

Dr. Andrew Dutta

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Bhubaneswar, Odisha 751013
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Research and Teaching Interests:

Recruitment and Selection, Global HRM, Competency Mapping and Assessment Center, Influence of Information Technology in managing people, Qualitative Research Methods in Management.

Work Experience:

Jan 2013 – Mar 2013: Visiting Faculty

Indian Institute of Management, Ranchi

Invited by IIM-R to teach 3 credit course on Recruitment and Selection to PGDHRM 2012-14 batch

Feedback Received: 4.61/5.00

(Nov 2008 till date): Permanent Faculty Member, (Associate Professor)

Xavier Institute of Management, Bhubaneswar

Xavier Square, Bhubaneswar, Orissa.

- Teaches Organizational Behavior to MBA students in 1st Year and Executive PG students.
- Teaches Leadership and Team Building to Rural Management Students in 1st Year
- Teaches Organization Structure and Design to MBA students in 1st Year and Executive PG students
- Teaches International Human Resource Management to Executive PG and MBA students in the 2nd year.
- Teaches Recruitment & Selection course to MBA students in 1st Year and Executive PG students.
- Teaches Competency Mapping & Assessment Center to MBA students in 2nd Year

In all the above courses, student feedback received was above 4.25 out of 5.00. All the courses are for 3 credits except R&S.

Special Teaching Assignment:

(Jan-Apr 2013)

Taught Global HRM in the 3 Continent Masters Global Management Program during Jan-April 2013, jointly conducted by Fordham University, New York, Antwerp Business School, Belgium, and XIM Bhubaneswar. The current batch size is 26 with students from USA, Europe, South Africa and North Korea. Feedback received: 4.46/5.00

(Jan-Apr 2012)

Taught Global HRM in the 3 Continent Masters Global Management Program during Jan-April 2012, jointly conducted by Fordham University, New York, Antwerp Business School, Belgium, and XIM Bhubaneswar. This teaching assignment involved teaching 22 international students from Europe, China, USA and Indonesia. Feedback received: 4.45/5.00 with highest rating in 6 out of 11 parameters.

PhD Student Guidance

Currently supervising one doctoral student at XIMB in the HRM area.

Administrative Responsibilities

- Presently, serving as the Admission Coordinator of XIMB from June 2011 in the capacity of Chairperson, catering to all the 4 flagship programs of XIMB.
- Member of Empowered Program Committee for PGDM-HRM from June 2012 till date
- Served as the Management Development Program Coordinator of XIMB from June 2010 to May 2011. The responsibility included marketing coordination, design, delivery and rolling out of corporate training programs.
- OB-HR Area Coordinator in the capacity of Head of Department/Chairperson from June 2009- May 2010. The responsibility included coordinating academic courses of the Area, Faculty recruitment, student Immersion courses and all matters of the Area for academic development.
- Interview Panel Member for Executive Post Graduate Program.
- Committee Member for XIM Admissions Committee from June 2009 to May 2011.
- Program Coordination Committee Member for Rural Management from June 2009 to May 2010

(June 2005 to Oct 2008): Permanent Faculty Member, (Senior Lecturer, promoted to Assistant Professor Grade)

ICFAI Business School, Hyderabad
New Campus, Dontanapally,
Andhra Pradesh.

Teaching

- Taught Organizational Behavior, Human Resource Management, Global HRM to MBA students
- Taught Organizational Behavior to Executive MBA students
- Conducting Leadership Lab for Executive MBA Program

In all the courses, the feedback was above 4.40 out of 5.00. All the courses were for 3 credits.

Institution Building Activities:

- Core Team Member in the Headquarter for developing Course Outline for ICFAI-University of South Australia collaboration for filing papers with DEFEST, Australia.

Administrative responsibilities:

- Research Group Coordinator for facilitating HR area research for IBS-Hyderabad
- Member of HQ Syllabus Review Committee
- Examination Coordinator for examination in OB and HRM
- Final paper setter for OB and HRM
- Interview Panel Member for PhD Selection Committee

(2006): Visiting Professor for PhD students

ICFAI Institute for Management Teachers, Hyderabad
Hyderabad.

- Teaching Organization Development to PhD students.
- Evaluating and suggesting grades for their continuity in fellowship program
- Conducting Leadership Lab for PhD students

(Aug 1998- Sep 2002): Visiting Professor, Post Graduate Students for MCom

Central Calcutta Correspondence College
14C, Surya Sen Street, Kolkata

- Teaching M.Com students subjects related to General Management.

