

CURRICULUM VITAE



Name : Pravat Kumar Mohanty
Date of Birth : 23.02.1955
Present Position: Professor and Professor and Dean, School of Business

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Specialisation : Human Resource Management

Academic Qualifications:

MA-PMIR – 1976 – Utkal University,
Post Graduate Certificate in Research Methodology, TISS- 1986
PhD -PMIR (“Collective Bargaining in Steel Industry in India with reference to Rourkela Steel Plant”) - 1987

Post-Doctoral Research :

Period	Name of the University / Institute	Topic	Sponsored by	Name of the Research Guide
a. Oct.-Dec. 1991	Industrial Relations Research Unit (IRRU), University of Warwick, U.K.	Collective Bargaining in British Steel	Association of Commonwealth Universities, London	Prof.Richard Hyman
b. Jan-July 1992	Cardiff Business School, University of Wales, U. K.	Collective Bargaining and Productivity in British Steel	Association of Commonwealth Universities, London	Prof.Michael Poole
c. May-July 1994	Sozialforschungsstelle Dortmund, Germany	Co-Determination in Krupp-Hoesch Steel	DAAD (German Academic Exchange Service)	Dr.Hans Werner Franz

Fellowships/Scholarships Awarded:

Anand Fund Scholarship Instituted by Dr Ralph Victor during High School Period, 1966-1970.
National Scholarship,1970-1974.
UGC Junior Research Fellowship,1981-1983.

Commonwealth Academic Staff Fellowship, 1991-1992.
Indo-German Cultural Exchange Fellowship, 1994.
Posco-Asian Research Fellowship, 2006-07.

Experiences :

Teaching : **Lecturer,** Department of Labour Welfare (now PM&IR), Utkal University from 08.09.1977 – 11.02.1988.

Reader, Department of Labour Welfare (now PM&IR), Utkal University from 11.02.1988 - - 28.12.1989.

Reader, Department of Business Administration, Utkal University from 29.12.1989 -- 30.12.1999.

Professor, Department of Business Administration, Utkal University from 31.12.1999—3.8.2004 under Career Advance Scheme(CAS) and from 4.8.2004 on substantive vacancy.

Director, Curriculum Development, Biju Patnaik University of Technology (BPUT), Orissa from 21.9.07--20.3.2010.

Professor, Department of Business Administration, Utkal University from 21.3.10—28.2.2015.
Retired on 28.02.2015 on superannuation

Administrative Experience:

- **Vice-Chancellor(I/C)** Biju Patnaik University of Technology(BPUT), 16.6.2008—23.6.2008(Being the only Director(Full Time) in BPUT,I was remaining in charge of Vice-Chancellor,when he used to go on leave.)
- **Director ,** Curriculum Development,BPUT,21.09.2007-- 20.03.2010.
- **Member, Board of Management,** BPUT from 06. 06,2008—20.3.,2010.
- **Dean,** Commerce and Management, Utkal University, 2005-06.
- **Head of the Department** of Business Administration, Utkal University, 1991-93, 18.11.05 to 27.10.06.and 01.06.2007 to 20.9.2007.
- **Course Coordinator,**5-Year Integrated MBA Programme, Utkal University April, 2003 – November,2005.

- **Course Co-ordinator**, 3 year Executive MBA programme, Utkal University, March,2013-May,2014.
- **Finance Officer (I/C)**,BPUT from 8.7.2008 -8.8.2008.
- **Member of Finance committee** (Invited),BPUT from 5.1.2008 -- 20.3.2010.
- **Member, Investment Committee**, BPUT 06.6.2008—20.3.2010.
- Acted as **Convener for Faculty Selection** for BPUT constituent colleges (35 positions in Engineering, MCA and MBA) during 15-20,December,2008.
- Acted as **Convener for selection of Principals** for BPUT constituent colleges during February 2009.

Association with College Governance:

- Member, Governing Body (University Nominee), Dhaneswar Rath Institute of Engineering and Management Studies, 2008-2010.
- Member, Governing Body (University Nominee), Regional College of Management, 2009-10,
- Member, Governing Body, Srusti Academy of Management,2009-10, continuing since 2011.

Association with Academic Bodies:

- Member, Research Council, **Indian School of Mines**,Dhanbad,2009-10.
- Member, Board of Studies in Business Administration, Utkal University 1991-2008 and from 2009-continuing.
- Member, Academic Council, BPUT from 21.09.2007—20.03.2010.
- Member, Post Graduate Council, Utkal University, 18.11.05 to 27.10.06 and 1.6.2007 to 20.9.2007.
- Member, Academic & Administrative Assessment Committee Utkal University, (AAAC),2005-06.
- Member, Regulation Amending Committee, Utkal University, 2005-06.
- Chairman, Board of Conducting Examiners in Business Administration, 1992-93,Utkal University.

- Member, Board of Studies in Labour Law, Utkal University,1996-2002.
- Member, Board of Studies in Tourism and Travel Management, Utkal University,1996-1999.
- Member, Board of Studies, **National Institute of Personnel Management**,2005-08.
- Member, Board of studies in Management, **Pt Ravi Shankar Shukla University, Raipur**, 2009-10,2010-11.
- Member, Board of Studies in Business Administration, **Sambalpur University**,2009-10.
- Member, Academic Council, B.J.B (Autonomous College),2009-10.
- Member, Board of Studies in Business Administration, **F.M. University**,2009-10,2010-11.
- Member, Subject Research Committee in Business Administration,Utkal University,2009-10,2010-11.
- Member, Board of Studies in Personnel Management and Industrial Relations, Utkal University, 1984-89.
- Member, Subject Research Committee in Personnel Management & Industrial Relations, Utkal University, 2009-2015.
- Member, Academic Advisory Board, Asian School of Business Management,2010-11.
- Member, Academic Council (University Nominee), Dhenkanal (Autonomous) College, 2010-11.
- Chairman, Board of Studies in Business Administration since November,2013-February,2015.
- Chairman,Subject Research Committee in Business Administration 01.11.2013-31.5.2015.
- Member, Board of Studies in Commerce from 2010-2014.
- Member,Subject Research Committee in Commerce,2011-2013.

