



FACULTY PROFILE

NAME : DR. SOUMENDRA BHATTACHARJEE.
DESIGNATION : ASSOCIATE PROFESSOR.
DEPARTMENT / CENTRE : COMMERCE.
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ACADEMIC QUALIFICATION:

- M.Com from Gauhati University, Guwahati, Assam in 1995.
- M.Phil. from Dibrugarh University, Dibrugarh, Assam in 2005.
- Ph.D. in Commerce from Dibrugarh University, Dibrugarh, Assam in 2015.

AREAS OF INTEREST:

- HUMAN RESOURCE MANAGEMENT.
- LABOUR LAWS.
- ORGANIZATIONAL BEHAVIOUR.
- BUSINESS COMMUNICATION.

EXPERIENCE: [IN CHRONOLOGICAL ORDER WITH THE RECENT ONE LAST].

Sl. No.	Name of the Organisation / Institute	Designation	From	To	Nature of Post (Permanent/ Temporary/ Ad-hoc/ Contractual)
1.	SIMPLEX CONCRETE PILES INDIA LIMITED, KOLKATA.	Junior Officer, in the Department of P&A and Purchase.	07-11-97	30-04-03	Permanent.
2.	GURU CHARAN COLLEGE, SILCHAR, ASSAM.	Part-Time Lecturer in the Department of Commerce	01-08-03	18-08-05	Part - Time.
3.	BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI, KOLKATA CAMPUS.	Associate Lecturer in the Department of Management.	01-09-05	31-03-08	Permanent.
4.	BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI, KOLKATA CAMPUS.	Assistant Professor, in the Department of Management	01-04-08	18.12.18	Permanent.
5.	BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI, NOIDA CAMPUS.	Assistant Professor, in the Department of Management	19.12.18	04.08.20	Permanent.
6.	ASSAM UNIVERSITY, SILCHAR, ASSAM.	Associate Professor, in the Department of Commerce.	15.09.20	TILL DATE	Permanent

AWARDS / HONORS:

Sl. No.	Award Details	Awarding Agency	Year
1	<i>Exemplary Academician of the Year Award - 2021</i>	EnTo Tech Pvt Ltd / Eureka Publications, Pune, Maharashtra.	2021
2	<i>Study Grant for Ph. D.</i>	ICSSR(NER, Shillong)	2010
3	<i>M. Phil Scholarship</i>	Department of Higher Education, Govt. of Assam	2004

PUBLICATIONS: (International Journals)

Sl. No.	Authors	Title of the Paper	Name of the Journal	Journal Details	ISSN
1	Bhattacharjee, S.	<i>"Safety Facilities in the Paper Mills under a Public Sector Enterprise in India."</i>	IOSR - Journal of Business and Management, International Organization of Scientific Research.	Volume 18, Issue 2, February 2016, pp. 56 - 64, [Impact Factor: 1.458 (By African Quality Centre for Journals)] [UGC Recognized]	2319 - 7668 (p), 2278 - 487X (e)
2	Bhattacharjee, S.	<i>"Intra - Mural Welfare Facilities at Cachar Paper Mill in Assam under Hindustan Paper Corporation Limited."</i>	International Journal for Research and Studies, A Bi - Yearly Referred Research Journal of B.R. International Publication House.	Volume - 02, Issue - 01, Feb - Aug 2016, pp. 68 - 84	2395 - 6984

3	Mukherjee, S., Bhattacharjee, S., Singha, S.S.	<i>"Workplace Spirituality: A Paradigm Shift to Ethics from Business."</i>	"IOSR – Journal of Business and Management, International Organization of Scientific Research,	Volume 1, Special Issue (AETM'16), April, 2016, pp. 5 – 11 [Impact Factor: 1.458 (By African Quality Centre for Journals)] [UGC Recognized]	2319 – 7668 (p), 2278 – 487X (e)
4	Mukherjee, S., Bhattacharjee, S., Singha, S.S.	<i>"Religious to Spiritual Tourism – An Era of Paradigm Shift in India."</i>	Journal of Xian University of Architecture & Technology, Scientific Press, China	Volume XII, Issue II, 2020, pp. 427 – 441 [SCOPUS INDEXED & UGC CARE LISTED]	1006 – 7930
5	Mukherjee, S., Bhattacharjee, S., Paul, N., Banerjee, U.	<i>"Assessing Green Human Resource Management Practices in Higher Educational Institute."</i>	Test Engineering & Management, Mattingley Publishing Co, Inc., USA	Volume: 82, Issue – January – February 2020, pp 221 – 240 [SCOPUS INDEXED]	0193 – 4120
6	Mukherjee, S., Bhattacharjee, S., Sharma, S., Paul, A.	<i>"People's Perception about Quarantine and its Impact on Occupational Stress: Community Based Online Survey Following COVID – 19 Outbreak in India."</i>	International Journal of Disaster Recovery and Business Continuity	Vol.11, No. 1, 2020, pp. 1486 – 1496 [INDEXED IN WEB OF SCIENCE (ESCI)]	2207 – 8363