Industry Experience

(1996-1998): Chief Event Manager

Creative Dimensions
18 R. N. Mukherjee Road,
Kolkata.

- The job profile included coordinating over 50 staffs for arranging fairs, promotional activities and specialized events involving more than 2000 participants.

Educational Achievements

(2007): Doctor of Philosophy in Management

Title: “Understanding the Role of Features in Information Technology Use”
Awarding University: ICFAI University, Dehradun

Grade Received: Excellent

Examiners:

Dr. M. Lynne Markus, Bentley University, Massachusetts, USA
Dr. T. V. Rao, TV Rao Learning Systems, India
Dr. Y.K. Bhushan, Vice Chancellor, ICFAI University, Meghalaya

The thesis is about studying how technology usage in human social context is influenced by technology features in the realm of human-computer interface. It amalgamates the two conceptualizations of technology namely technology determinism and social construction of technology in the field of technology and human resources.

(Aug 2004-June 2005): Visiting Doctoral Scholar to Bentley University, (formerly Bentley College), Massachusetts, USA

Mentor: Dr. M. Lynne Markus,
John W. Poduska, Sr. Professor of Information Management

Foreign Teaching Assignment in USA

Assisted mentor in Weblog assignment for Fall 2004 semester in the course ‘Strategic Information Fundamentals’. This included keeping regular track of weblogs of students in two sections, reading their weblogs, making postings and grading and evaluating them on the basis of their Weblog postings. This assignment was a mandatory part of their course and carried 20 percentage points.

Courses Attended in Bentley College on Audit Basis

- 1) BF 503 Managing People in Information Age Organizations: Instructor-- Dr. Charlene E. O'Brien
- 2) BF 504 Marketing Management: Instructor-- Dr. Rajendra Sisodia

3) BF 601 Strategic Information Fundamentals :Instructor-- Dr. M. Lynne Markus

4) GR 720 Customer Focused Management for Competitive Advantage: Instructors-- Dr. Joby John and Dr. Mark M. Davis

**Management Teachers Program
(2002-2005)**

Area of Specialization: Human Resource Management

ICFAI Institute for Management Teachers,
Hyderabad
CGPA 9.33/10

**Master in Commerce
(1997-1999)**

Business Finance

Distinction: First in first class (**Gold Medalist**)
Calcutta University,
College Street, Kolkata. W. B.

**Bachelor of Commerce
(1994-1997)**

Accountancy
(First Class)
St. Xavier's College,
Park Street, Kolkata, W. B.

**Indian School Certificate Exam
(1992-1994)
Delhi Board**

Commerce
Scored 85% (First Division)
All India record of 99% in the paper 'Structure of Commerce'

**Indian Certificate of Secondary Exam
(1990-1992)
Delhi Board**

Scored 67% (First Division)

Publications

Peer Reviewed Journals

Journal of Knowledge Management (Vol. 17 Issue 3, pp 435-543, 2013), Emerald Group Publishing, United Kingdom. Role Of Knowledge Infrastructure Capability In Knowledge Management Excellence: An Empirical Case Study Of Mindtree Inc. [Co-authored with S. Pandey]

Strategic Human Resource Management Review (September 2013). Emerald Group Publishing, United Kingdom. Communities of Practices and Organizational Learning: Case Study of a Global IT Solutions Company. [Co-authored with S. Pandey]

Journal of Cases on Information Technology (Under Review, 2013), Information Resources Management, IGI Global, USA. Identical Technology and Social Context but Differential Use Patterns: The Case of Two Police Stations in India.

Global Business Review (October- December 2010), Sage Publications, New York. IMI India. Factors Affecting Choice of First Employer: A Study of Indian Management Graduates [Co-authored with Eldose M. Punose]

Vikalpa (January-March 2008) Indian Institute of Management, Ahmedabad, India
A New Perspective in Understanding The Role of Information Technology Features in Technology Use Pattern.