- Member, Academic Advisory Committee, International Management Institute, Bhubaneswar,2015-16.
- Member,Board of Studies in Business Management, F.M.University, Balasore,2013-15.
- Member, Board of Studies in Management,Ravenshaw University,Cuttack,2013-15.
- Member, Subject Research Committee in Management,Ravenshaw University, 2013-15.
- Member, Academic Advisory Committee,International Management Institute, Bhubaneswar,2015-16.

Research Publications :

Indian Journal

- Kumar, P. K. Mohanty, D.N. Swain, ‘Wage Differentials in Manufacturing Industry in Orissa’, Indian Journal of Labour Economics, Vol.XXII, Nos. 1 & 2 1979.
- A. Kumar and P.K. Mohanty, ‘Labour Force Participation in Orissa’, National Labour Institute Bulletin, Vol. VII, No. I, 1981.
- P.K. Mohanty, ‘Collective Bargaining in Rourkela Steel Plant’, Institute of Public Enterprise Journal, Hyderabad, July-Sept., 1988.
- P.K. Mohanty, ‘Organisational Climate for Collective Bargaining : Views of Workers and Union Leaders’, Indian Journal of Labour Economics, Vo. XXI, No.3, Oct. 1988.
- P.K. Mohanty, ‘Attitudes and Involvement of Union Leaders in Industrial Relations in Steel Industry : The Case of Britain, Germany and India’, The Business Review, January-March, 1992.
- P.K. Mohanty, ‘The Changing Pattern of Collective Bargaining. The Case of British Steel’, Indian Journal of Industrial Relations, Vol. 28, No.2, October, 1992.
- P.K. Mohanty, ‘Trade Unions and Productivity : The Case of British Steel,’ Productivity, Vol. 34, No.1, April-June, 1993.
- P.K. Mohanty, ‘Issues in Workers Participation in Management’, Sankalpa, Vol. 1, No. 1, 1993.

- P.K. Mohanty, 'Work Culture and Co-Determination : German Steel Industry's Experience', Productivity, Vol. 35, No. 4 , Jan-March, 1995.
- P.K. Mohanty, 'From Personnel Management to Human Resource Management', Personnel Today, Vol. XVI, No. 2, July-Sept., 1995.
- P.K. Mohanty, 'Managing Transition in SAIL- The HRD Approach', Udyog Pragati, Vol. XVIII, No. 3 & 4, July-Dec., 1995.
- P.K. Tripathy & P.K. Mohanty, 'Organising the Unorganised Rural Migrant Workmen in Orissa-Problems and Prospects', Indian Journal of Labour Economics, Vol.38, No.4, 1995.
- K.Mohanty & P. K. Mohanty, 'From Closure to Competition : The Case of TISCO Ferro-Alloys Plant', Sankalpa, Jan-June, 1995.
- P.K. Tripathy & P. K. Mohanty, 'Changes in Work Force Structure in Orissa', Sankalpa, Vol. III, No. 2, July-Dec., 1995.
- P.Routray and P. K. Mohanty, 'Industrial Relations in Orissa, Role of State', Indian Journal of Labour Economics, Vol. 39, No. 4, 1996.
- S. Mangaraj & P. K. Mohanty, 'Manpower Planning in Steel Industry', Indian Journal of Training and Development, Vol. XXVI, No. 4, Oct.-Dec., 1996.
- A.C. Swain & P. K. Mohanty, 'Factors in Absenteeism : A Study in Chromite Mines', Management & Labour Studies , Vol. 22, No. 3, July, 1997.
- P. Routray & P. K. Mohanty, 'Organisational Restructuring in Power Sector in Orissa-Implications for HRD', Personnel To-Day, Vol. XVIII, No. 3, Oct.-Dec., 1997.
- K. Mohanty & P. K. Mohanty, 'Growth of Trade Unions in India, Indian Labour Journal, Vol. 39, No. 1 April, 1998.
- P.K. Tripathy & P. K. Mohanty, 'Administration of Minimum Wages in Orissa', Management and Labour Studies, Vol.-24, No.-1, Jan., 1989.
- P.K. Mohanty, 'The Co-Determination Movement in Germany', Sankalpa, Vol.-VII, Jan-June, 1999.
- P.K. Mohanty, 'Human Resource Development for Adjustment at the Enterprise Level' (Vol. I & II) by C.S. Venkatratnam(ed) Reviewed in Management and Change, Vol. 4, No. 1, Jan-June, 2000.

