur
kbls@hss.iitkgp.ernet.in, 91-3222-
283624

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AMRITAPURI**