Indian Management (February 2006) Journal of AIMA
The Challenge of Managing Homecoming [Co-authored with P. Krishnatray]

ICFAI Journal of Accounting Research (Oct 2004). IUP

Mission Statements and Corporate Performance: The Indian Evidence [Co-authored with M. K. Singh]

ICFAI Journal of Industrial Economics (May 2004)

Advertisement and its Determinants in Indian Industries—An Empirical Study [Co-authored with M. K. Singh]

ICFAI Journal of Applied Economics (November 2003)

Contributions of Small-Scale Industrial (SSI) Sector in the Indian Economy [Co-authored with M. K. Singh]

ICFAI Journal of Organizational Behavior (October 2003)

Management of Expatriate Repatriation: A Comprehensive Framework [Co-authored with M. K. Singh]

Book Chapters

Computerization Movement and Technology Diffusion: From Mainframes to Ubiquitous Computing. (Eds.) M. S. Elliott and K. L. Kraemer. 2008, Information Today Inc., New York

The Computerization Movement in the U.S. Home Mortgage Industry: Automated Underwriting from 1980 to 2004.

(As a part of a project funded by the National Science Foundation, USA) [Co-authored with M. L. Markus, C.W. Steinfield, and R. T. Wigand]

Professional Magazines

Learning Organization: The New Face of Organization Culture

Published in HRM Review, April 2007 [Co-authored with S. Ganguli]

Employee Engagement: New Corporate Perspectives

Published in HRM Review, April 2006

The Emerging Trend of Outsourcing HR Functions Making the Build or Buy Decision

Published in HRM Review. January 2005 [Co-Authored with Joby John, Chair, Marketing Dept., Bentley College, USA]

HR-Partnering business strategy

Published in HRM Review. September 2004

Strategies for Retaining Employees

Published in HRM Review. August 2004

Change without Pain (Book Review)

Published in HRM Review June 2004 [Co-authored with Niranjan Swain]

Outsourcing: The Human Resources Angle

Published in HRM Review, June 2004

India Unbound From Independence to the Global Information Age

Published in Global CEO, June 2004 [Co-authored with Niranjan Swain]

Executive Relocation-New Perspectives

Published in HRM Review, April 2004 [Co-authored with Manjeesh K Singh]

Balancing the Work and Life of Your Employees

Published in HRM Review, February 2004. [Co-authored with Manjeesh K Singh]

Managing in the Next Society

Published in HRM Review, February 2004. [Co-authored with Manjeesh K Singh]

Knowing and Managing Glass Ceiling

Published in HRM Review, December 2003. [Co-authored with Manjeesh K Singh]

The Workplace Learner How to Align Training Initiatives with Individual Learning Competencies

Published in HRM Review, November 2003. [Co-authored with Manjeesh K Singh]

Understanding and Managing Workforce Diversity

Published in HRM Review, November 2003. [Co-authored with Manjeesh K Singh]

Virtual Teams How to Structure and Manage Them

Published in Effective Executive, November 2003 [Co-authored with Manjeesh K Singh]

Human resource management in the changing world

Published in HRM Review, October 2003. [Co-authored with Manjeesh K Singh]

Appraisal Tools for todays Performance Management

Published in HRM Review, September 2003. [Co-authored with Manjeesh K Singh]

Measuring the ROI on Training

Published in HRM Review, August 2003. [Co-authored with Manjeesh K Singh]

Hire with Your Head Using Power Hiring to Build Great Companies (Book Review)

Published in HRM Review, June 2003. [Co-authored with Manjeesh K Singh]

Managing Motorola

Published in HRM Review, June 2003. [Co-authored with Manjeesh K Singh]

The power of minds at work (Book Review)

Published in HRM Review, May 2003. [Co-authored with Manjeesh K Singh]

Leadership Challenges in the 21st Century

Published in HRM Review, April 2003. [Co-authored with Manjeesh K Singh]

Papers Presented in International Conferences

OBTC Teaching Conference for Management Educators 2013, University of North Carolina Asheville, USA. 5th – 8th June 2013. [to be presented]

Using Film-based behavioral actions to teach Assessment of Competencies in Classroom

International Conference on Excellence in Research and Education. Indian Institute of Management, Indore in Collaboration with Tun Abdul Razak University of Malaysia. 9-12May 2013 [to be presented]

Organizational learning through Communities of Practices in a knowledge intensive organization: Case study of an Indian IT Company.