- P. Routray & P. K. Mohanty, 'Power Sector Reforms in Orissa : Implications for IR', IIRA Digest, Vol. IV, March,2001.
- P.K. Mohanty, 'PM, HRM and HRD- What the HR Executives Tell About' ?, Personnel To-Day, Jan-March, 2001.
- P. Routray & P. K. Mohanty, 'Value System and Managerial Effectiveness', Personnel Focus, Oct.-Dec., 2001.
- K. Mohanty & P. K. Mohanty, 'From Crisis to Recovery : The Case of TTPS', 8M, Vol. 7, No. 4, Oct.-Dec., 2002.
- R. Baral & P. K. Mohanty, 'Changing Pattern of Industrial Relations in India, Indian Journal of Labour Economics, Vol. 46, No. 4, Oct.-Dec., 2003.
- P. Dash & P. K. Mohanty, 'HRD in Tourism Sector: The Orissa Perspective', Personnel Focus, 2003.
- P.K.Sahoo & P.K.Mohanty, 'Collective Bargaining and Productivity-Study in RSP', Anwesana, 2005.
- M.Das & P.K.Mohanty, "Promotion of Tourism in Orissa-Role of OTDC", Chananya ,vol-IX,2009.
- D.Dolai & P.K.Mohanty,'Leveraging HR for Strategic Advantage: Examples From Indian Companies', Training and Development Journal,Vol.-1,No.2,July-Dec,2010.
- P.Mishra & P.K.Mohanty, 'Career Planning and Development in IT Companies', HRM Review,February,2011.
- D.Dolai & P.K.Mohanty, 'OD/HRD Initiatives in LIC of India', HRM Review, March, 2011.
- P.K.Mohanty & P.Mishra, 'Adjudication and Dispute Resolution in Orissa', BIITM Business Review,March,2011.
- D.Dolai & P.K.Mohanty, 'HR Practices and Competitive Strategies: the Case of L.I.C of India', Srusti Management Review,Vol.4, Issue-1,2011.
- P.Mishra & P.K.Mohanty,'Integrated Talent Management Practices-Transforming Human Potentiality into Performance',Srusti Management Review,Vol-4, Issue-1,2011.
- Sonali S Sahoo, Leesa Mohanty & P.K.Mohanty, 'Quality Circles and its Impacts-A Study in Nalco', Personnel To-Day, vol.XXXII,No.4, January-March, 2012.

- S.Das & P.K.Mohanty, Variable Compensation-HR Practices Behind the Sustained Success of LIC of India, Journal of Economics, Management and Technology,vol.III,June,2014.
- B.C.Patra & P.K.Mohanty, “Growth of Technical Education in Odisha: Issues and Challenges”,Srusti Management Review,vol.VIII, Issue-II,Jul-Dec.,2014.
- S.N.Patnaik & P.K.Mohanty, “Incentives, Rewards and Motivational Schemes in Rourkela Steel Plant”,vol.VIII, Issue-II, Jul.-Dec.,2014.
- Sonali S Sahoo & P.K.Mohanty, Training and its Effectiveness-A Study in State Bank of India, Indian Journal of Training and Development,vol.45,No.1,January- March,2015.
- B.B.Panigrahi & P.K.Mohanty, “Indian NGOs Under Tremendous Pressure-Causes and Effects: A Critical analysis, Siddhant,vol.15,Issue 3,July-Sept,2015.
- Tanaya Nayak, Dr,Chandan Kumar Sahoo& Dr.Pravat Kumar Mohanty, “ Predictors of Perceived Quality of Work Life of Employees : Empirical Evidence from Indian Health Care Sector” Udyog Pragati, Vol 39 No2 ,April – June 2015
- Bidya Dash & P.K.Mohanty, “ Employee Engagement and Retention : A Study of Select Retailers in Bhubaneswar” Invertis Journal of Management,vol.7,No.2, July-Dec,2015.
- Singh Leena P., Artta Bandhu Jena and P.K. Mohanty(2016), “Quality of Work Life (QWL) in Odisha Mining Corporation (OMC) – An Empirical Study “ published in the Training and Development Journal, ISTD, ISSN 2231-0681, Vol. 7, No. 2, July - December 2016, pp. 71-76.
- Munmun Samantarai and Pravat Kumar Mohanty, “Weathering the storm:Lessons from Rourkela Steel Plant’s HR Practices,” HRM Review, IUP Publication, 2016, ISSN 0972-5148, pp. 29-37.
- Singh Leena P., Artta Bandhu Jena and P.K. Mohanty(2017), “Quality of Work Life in the Globally Changing Workplace – An Exploration “ published in the SIDDHANT- A Journal of Decision Making, Print-ISSN:2231-0649 & Online-ISSN:2231-0657, Vol-17/No-2/April-June, 2017, Pp:207-215.
- Singh Leena P., Artta Bandhu Jena and P.K. Mohanty(2018), “A Review of Work-Life Balance in Globally Changing Workplace “ published in the SIDDHANT- A Journal of

Decision Making, Print-ISSN:2231-0649 & Online-ISSN:2231-0657, Vol-18/No-1/January-March, 2018, Pp:68-79

- Bidya Dash & P.K.Mohanty. “The effect of work environment, self -evaluation at workplace and employee morale on employee engagement”, published in Srusti Management Review vol.xii, issue 1 , Jan- June 2019, page 33-39
- Singh Leena P., Artta Bandhu Jena and P.K. Mohanty(2020), “QWL of Employees of Raurkela Steel Plant- An Empirical Study” published in the Orissa Commerce Association Journal(OCAJ), ISSN 0974-8482, Vol.-XXXI, No. IV, October – December, 2020
- Munmun Samantarai, Pravat Kumar Mohanty and Surjit Kumar Kar, “HRD Climate and Employee’s Perception of Organizational Effectiveness -A Study on Intervening Role of Organizational Commitment,” Studies in Indian Place Names,(UGC-CARE), Vol-40-Issue-70-March -2020, ISSN: 2394-3114, pp-2337-2362.
- Mishra A and Mohanty P.K, 2020” Talent Management – An Exclusive study in a Multi National IT Organisation -Studies in Indian Place Names Vol-40, Issue-27,Pp-46-64 (UGC CARE)

Books

- P.K. Mohanty, Collective Bargaining in Steel Industry in India, Discovery Publishing House, Delhi, 1988.
- P.K.Mohanty et al, Re-engineering HRM (edited),NIPM,2002.
- P.K.Mohanty (co–author),Industrial Relations and Personnel Management, Orissa Text Book Press, 2009.

Contribution to Books

- P.K. Mohanty, ‘Collective Bargaining- A Medium of Interaction in Industry’ in The Management and Workers : The Problem of Interaction. Edited by Asian Workers’ Development Institute’, 1985.
- P.K. Mohanty & S. Mangaraj, ‘Organisational Culture and Values. A Study in NALCO’, in N. K. Gupta and A. Ahmad (ed), Managing Transition, Wiley Eastern Ltd., 1994.
- P.K. Mohanty, D.V. Giri, S. Mangaraj, ‘Industrial Relations in Orissa’ in C. S. Venkat Ratnam(ed), Industrial Relations in Indian States. Global Business Press, 1996.