PUBLICATIONS : (National Journals)

Sl. No.	Authors	Title of the Paper	Name of the Journal	Journal Details	ISSN
1	Bhattacharjee, S.	<i>"Labour Welfare Vis - a - Vis Tea Industry."</i>	<i>Samanvaya, - Annual Research Journal of Business Studies, Department of Commerce, G.C. College, Silchar,</i>	Vol.1, February, 2004, pp. 51 - 53.	2249-4545
2	Bhattacharjee, S., Singha, S.S.	<i>"Poverty and Human Development in North - East India: A Study with Special Reference to Assam."</i>	<i>Annual Journal of Women's College, Silchar, Assam.</i>	Vol - V, 2011 - 12, pp.180 - 186.	09753338
3	Bhattacharjee, S.	<i>"Extra - Mural Welfare Facilities with Reference, to Nagaon Paper Mill in Assam under Hindustan Paper Corporation Limited."</i>	<i>Indian Research Bulletin, - A Quarterly Referred Research Journal, B.R. International Publication House.</i>	Vol - 06, Issue II, June 2015, pp.114 - 120.	2348 - 1315
4	Bhattacharjee, S.	<i>"Corporate Social Responsibility in the Paper Industry of Assam."</i>	<i>Vanijya, Referred Journal of Commerce, Dibrugarh University</i>	Vol. 25, 2015, pp 213 - 220 [UGC Recognized]	0972 - 6594

5	Bhattacharjee, S.	<i>"Trade Union: Whether A Positive Player towards Labour Welfare Activity - A Micro Level Study."</i>	INSPIRA - Journal of Modern Management & Entrepreneurship	Vol. 06, No. 01, January 2016, pp. 216 - 222 [Impact Factor: 2.0778] [UGC Recognized]	2231 - 167X
6	Mukherjee, Subhadeep, Bhattacharjee, Soumendra, and Singha Seema S.	<i>"Workplace Spirituality: Perception of Employees in Selected B - Schools at Kolkata."</i>	Purushartha	Vol X, No 1, March - August 2017, pp. 70 - 78 [Indexed in SCOPUS, ELSEVIER and Hosted on OJAS PLATFORM OF INFLIBNET, UGC]	0975 - 024X (Print Version), 2456 - 1371 (Electronic Version)
7	Bhattacharjee, S., Mukherjee, S., Banerjee, U.	<i>"Human Resource Management's Role in Corporate Social Responsibility : A Roadway to Sustain."</i>	Pratibimba The Journal of IMIS	Vol.18, Issue 1, January - June 2018, pp. 19 - 22 [Indexed in Pro Quest & UGC Recognized]	0972-5466

BOOK CHAPTERS:

Sl. No.	Authors	Title of the Chapter	Name of the Book	Book Details	ISBN
1	Bhattacharjee, Sanjib and Bhattacharjee, Soumendra	<i>"Human Resource Issues in Tea Industry: A Micro Level Case Study."</i>	Contemporary Issues in Human Resource Management	Spartacus India, New Delhi, 2011, pp 465 - 468	978 - 81 - 920513 - 0 - 7

2	Bhattacharjee, Soumendra and Mukherjee, Subhadeep	<i>"Modern Trends and Practices in Training and Development: An Overview."</i>	Redefining Business Vision: Issues & Challenges	Vol II, Regal Publications, New Delhi, 2017, pp. 161 - 173	978 - 81 - 8484 - 653 - 9
3	Mukherjee, Subhadeep, Bhattacharjee, Soumendra, Bhattacharjee, Sneha	<i>"Managerial Knowledge Consciousness: Leadership Traits from Bhagavad Gita."</i>	Indian Ethos, Ethics & Management	Eureka Publications, Pune, 2020, pp. 103 - 118	978 - 81- 947826 - 7 - 4