10th AIMS International Conference, Indian Institute of Management, Bangalore. January 2013

Learning in Social Context: Role of Communities of Practice in Managing Knowledge. Jan 6th – Jan 9th 2013. Paper published in proceedings. ISBN: 978-81-924713-1-0

OBTC Teaching Conference for Management Educators 2011, Marquette University, Milwaukee Wisconsin, USA. June 2011

Learning Through Digital Debriefing: Video Recording And Reviewing Of Structured Activities In Classroom Settings. June 8th – June 11th, 2011. Paper published in proceedings.

The CRITO Workshop on Social Informatics, California, USA. February 2005

The Computerization Movement In The Us Home Mortgage Industry, 1980-2004

Co-authored with M. L. Markus, C.W. Steinfield, and R. T. Wigand.

The First AIMS International Conference, IIM-Bangalore, India, December 2003

The Visions of Top Indian Companies: An Empirical Analysis

Co-authored with Manjeesh K. Singh

The First AIMS International Conference, IIM-Bangalore, India, December 2003

Management of Expatriate Repatriation: A Comprehensive Framework

Co-authored with Manjeesh K. Singh

International Conference on Business and Finance, In association with Philadelphia University, USA at Hyderabad. December 2003

Mission Statements and Firm Performance: Indian Evidence

Co-authored with Manjeesh K. Singh

Papers Accepted in International Conferences

10th International Congress on AIDS in Asia and the Pacific. Seoul, South Korea, August 2011.

Disclosure Of HIV Status: A Systematic Study Of Indian Counselors And People Living With HIV-AIDS (PLHA) In Orissa

Co-authored with Dr. S. Peppin (2nd Author)

EURAM International Conference 2004. St. Andrews University, Scotland, May 2004

Corporate Governance and Ethical Decision Making

Co-authored with Manjeesh K. Singh (2nd Author)

Papers Presented in National Conferences

15th Annual Management Convention of The Association of Indian Management Schools, Xavier Institute of Management, Bhubaneswar, India. August 2003

Corporate Governance by Ethical Decision Making: A Comprehensive Framework

Co-authored with Manjeesh K. Singh

PRAGATI 2003. Amrita Institute of Management, Coimbatore, India

Issues and Concerns in Outsourcing Human Resources

Received Best Paper Award

Co-authored with Manjeesh K. Singh

Papers Accepted in National Conferences

SHODH 2004, D.M.S.R. G.S. College of Commerce and Economics, Nagpur, India. January 2004

Children and Advertisements: A Content Analysis of Indian Television Commercials

Co-authored with Manjeesh K. Singh

40th Annual Conference of The Indian Econometric Society. Institute for Social and Economic Change, Bangalore. February 2004

Factors Affecting Rice Productivity in Indian Rice Producing States

Co-authored with Manjeesh K. Singh

Management Development Programs Chaired and Conducted

National Aluminum Company Limited, April 2010

‘Creativity and Innovation’ for senior managers in the rank of AGM, DGM and departmental Heads. This was a 2 day intensive workshop on fostering creativity and innovation. Valedictory was presided by the Executive Director of NALCO. Held at NALCO, Angul, Orissa

West Bengal State Electricity Distribution Company Limited, May 2010

21 days residential Induction training programs for Managers were successfully coordinated. Sessions taken during the program included Leadership, Team building, Decision making and Creativity.

National Thermal Power Corporation, June 2010

12 days residential training program for the middle managers of NTPC were successfully coordinated for ‘Foundation Course in Management’. Sessions taken on Leadership, team building, decision making.

Program was held in XIM, Bhubaneswar, Orissa, India

Central Institute of Freshwater Aquaculture, Govt. of India, July 2010

Successfully coordinated 3 day residential training programme on "Developing Managerial Competencies" for the scientists of CIFA, in the rank of Principal Scientists and Senior Scientists. Sessions taken during this program included leadership and teambuilding.

Program was held in XIM, Bhubaneswar, Orissa, India

Orissa Tourism and Development Corporation, Govt. of Orissa, July 2010

Successfully coordinated 2 day non-residential training programme on "Developing Managerial Effectiveness" for the Managers of OTDC. Sessions taken were on Leadership and decision making.

Rural Water Supply and Sanitation, Govt. of Orissa, August 2010

Successfully coordinated 2 day non-residential training program on "Change Management" for the Executive Engineers of RWSS. Also 3 sessions were taken on 'Managing Teams during Change'. On account of high appreciation, RWSS confirmed its second training on first week of November 2010.