- P.K. Tripathy & P. K. Mohanty, 'Organising the Unorganised Migrant Workmen in Orissa- Problems and Prospects' in Rudar Datt(ed), Organising the Unorganised Workers, Vikas, 1997.
- K. Mohanty & P. K. Mohanty, 'Communications' in S. Ravishankar & B. Patnayak (eds) 'Organisation Development Skills for Competitive Edge', Himalaya Publishing House,2000.
- P.K. Mohanty and Kalyani Mohanty, "Communication" in S. Ravishankar & B. Pattanayak (ed.) Organisation Development Skills for Competitive Edge, Himalaya Publishing House, 2000.
- P. Routray, K. Mohanty and P. K. Mohanty, 'People Development for Organisational Effectiveness- The Case of the Power Sector in Orissa in B. Pattanayak & V. Gupta (ed), Creating Performing Organisations, Sage Publications, 2002.
- Sonali S Sahoo & P.K.Mohanty, 'Correlates of Employee Engagement' in B.N.Mishra & S.K.Tripathy (eds), Employee Engagement and HRInitiatives, Himalaya Publishing House,2011.
- Dolly Dolai & P.K.Mohanty, 'A Study on Social Accountability 8000 Standard (SA 8000) with special reference to NALCO in Sameer S. Pingle & Pawan K. Chugan (eds), "Enhancing Enterprise Competitiveness through Human Capital and Operations Management", Excel Books,2012.
- Sonali S Sahoo, Leesa Mohanty & P.K.Mohanty, "Issues in Rehabilitation and Resettlement-Study in Nalco" in B.N.Mishra et. al.(eds) in Emerging Issues in Human Resource Management, Himalaya Publishing House,2012.
- S. Misra & P.K.Mohanty, "Role of Competency Mapping in Talent Management" in D.Chatterjee (eds), High-Tech People,High-Touch HR-Are we missing the Human Touch?Bloomsbury Publishing India Pvt.Ltd.2013.
- L.Hati, S.Mishra & P.K. Mohanty, "Integrating TQM with Sustainable Development for Business Excellence-Empirical Evidence from Nalco" in Paradigm for Sustainable Business, People, Planet and Profit" by Department of Management Studies, IIT Roorkee, Excellent Publishing House,2013.

Publications (International)

- P.K. Mohanty, 'Recent Trends in Industrial Relations Scenario in India', 8th World Congress on Industrial Relations (Abstract), Brussels, Sept. 1989.

- P.K. Mohanty, 'Workers Participation in Management : The Indian Experience' in Business Ethics : The Human Dimensions, Sheffield Business School, U.K., April, 1992.
- P.K. Mohanty, 'Collective Bargaining and Flexibility : The Case of Steel Industry in India', The Work Flexibility Review, No. 3, July, 1992.
- P.K. Mohanty, 'Trade Unions and Their Members (eds.) Patricia Fosh and Edmund Herry, Reviewed in International Journal of Human Resource Management, Vol. 3, No. 3, Dec., 1992.
- P.K. Mohanty, 'Managing by Consultation : Global and Asian Experience' by Rama Murthy Kuppachi, Reviewed in International Journals of Human Resource Management No. 3, Dec. 1993.
- P.K. Mohanty, 'Organisation Purpose Process and People : The Case of Steel Authority of India Ltd.' in Abdur Reb (ed) Management of Development. Growth with Equity, Association of Management Development Institutions in South Asia (AMDISA), Excel Books, 1998.
- P.K. Mohanty & P. Routray, 'Regulatory Agency in Power Sector' in Dharni P. Sinha & B. Prasad (eds) Advantages South Asia-Opportunities and Challenges for Management Development, Association of Management Development Institutions in South Asia, 2000.
- P.K. Mohanty, 'Trade Union Response to Globalisation in India', in Management Research News, Vol. 2/3/4,2000, Cardiff, U.K.
- P.K. Mohanty & S. K. Mohapatra, 'Economic Globalisation and India - A Study of Government and Firm Level Response' in IIRA 5th Asian Regional Congress (Volume) on Dynamics and Diversity: Employment Relations in the Asia-Pacific Region, Seoul, June, 2004.
- P.K. Mohanty & Leesa Mohanty,' Managing Changes in Power Sector in Orissa-Implications for Human Resource Management', Administrative and Management Review, Nepal Administrative Staff College,2011.
- Dolly Dolai & P.K.Mohanty, 'Improving Labor Standards through SA-8000 Certification:The Case of a Public Sector Enterprise', Journal of Management and development Studies, Nepal ,2012.
- B.B.Panigrahi & P.K.Mohanty, "Management Efficiency of NGOs-A Question Mark and Steps Towards Making NGOs Efficient For Better Output", International Journal of Management Science and Technology,2015

- Tanaya Nayak, Chandan Kumar Sahoo & Pravat Kumar Mohanty, “ Impact Of HR Interventions on quality of work life – Evidence from Health Care Units” , in IntJ Indian Culture and Business Management (IJICBM) Vol-14, No-2, 2017

Popular Articles

- P.K. Mohanty, ‘Origin of May Day’, Orissa Review, Department of Public Relations, Government of Orissa, May, 1985.
- P.K. Mohanty, Inter State Migrant Workmen-Orissa’s Experience, Orissa Review, Department of Public Relations, Government of Orissa, May, 1986.
- P.K. Mohanty and P.K. Tripathy ‘Work Culture in NALCO : Some Reflections’ Souvenir, 2nd HRD Meet, 1999.

Book Review:

Industrial Relations by Arun Monappa, Tata McGraw Hill Publishing Co., 2011.