PATENT:

Sl. No.	Patent Details	Awarding Agency	Year	Remark
1.	<i>A METHOD OF PERFORMANCE MANAGEMENT SYSTEM FOR HUMAN RESOURCES.</i> <i>APPLICATION NO: 202031053903A</i>	THE PATENT OFFICE, GOVERNMENT OF INDIA.	2021	

TRAINING PROGRAMMES / SDP / FDP / MDP Etc.:

(i) Participated in a three days Programme on *Entrepreneurship Development* from Vishwa Yuvak Kendra, New Delhi during 27th August to 30th August, 2002.

(ii) Qualified the *International English Language Testing System (IELTS)* Exam. Conducted by the **British Council** in December, 2003.

(iii) Participated in a Training Programme on '*Initiative and Innovation for Managerial Effectiveness*' organised by Human Potential Development Centre, Kolkata during 16th to 17th July, 2007.

(iv) Participated in a Short Term Course sponsored by MHRD/ AICTE on "*Research Methods in Management*" organized by the Department of Humanities and Social Sciences, IIT Kharagpur during 07th to 12th December, 2009.

(v) Participated in a Short Term Course sponsored by MHRD / AICTE on "*Recent Advances in Human Resource Management* "organized by the Department of Humanities and Social Sciences, IIT Kharagpur during 22nd to 27th March, 2010.

(vi) Attended an Executive Development Programme on "*Effective Leadership and Team Work*" organised by the Indian Society for Training and Development, Kolkata Chapter on 18th September, 2010.

(vii) Attended a Management Development Programme on *"Management of Labour Laws - Issues and Dimensions"* organised by the Indian Society for Training & Development (ISTD) Kolkata Chapter on 03rd November, 2012.

(viii) Attended a Faculty Development Programme on *"Effective Engagement Techniques"* organised by Cognizant Technology Solutions (CTS), Kolkata on 24th May, 2013.

(ix) Attended a Faculty Development Programme on *"Team Player with a Positive Attitude"* organised by Cognizant Technology Solutions (CTS), Kolkata on 20th August, 2013.

(x) Participated & Secured 'A' Grade in the 57th Orientation Programme conducted by the UGC - Human Resource Development Centre (HRDC), Jadavpur University during 15th June to 11th July, 2015.

SEMINAR/CONFERENCE/WORKSHOP/SYMPOSIUM Etc.:

1) Participated in a three (3) days' workshop on *Total Quality Management [TQM]* towards understanding ISO 9000 Standard from Rajiv Gandhi Institute, Silchar, Assam during 5th February to 7th February, 1997.

2) Participated in a State Level Seminar on *"Co - operative Movement in Assam - Problems and Prospects"* sponsored by the Registrar of Co - operative Societies, Government of Assam and held at G.C.College, Silchar, Assam on 27th September, 2003.

3) Presented a Paper entitled *"Women and Education"* in a UGC Sponsored Seminar on 'Indian Women in Present Day Society' held at J.B. College, Jorhat, Assam during 31st August to 1st September, 2007.

4) Attended a Seminar on *"Talent Management & Employee Engagement in Today's Scenario"* organized by the Indian Society for Training & Development (ISTD), Kolkata Chapter on 20th November, 2009.

5) Presented a Paper entitled *"HR Issues in Tea Industry: A Micro Level Case Study"* at the National Conference on Human Resource Management (NCHRM - 2011) organised by Management Development Research Foundation, New Delhi on 03rd April, 2011.

6) Attended a Workshop on *"Train the Trainer"* organised by the Indian Society for Training & Development (ISTD), Kolkata Chapter on 14th May, 2011.

7) Attended a Workshop on *"Intellectual Property Rights (IPR - 2011)"* held at B.I.T. Mesra, Ranchi on 02nd December, 2011.