Program was held in XIM, Bhubaneswar, Orissa, India

Rural Water Supply and Sanitation, Govt. of Orissa, November 2010

Successfully coordinated 2 day non-residential training program on "Change Management" for the Executive Engineers of RWSS. Also 3 sessions were taken on 'Managing Teams during Change'.

Program was held in XIM, Bhubaneswar, Orissa, India

National Thermal Power Corporation, December 2010

Successfully coordinated two day residential training programme on "Developing Professional Skills at All Levels" for the Executives of GRIDCO & OPTCL, under the NTPC Customer Relationship Management Initiative.

Program was held in XIM, Bhubaneswar, Orissa, India.

Central Institute of Freshwater Aquaculture, Govt. of India, January 2011

Successfully coordinated 3 day residential training programme on "Developing Managerial Competencies" for the scientists of CIFA, in the rank of Principal Scientists and Senior Scientists. Sessions taken during this program included leadership and teambuilding.

Program was held in XIM, Bhubaneswar, Orissa, India.

Orissa Tourism Development Corporation, 28th -29th September, 2011

Successfully completed 2 day non-residential training program on Developing Managerial and Customer Effectiveness for officers of OTDC in the rank of managers of Panthanivas. Also sessions on leadership and team building were taken for them.

The program was held in XIMB.

JK Organization (EZ), 20th Feb – 3rd Mar, 2012

'Business Leadership Program' for 12 days residential program was successfully completed at XIMB for the mid-level managers of JKO. Twenty-eight faculties took sessions. Team building, Leadership, and Creativity & Innovation was taught by me.

JK Organization (EZ), 30th Apr to 4th May, 2012

'Executive Leadership Program' for 5 days residential program was successfully completed at XIMB for the junior-level managers of JKO (EZ). Team building, Leadership, and Creativity & Innovation was taught by me.

JK Organization (EZ), 7th to 11th May, 2012

'Executive Leadership Program' for 5 days residential program was successfully completed at XIMB for the junior-level managers of JKO (EZ). Team building, Leadership, and Creativity & Innovation was taught by me.

Management Development Programs Conducted as Session Facilitator

Leadership Training Program, December 2008

Junior Managers and GETs

Vedanta Group of Companies, Vedanta University Project, Puri, India

Technical Teachers Training Institute, Calcutta Extension Center, December 2008

Faculty and Departmental Heads of TTTI,

HRD Audit, Women's Polytechnic, Bhubaneswar, Orissa, India

Paradeep Phosphates Limited, January 2009

Senior Managers in the rank of AGM, DGM, and Regional Managers
Leadership and Team Building, Paradeep Phosphates, Bhubaneswar, India

Larsen & Toubro Limited, February 2009

GETs for various locations and divisions,
Leadership Development and Team Building and Team Management,
XIM, Bhubaneswar, Orissa, India

Jindal Steel and Power Limited, March 2009

Senior Managers in the rank of AGM, DGM, and Departmental Heads
Organizational Behavior, JSPL, Barbil, Orissa, India

Jindal Steel and Power Limited, March 2009

Senior Managers in the rank of AGM, DGM, and Departmental Heads
Managerial Skills for Effective Conflict Management and Decision Making,
JSPL, Barbil, Orissa, India

India Post, May 2009

Training for ASPOs of India Post, 'Rural Marketing and Management Skills'
Leadership and Team Building, XIM, Bhubaneswar, Orissa, India

India Post, June 2009

Training for ASPOs of India Post, 'Rural Marketing and Management Skills'
Leadership and Team Building, XIM, Bhubaneswar, Orissa, India

India Post, July 2009

Training for ASPOs of India Post, 'Rural Marketing and Management Skills'
Leadership and Team Building, XIM, Bhubaneswar, Orissa, India

India Post, August 2009

Training for ASPOs of India Post, 'Rural Marketing and Management Skills'
Leadership and Team Building, XIM, Bhubaneswar, Orissa, India

India Post, October 2009

Training for ASPOs of India Post, 'Rural Marketing and Management Skills'
Leadership and Team Building, XIM, Bhubaneswar, Orissa, India

Orissa Forest Department, October 2009

Training of officers of Orissa Forest Department on "Modern Management Techniques"
The programme was sponsored by the Orissa Forestry Sector Development Project. Venue: XIMB

India Post, November 2009

Training for ASPOs of India Post, 'Rural Marketing and Management Skills'
Leadership and Team Building, XIM, Bhubaneswar, Orissa, India