Research Guidance

Ph.Ds Awarded (Twenty two)

1. A. C. Swain- Critical Study of Absenteeism in Mines-1995.(**Utkal Univ**)
2. J. Rath- Human Resource Development in Steel Industry with Reference to Durgapur Steel Plant- 1995. .(**Utkal Univ**)
3. P. K. Tripathy- Organisational Culture and Climate : A Study in NALCO, 2000. .(**Utkal Univ**)
4. P. Routray- Organisational Effectiveness in Power Sector- Study of GRIDCO, 2001. .(**Utkal Univ**)
5. T. Mishra- Manpower Planning in Steel Industry-2002.
6. A. K. Mohapatra- Managing Change in Power Sector- Implications for HRD (A Case Study in OHPC)- 2002. .(**Utkal Univ**) .(**Utkal Univ**)
7. Mukul Mitra- Human Resource Development Practices in the Changing Scenario- A Study of SBI, Bhubaneswar Circle-2003. .(**Utkal Univ**)
8. S.K.Mohapatra- Human Resource Planning during Transition- The Challenges of Rightsizing (A Case Study of RSP)-2003. .(**Utkal Univ**)

9. P. K. Sahoo- Role of Collective Agreements in Improving Productivity-A Study in RSP-2003. **.(Utkal Univ)**
10. S.C. Bihari - Customer Satisfaction and Effectiveness after Mechanisation of Services in Banks- 2005. **.(Utkal Univ)**
11. J. Kar - Employment Practices in Nationalized Banks-Case Study of Bhubaneswar City,2006. **.(Utkal Univ)**
12. S.Kumari- Enhancing Organizational Effectiveness Through OD Interventions,2010. **.(Utkal Univ)**
13. A.K.Sar- The Dynamics of Building Learning Organizations,2011. **.(Utkal Univ)**
14. D. Dolai- Human Resources Strategy for Competitive Advantage -Study of LIC,2012. **.(Utkal Univ)**
15. M.Das - Human Resource Management in Tourism Sector-Case Study of OTDC,2012. **.(Utkal Univ)**
16. P.Mishra- Career Planning and Development-A Study of Software Engineers,2012. **.(Utkal Univ)**
17. S. Mishra - Role of Competency Mapping in Talent Management: A Study in IT Sector,2013. **.(Utkal Univ)**
18. S.Mohapatra Role of Training and Development in Ensuring Organizational Effectiveness-A Study in OPTCL, 2014.
19. J.K.Mohapatra Merger,Its Economic Performance and Theory of the Firm,2015. **.(Utkal Univ)**
20. B.C. Patra Growth of Technical Education in Orissa-Implications for Resource Management,2016. **.(Utkal Univ)**
21. S.N. Patnaik Wage Determination in Steel industry-Case Study of Rourkela Steel Plant,2016. **.(Utkal Univ)**
22. S. Das Performance Appraisal and Variable Compensation As A Major Tool in Business Development of Life Insurance Industry: A Study in Life Insurance Corporation of India,2016. **.(Utkal Univ)**
23. Bidya Dash Employee engagement and HR initiatives- A study in banking Industry, 2017, **Centurion Univ**
- 24 B.B.Panigrahi An Assessment Model for Measuring the Management

- 25 P.N.Das Efficiency of NGOs as Delivery Mechanism for Socio-Economic Development Programme, 2017 .(Utkal Univ)
Human Resources Planning in Selected Steel Plants at Kalinga Nagar Industrial Complex, 2017 , SoA Univ
- 26 A.Samal Impact of Talent Management Tools on Retention of Employees- A study of Selected IT Companies, 2018
Ravenshaw Univ
27. Leena .P. Singh “Quality of Worklife: A Study of Orissa Mining Corporation” on 25/09/2019. **F.M. Univ**
28. Binita Panda HR Practices in Indian University-Study in Odisha-28
F.M. Univ
29. A.Mishra Talent Management and Retention Strategies- A study in IT Sector, 2021, **Utkal Univ**
30. B.S,Chayani Role of Political Leadership in Economic Development – Study of MLAs of Odisha,2022 .(Utkal Univ)
- 31 M.Samantarai Human Resource Development and its impact on Organizational Effectiveness: A Study in Rourkela Steel Plant, 2023 (**Utkal Univ**)

Ph.D Theses Examined: Andhra University(8), Kakatiya University(2), South Gujarat University(1), Banaras Hindu University(2), Punjab University(1),Pt R.S.Sukla University(4), Manipur University(3),Patna University(1),Burdwan University(3), G.G.D University(1), Birla Institute of Technology and Sciences(3) Calcutta University(1),Kerala University(1),Banasthali Bidyapeeth,Rajasthan(2),Pune University(7),Netaji Subhs Open University(1),ELS University,Tamilnadu(1), Manonmanian Sundarnar University,Tamilnadu(2),

Training Courses Attended

- Methods of Rural Social Research, National Institute of Rural Development, Hyderabad, June 1-20, 1981.
- Advanced Level Institute for Industrial Relations Teachers, Himachal Pradesh University, Shimla, May 20-June 11, 1983.
- Case Methods and Case Development, Indian Institute of Management, Ahmedabad, April 23-28, 1988.

- Business Management and Functions, Institute of Chartered Financial Analysts of India, (ICFAI) Hyderabad, November 6-11, 1995.
- QIP on Manpower Planning and HRD, Indian Institute of Technology, Kanpur, December, 10-23, 1995.
- Strategic Management, Indian Institute of Management, Lucknow, January, 22-27, 1996.
- IR Teaching and Research, International Management Institute, New Delhi, December 20-23, 1999.

Editorial Assignment :

- a) Managing Editor, “Sankalpa”, 1992-93.
- b) Member, Editorial Board, “Sankalpa”, 1994-2001.
- c) Editor, “Sankalpa” 1997-1999.
- d) Member, Editorial Board “Personnel Today”, 2005-2008.
- e) Editor, “Personnel Focus”, 2001-06.
- f) Member, Editorial Board, New Horizons in Management Thought, GIMS,2010-11.
- g) Member, Editorial Board, Personnel Today,2011-15
- h) Member, Editorial Advisory Board, Srusti Management Review,2013-continuing

Research Project :

- P.K. Mohanty, Labour Studies and Training Programmes at Ambedkar institute of Labour Studies – An Evaluation, TISS, Bombay, 1983.
- P.K. Mohanty, Manpower Forecasting in Medium and Large Scale Industries in Orissa, Directorate of Employment, Government of Orissa, 1998.
- P.K. Mohanty, The Changing Dimensions of Human Resource Management, Utkal University, 1997.
- P.K. Mohanty, & B.B. Mishra, ‘Impact of POSCO Indian Project on Orissa Economy, POSCO T.J. Park Foundation, Seoul, 2006.

Awards/Honours

- S.B. Mishra Gold Medal for Excellence in HR, by NIPM, Utkal Chapter, 2004.
- Member, Orissa State Minimum Wages Advisory Board, 2009-10.
- Educational Excellence Award by Indian Society of Training and Development, New Delhi, 2015.

UGC/AICTE Expert Committee

- Acted as member, AICTE Expert Visiting Committee (Management) for South Western Region, Western Region, Eastern Region, Northern Region, North Western Region for last fifteen years till 2021.
- Acted as member, AICTE Screening Committee for Eastern and North western, South Western Region till 2021. and
- Acted as member of UGC Expert Team for valuation of papers for NET in 2003.
- **Convener, UGC Peer Review Committee** for extension of autonomous status to Khallikote(Autonomous)College,Berhampur,March03-04,2009 and S.K.C.G (Autonomous) College,Parlakhemundi,March 05-06,2009.
- Member, AICTE Expert Committee for Inspection of Management Institutions in Mumbai,2005.

Member,AICTE Expert Committee for Inspection of Management Colleges at Bhubaneswar, Sambalpur, Hyderabad, Tirupati, Chittoor, Warangal, May-July,2009.

- Member, AICTE Scrutiny Committee in Management, (Eastern Zone),2010 & 2011.
- Member, Expert Visiting Committee,AICTE,2012 for South Central Region, Eastern Region and Central Region,2012.
- Member,Expert Visiting Committee,AICTE for North-Western Region, Chandigarh,South Central Region,Hyderabad and South Western Region,Bangalore,2013.
- Member,Expert Visiting Committee,AICTE for Eastern Region,South Central Region,North WesternRegion and South Western region,2014.

Assignment by the Government:

- Member of the Committee constituted by the Industries Department ,Govt. of Orissa in 2008 for grant of NOC for vesting Deemed University Status u/s ,3(d) of the UGC Act,1956 to assess the feasibility, infrastructure and other corroborative details by AICTE/UGC in respect of five technical colleges.
- Group Leader of the Committee constituted by the Industries Department, Govt. of Orissa in 2009 for grant of NoC for vesting Deemed University status to assess the feasibility, infrastructure and other details in respect of one college.
- Acted as an Expert for confidential work for UPSC during 2009,2012 &2013.
- Associated with OPSC for confidential work in 2012, 2013 & 2014.

Association with Industry:

- **Independent Director, Odisha State Forest Development Corporation – 2016-21**
- Member of the Expert Team by National Institute of Personnel Management,Kolkata for Onsite Validation of Steel Authority of India Ltd.,New Delhi, January 05-06,2009 for Best HR Practices Competitions.
- Member of the Expert Team by National Institute of Personnel Management, Kolkata for Onsite Validation of Rastriya Ispat Nigam Ltd., Visakhapatnam, January 29-30,2010 for Best HR Practices Competitions.
- Member of the Expert Team by National Institute of Personnel Management, Kolkata for Onsite Validation of Bharat Petroleum Corporation Limited, Mumbai, January 22-23,2011 for Best HR Practices Competitions.
- Member of the Expert Team by National Institute of Personnel Management, Kolkata for onsite validation of Calcutta Electricity Supply Company(CESC), August 19-20,2013.
- Member of the Expert Team by National Institute of Personnel Management, Kolkata for onsite validation of Best HR Practices Competition for Hindustan Copper Limited, August,2018.

Membership of Professional Bodies Life Member

- National Institute of Personnel Management
- Indian Society for Labour Economics
- Indian industrial Relations Association
- Member, Executive Committee, NIPM, Utkal Chapter Since 1998-2008.
- Convener, Diploma Sub Committee, NIPM, Utkal Chapter since 2000-2007.

Conference Attended International

- IXth World Congress on Industrial Relations, Brussels, 1989.
- Business Ethics, The Human Dimensions, Sheffield Business School, U.K., 1992
- Commonwealth Fellows' Conference, Oxford, 1992.
- South Asian management Forum, Thimpu, 1998.
- South Asian management Forum, Pune, 2000.
- POSCO T.J. Park Foundation Annual Conference, Seoul, 2007.
- 11th South Asian Management Forum, Kathmandu, 2011.

Indian (Important)

- Annual Conference of Indian Society of Labour Economics, 1979 (Patna), 1981 (Jamsedpur), 1985 (Ujjain), 1986 (Mysore), 1991 (Bhubaneswar), 1993 (New Delhi), 1998 (Trivandrum), 2001 (New Delhi), 2003 (Kolkata), 2008 (Lucknow).
- Indian Industrial Relations Seminar (IIRA) Eastern Regional Conference, Ranchi, 1997.
- NIPM National Conference, Pune, 2003.
- IIRA Eastern Regional Seminar, Bhubaneswar, 2003.
- AIMS Conference, 1985 (New Delhi), 2003 (Bhubaneswar), NASSCOM HR SUMMIT, 2005, (Chennai),

Keynote Addresses Delivered (Outside the State)

Seminar on “Work Culture and Competitiveness”, Andhra University, September 15, 2001.