Jindal Steel and Power Limited, November 2009

Senior Managers in the rank of AGM, DGM, and Departmental Heads
'Managerial Skills for Effective Conflict Management' held at JSPL location in Angul

GRIDCO, Orissa, December 2009

Training program for officers of GRIDCO on 'Personality Development'
Held at XIM, Bhubaneswar, Orissa, India

India Post, December 2009

Training for ASPOs of India Post, 'Rural Marketing and Management Skills'
Leadership and Team Building, XIM, Bhubaneswar, Orissa, India

India Post, February 2010 (3 rounds)

Training for ASPOs of India Post, 'Rural Marketing and Management Skills' Leadership and Team Building, XIM, Bhubaneswar, Orissa, India

India Post, March, 2010

Training for ASPOs of India Post, 'Rural Marketing and Management Skills' Leadership and Team Building, XIM, Bhubaneswar, Orissa, India

National Thermal Power Corporation, February-March, 2010

15 day training program for the middle managers of NTPC in 'Foundation Course in Management' Session taken on team building, leadership, conflict management and decision making. Held at XIM, Bhubaneswar, Orissa, India.

India Post, April, 2010

Training for ASPOs of India Post, 'Rural Marketing and Management Skills' Leadership and Team Building, XIM, Bhubaneswar, Orissa, India

Larsen & Toubro Limited, April, 2010

Graduate Engineer Trainees for various locations and divisions, 'Supervisory Development Programme' for 6 days. Sessions taken were Leadership, Team building and Coordination. Held at XIM, Bhubaneswar, Orissa, India

Training of Trainers for the Postmen of India Post, Govt. of India, August-September 2010

TOT conducted for the Postman of India Post. Sessions taken were Initiative, Working together in Teams and Work Planning. Held at Postal Training College, Saharanpur, India.

Training of Trainers for the Postmen of India Post, Govt. of India, 13th – 17th September 2010

TOT conducted for the Postman of India Post. Sessions taken were Initiative, Working together in Teams and Work Planning. Held at XIMB, Orissa.

Management Development Programme for the ABSMs (Asst Branch Sales Managers) of SBI Life Insurance, 19th – 21st October, 2010. Sessions taken on Leadership. Held at XIMB.

Management Development Programme for the ABSMs (Asst Branch Sales Managers) of SBI Life Insurance, 25th – 27th October, 2010. Sessions taken on Leadership. Held at XIMB.

Management Development Programme for the ABSMs (Asst Branch Sales Managers) of SBI Life Insurance, 1st – 3rd November, 2010. Sessions taken on Leadership. Held at XIMB.

Management Development Programme for the ABSMs (Asst Branch Sales Managers) of SBI Life Insurance, 11th – 13th November, 2010. Sessions taken on Leadership. Held at XIMB.

Faculty Development Programme, January, 2011 Facilitating Leadership and Managerial Efficiency (FLAME) for the Faculty In Charge (FICs), under the The Global Fund to Fight AIDS, Tuberculosis and Malaria (GFATM) Round 7, Counselling Component. 26 Senior Faculty Members from the field of Medical & Social Science from different parts of India had come to participate in this programme. Session taken on Leadership. Program held in XIM, Bhubaneswar, Orissa, India.

Development of Management Skills for RR&CSR at THDC Ltd. 2011 for the managers at middle and senior levels. Delivered sessions on Organization structure and design. Program conducted at Rishikesh, India.

FDP on Facilitating Leadership and Managerial Efficiency (FLAME) for the Faculty In Charge (FICs), under the GFATM Round 7, Counselling Component, held in XIMB. Sessions taken on Leadership.

National Thermal Power Corporation, September 2011.

Junior Managers of NTPC. Sessions taken on Conflict management. Program held in XIMB.

Axis Bank (Batch-1), Co-sponsored by Max New York Life Insurance Company Ltd
Axis Bank (Batch-2), Co-sponsored by Max New York Life Insurance Company Ltd
Axis Bank (Batch-3), Co-sponsored by Max New York Life Insurance Company Ltd
Axis Bank (Batch-4), Co-sponsored by Max New York Life Insurance Company Ltd

Axis Bank (Batch-4), Co-sponsored by Max New York Life Insurance Company Ltd

These were held from 3rd to 17th November, 2011 for the mid-level managers. Sessions taken were Personality Development and Team Work. Program was held in XIMB.