- Seminar on ‘Business Ethics, Corporate Governance, Indian Value Systems (2005), Pt., R.S Shukla University, Raipur
- Indian Business Environment : Challenges & opportunities (2006), Burdwan University, Burdwan.
- Blue Ocean Strategy : Readiness of Indian Organizations to Change (2006), IISWBM, Kolkata .
- Developing World Class Organizations, Panel Member, Banaras Hindu University, 2007.
- Seminar on “Managing Business Across Borders”, Chairman and Keynote Speaker in the National Seminar, University of Burdwan, March 15-16, 2007.

- Resource Person in the National Seminar on “Industry-Academic Interface in the Era of Globalization”,Pt. Ravishankar Shukla University, Raipur,5.3.2012.
- Resource Person in the National Seminar on Corporate Social Responsibility,organized by Andhra University on January 10,2013.

Seminars/Conferences inside the State:

- Resource Person in the seminar on ‘Role of HRD in the Changing Business Scenario’, September 09,2006, National Institute of Personnel Management, Utkal Chapter.
- Workshop on “Social security for workers in Unorganised sector” organized by Social Security Association of India (Orissa Chapter) & Womens’ organization for Social Cultural Awareness(WOSCA), April 12-13, 2007 sponsored by Friedrich Ebert stiftung,Germany.
- .National Seminar (AICTE sponsored) on “New Age Opportunities & challenges in HR”, June 13-14,2007 at Srusti Academy of Management.
- National Seminar on “Knowledge Management: Capturing & Structuring for a High performance Enterprise”, Chairman of the Technical Session-II, “Knowledge Management: the People Factor”, SoA University, February20-22,2008.
- Emerging Trends in HR Practices, Annual HR Meet, February 23,2008 at Srusti Academy of Management.
- Emerging Trends in HR Practices, Annual HR Meet, February 23,2008 at Srusti Academy of Management.
- UGC sponsored National Seminar on...Entrepreneurship Development.,Berhampur University, March 22,2008.
- Strategic HRM in the seminar on “Designing and Developing Organizations through Strategic HR’,April 18-19,2008 at BRM Institute of Management.
- AICTE Sponsored Seminar on “Structural changes in Market Dynamics”, May 03-04,2008 at Srusti Academy of Management.
- Chaired a Technical Session on Role of HRM in SSI Sector in the National Seminar on Entrepreneurship Development-Challenges and Prospects, organized by the Department of Business Administration,Berhampur University, March22,2009.

National Seminar on “Role of Teachers in Professional Education in the Changing Scenario, October 19,2008, KIIT University.

- National seminar on “Organizational Restructuring in Present Scenario: Implications on HR”, April 18,2009, Srusti Academy of Management.
- Key Note Speaker at the National Seminar on “Indian Management Practices-Challenges Ahead”, January 25-26,2010 at Gandhi Institute of Management Studies, GIET, Gunupur
- Participated in the seminar on “Productivity for Inclusive Growth”, February 15, 2010, organized by National Productivity Council, Bhubaneswar & Orissa State Productivity Council.
- Acted as Chairman in Environmental Crisis management Session in the KIIMS International Management Conclave 2010,February 19-20,2010.
- Key Note Speaker at UGC sponsored Seminar on “ Prospects of Management Education in India in the Present Scenario”, March 16,2010. at M.P.C.(Autonomous College),Baripada.
- Keynote Speaker in the National Seminar on ‘Talent Management’ at Gandhi Institute of engineering and technology, Bhubaneswar, July 05,2010.
- Acted as Chairman in the technical session on ‘Leadership and Innovation’ in the National seminar organized by IIPM School of Management,Kansbahal, October 23,2010.
- Keynote Speaker in the National Seminar on ‘Professional Education’ at RIMS, December 16,2010.
- Sessional Chairman in the technical session on ‘ HR Interventions in Post-Recession Period’ in the AICTE sponsored National seminar on “Globalization and Economic Meltdown”,Institute of Business and Computer Studies, December 17,2010.
- Sessional Chairman on ‘HR & People Management’ in Marketing Retail Conclave, 2010 by Asian School of Business Management, December 21,2010.
- Keynote Speaker in the Technical Session on ‘Performance Management’ in the National Seminar on “Leveraging HR for Global Competitiveness” jointly organized by Indian Society for Training and Development

(Bhubaneswar Chapter) & Association of Indian Management Schools (AIMS) on April 23,2011.

- Chief Speaker at the Valedictory Session of the National seminar on “Optimising Human Assets” organized by Srusti Academy of Management, April 23,2011.
- Co-Chairman in the Technical Session at the National Seminar on “Employee Engagement and HR practices” organized by Department of PM &IR, Utkal University, May 14,2011.
- Resource Person in the Panel Discussion on “Challenges for HR Leaders Tomorrow”, in HR Convention,Bhubaneswar,25.9.2011.
- Chairman in the Technical session on “Strategic Innovative Management” in the International Management Convention organized by KIIMS,Dec 3-4,2011.
- Resource Person for the Training of Trainers programme for SSA officials on Child Labour Monitoring System(CLMS) by CLLP,Cuttack under ILO-IPEC Education Action Programme on 17.1.2012.
- Resource Person in Technical Session on “Managing Human Resources” in the National Management Convention on ‘Envisioning the Future Business: Redefining Strategies for Excellence’ , Asian School of Business Management , 10.2.12.
- Resource Person in the Technical Session on “Workplace Inclusiveness” in the National Seminar on ‘Emerging Market and Inclusive Growth: A New Perspective’ organized by F.M. University on 2.3.2012.
- Chaired a Technical Session in the National Seminar on “Contemporary Issues in HRM”, organized by the Department of PM&IR,Utkal University on 13.5.12.
- Resource Person on “Talent Management” in the AICTE sponsored FDP organized by BIITM on 7.7.12.
- Member Panelist for discussion on “Trade Union Partnership on Inclusive Growth” on May01,2013, at Nalco.
- Resource Person in the workshop on ‘Attitude in Managing Change’ organized by the Stewart School on 2.5.2013.

- Resource Person in the National Seminar on ‘Impact of CSR on Society and Environment’, organised by the Dept.of Public Administration, Utkal University on 10.5.2013.
- Resource Person in the International Management Conclave on ‘Strategic Measures for Economic Governance and Regulation’ organised by KIIMS,November 09,2013.
- Career Talk for the Teachers of Govt. Residential Schools on 29.8.2012. organized by Kalinga Institute of Social Sciences.
- Member of Curriculum Development Committee(CDC), School of Management,NIT Rourkela held on 1.10.2013 and delivered a seminar talk on “SA 8000 Implementation in Nalco” to MBA students.
- Sessional Chairman in Technical Session on ‘Employee Engagement Practices in Service Sector’ in the National Seminar organized by Srusti Academy of Management,22.2.2014 and Chief Guest in the Valedictory Session on 22.2.2014.
- Keynote Speaker in the Valedictory Session in the National Seminar on “Novelty and Challenges in Management’ organized by Ravenshaw University,14.03.2015.
- Resource Person on “TQM in Education” for the Officers of Schools and Mass Education Dept.,Govt. of Odisha at Gopabandhu Academy of Administration, January,2015.
- Resource Person at the AICTE sponsored FDP on “Research Methodology” at Trident Academy of Technology,February 04,2015.
- Session Chair in the Technical Session on HR at the International Conference on “ Global Business Environment: Strategies for Business Analytics and Cyber Security Management”,organized by International Management Institute, Bhubaneswar, December 12,2015.
- Resource Person at the FDP under TEQIP on ‘Research Methodology’ at College of Engineering and Technology,Feb 22,2016.
- Chief Guest at the Inauguration Session of the National seminar on “Emerging Trends in Management, Computing and Information Science” at North Odisha University, Baripada, March 29,2016.

- Chief Guest at the Valedictory Session on National Seminar on Industry 4.0 -Reinventing Business Practices for Organizational Effectiveness, Srusti Academy of Management ,25th Feb 2023.
- Chief Speaker on Indian National Seminar on NEP -2020 – Role of IQAC at Rajdhani Engg College , 10th March 2023
- Member of Expert Committee, Nodal Research Centre, BPUT for Inspection of BIITM, 3rd March 2023
- Member of Expert Committee , BPUT for Scrutinizing the Journal of SAM & RIMS for consideration of Univ to be enlisted in UGC Care 11th Mar 2023.

Resource Person in FDPs

- Human Resource Management, Orissa Judicial Service Probationers, Orissa Judicial Academy, March,2006.
- Faculty Support for Pre-Examination Training for SC/ST candidates for Gr.B Officers Examination, Reserve Bank of India, Bhubaneswar, January,2006.
- Negotiation and Conflict Management, March 09,2010, SoA University.
- Keynote speaker in the inaugural session of FDP on “Pedagogy for Management Teachers”,February07,2010 at BIITM.
- Resource Person for the Institute of Health & Family Welfare, Govt. of Orissa for the “Capacity Enhancement Programme” of CDMOs/ADMOs of the Eastern Region on the theme “Issues and Problems in an Organization for Delivery of Better Health Care Services”,2005-10.
- Resource Person for State Labour Institute ,Govt. of Orissa for the Training Programmes for Districts Labour Officers, Asst Labour Officers and Labour Inspectors on the themes relating to Labour.
- Resource Person on ‘Leadership quality’ in the training of 77th Batch of Orissa Administrative Service Probationers, Gopabandhu Academy of Administration, January 11,2011.

Acted as Resource Person in U.G.C Refresher/Orientation Courses

Utkal University, Berhampur University, Sambalpur University, F.M University, Guru Jambheshwar University, G.G.D University, Pt R.S. Shukla University.

Visiting and Guest Faculty

- Xavier Institute of Management, Bhubaneswar, (1994-2008).
- KIIT School of Management
- Indira Gandhi National Open University, Bhubaneswar.
- State Labour Institute, Orissa.
- Institute of Health & Family Welfare .
- Gopabandhu Academy of Administration.
- Institute of Co-operative Management
- State Council of Educational Research & Training.
- National Institute of Technology(NIT),Rourkela
- Birla Institute of Management Technology(BIMTECH),Bhubaneswar

Industry Interaction Programmes (MDPs Conducted)/ Acted as Resource Person

- National Aluminum Company Ltd. ,Bhubaneswar
- Grid Corporation of Orissa Ltd., Bhubaneswar
- Indian Rare Earths Ltd.,Chhatrapur
- Industrial Development Corporation of Orissa Ltd.,Bhubaneswar
- Mishra Dhatu Nigam Ltd.,Hyderabad
- Prasar Bharati,Bhubaneswar
- IFFCO at Puri
- Mahanadi Coal Fields Ltd. at Puri
- BEML at Sambalpur
- Union Bank of India
- Allahabad Bank
- UCO Bank
- Bank of India
- State Bank of India
- Orissa State Co-Operative Bank
- MDP on “HR Interventions for Business Success” for officers from Coal India, IFFCO, NTPC, organized by NIPM, Asansol Chapter, July 22-24,2011 at Puri.
- Resource Person for the Orientation Training of Officers of OPTCL during March,2011, organized by Centurion University.
- MDP on “Good to Great” for Senior Executives at Hotel Sinclair, Darjeeling, April 13-15,2012.
- MDP for officers of Orissa Civil Supply Corporation, October 2013.

- MDP on ‘Ensuring Better Interpersonal Relations’ for Officers of Postal Dept., organized by the Dept. of Business Administration, Utkal University, February, 2014.

Curriculum Vitae of

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Professor
Department of Business Administration
Utkal University