Navodaya Vidyalaya Samiti under Ministry of Human Resource Development, Govt. of India. November, 2011

Taken sessions on Leadership for the officers of NVS. This was a 6 days residential program held in XIMB.

Infosys, Bhubaneswar DC 2011-12

Taken session on Team building, Leadership, Change Management & Development and Organizational behavior for the Junior Officers in the Bhubaneswar DC. This was part of a 1 year long training program conducted by XIMB.

Orrisa Education Service Officers' Training March 2013

Taken sessions on Competency, Team Building and Leadership for the Officers of OES at XIMB.

Commercial Tax Department, Orissa July 2013

Taken sessions on Leadership, Team Building and Motivations for the Officers of CTD, Orissa in the ranks on Deputy Commissioners and Joint Commissioners of Sales Tax at XIMB.

Consultancy Assignments

1. *Supply Side Analysis of Human Resources for Long Term Availability of Health Providers, Department of Health and family Welfare (DoHFW), Government of Orissa (GoO)*

[Coordn. By Prof. S. Peppin, XIMB and 2 other members were also involved in the project. Final report was submitted and successfully accepted by DoHFW. The project cost was Rs. 13,08,432/-]

2. *Training Needs Analysis and Development of Training Module for the Postmen of India Post,*

Ministry of Communications & IT, Department of Posts (Training Division), No: 11-106/2008-Trg. Government of India.

[The project was jointly executed with Prof. N. Kumar, XIMB during Jan-June 2010 and report submitted and successfully accepted by Ministry. The project cost was Rs. 250,000/-]

3. *Disclosure of HIV Status: A Systematic Study of Indian Counselors and People Living with HIV-AIDS (PLHA) in Orissa,* with research funding from SAKSHAM- The Global Fund to fight AIDS, TB & Malaria (GFATM) Round-7.

[The ongoing research project was over by September 2010 and is jointly executed with Prof. S. Peppin. Research Grant received is Rs. 300,000/-]

4. *Perception of People Living with HIV and AIDS (PLHAs) on Anti-retroviral therapy (ART) and Knowledge on HIV and AIDS among Vulnerable Communities in Orissa*

Project completed as 'Principal Researcher' under funding from UNICEF. All costs borne by XIMB-UNICEF and honorarium received Rs. 40000/- Total Project outlay: Rs. 100000/-

[Report formally released on 22nd March 2011 by India Head, UNICEF]

Invited Committee Membership

Committee Member, Orissa State Steering Group for implementation of HR Policy in the Orissa State Cooperative Banks and District Central Cooperative Banks, Government of Orissa

Academic Committee Member, State Training & Resource Center, Orissa. National AIDS Control Organization, India

XIMB Case Research Center, Review Committee Member, OB-HR Area

Professional Certification Completed

1. Overview to People Capability Maturity Model (PCMM) (May 15th and 16th, 2008 in Mumbai. Conducted by QAI India Limited, New Delhi.
2. Certificate Program on Executive Competency Assessment and Development. (December 2-5, 2009, New Delhi). Conducted by Academy of Human Resource Development & Styra Consultants, Ahmadabad, Gujarat.

3. Advanced Learning Program in Competency Mapping. (June 2012). Conducted by TV Rao Learning Systems Pvt. Ltd., Ahmedabad.
4. Advanced Learning Program in Design and Implementation of Assessment Development Centers. (December 2012), Bangalore. (Awaiting certification).

Personal Information:

Date of birth: 7th September 1975
Marital status: Married
Wife: Homemaker
Children: Only daughter aged 5 years

Current Gross Emoluments Received

Salary Scale: 37400-67000 AGP 9000 with Basic of 57160/-.

References:

Dr. Pradeep Krishnatray (PhD supervisor of Andrew Dutta)
Professor & H.O.D
Centre for Electronic Media, School of Media & Communication
Pondicherry University, R.V.Nagar, Kalapet,
Puducherry – 605014.
Telephone No: 0413-2654678
Mobile No: +91 9600747040, +91 9725760705
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Mr. Subhash C. Jena
Deputy General Manager
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Orissa State Police Housing & Welfare Corporation Building
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Email: subashajena@rediffmail.com

I declare that all the information provided above in this resume is correct and complete to the best of my knowledge and belief.

Place: Bhubaneswar

Date: 16th July 2013

Signature: 