- 8) Presented a Paper entitled *"Poverty and Human Development in North - East India with Special Reference to Assam"* in a UGC Sponsored National Seminar on 'Status and Prospects of Human Development in the East & North - Eastern Region of India' organised by **Women's College Silchar**, during 16th to 17th February, 2012.
- 9) Participated in *"E - Content 2014"* - A National Seminar on Library - Publisher Partnership organised by **Informatics Publishing Limited, Bangalore** on 17th September, 2014.
- 10) Presented a Paper entitled *"Corporate Social Responsibility in the Paper Industry of Assam"* in an International Seminar organised by the **Indian Commerce Association at KIIT University, Bhubaneswar** during 27th - 29th December, 2014.
- 11) Presented a Paper entitled *"Extra - Mural Welfare Facilities Vis - A - Vis Nagaon Paper Mill under Hindustan Paper Corporation Limited"* at the National Conference on Human Resource Development (NCHRD - 2015) on 'Excellence in HRD for Sustainable Growth' held at **Banaras Hindu University (BHU)** during 14th - 15th February, 2015.
- 12) Attended a Workshop on *"Train the Trainer"* organised by the **Indian Society for Training & Development (ISTD), Kolkata Chapter** on 26th February, 2015.
- 13) Presented a Paper entitled *"A Descriptive Study on Green Marketing Trends in India"* in a UGC Sponsored One Day National Symposium on 'Overcoming Challenges for Sustainable Corporate Development' held at **St. Xavier's College, Kolkata** on 21st March, 2015.
- 14) Presented a Paper entitled *"Start - Up : Its Prospects and Opportunities in West Bengal"* in a National Seminar on 'Make in India: Futuristic Perspective on Business & Society' organised by **Biju Patnaik Institute of IT & Management Studies, Bhubaneswar** in association with **MSME Development Institute, Govt. of India** on 12th March, 2016.
- 15) Presented a Paper entitled *"Modern Trends and Practices in Training and Development : An Overview"* in a UGC Sponsored National Conference on 'Redefining Business Vision: Issues and Challenges' organised by the Department of Commerce and Business Administration, **St. Xavier's College, Kolkata** in Collaboration with the Department of Commerce, **University of Calcutta** on 19th March, 2016.
- 16) Presented a Paper entitled *"Workplace Spirituality: A Paradigm Shift to Ethics from Business"* in a National Conference on 'Advances in Engineering Technology and Management (AETM) 16' held at **MM University, Sadopur, Ambala** on 03rd April, 2016.
- 17) Presented a Paper entitled *"Corporate Social Responsibility with Reference to Oil India Limited, Duliajan, Assam"* in a National Conference on 'Indian Business World: Challenges and Opportunities' organized by **The IIS University, Jaipur** during 02 - 03 September, 2016.

- 18) Presented a Paper entitled *"Start - Up: Position of West Bengal with its Opportunities and Achievements"* in the 69th All India Commerce Conference held at the University of Lucknow during 11th - 13th November, 2016.
- 19) Presented a Paper entitled *"Human Resource Management's Role in Corporate Social Responsibility: A Roadway to Sustain"* in the International Conference on 'Sustainability: Innovation, Emerging Trends and Practices' held at the Institute of Management & Information Science (IMIS), Bhubaneswar during 12th - 13th January, 2017.
- 20) Presented a Paper entitled *"Workplace Spirituality: Perception of Employees in Selected B - Schools at Kolkata"* in the International Conference on 'Spirituality & Skill for Leadership and Sustainable Management' held at the School of Management Sciences, Varanasi during 18th - 19th February, 2017.
- 21) Presented a Paper entitled *"Women Entrepreneurship: Prospects & Issues in the District of North 24 Parganas, West Bengal"* in the 70th All India Commerce Conference held at IIS University, Jaipur during 12th - 14th October, 2017.
- 22) Presented a Paper entitled *"Developing Social Entrepreneurship Among the Management Students: A Case Study of N.I.T. Silchar", Assam"* in the 71st All India Commerce Conference held at Osmania University, Hyderabad, Telangana during 20th - 22nd December, 2018.
- 23) Presented a Paper entitled *"Religious to Spiritual Tourism - An Era of Paradigm Shift in India"* in the 72nd All India Commerce Conference held at KIIT Bhubaneswar, Odisha during 22nd - 24th December, 2019.
- 24) Presented a Paper entitled *"Managerial Knowledge Consciousness: Leadership Traits from Bhagavad Gita"* in the 8th International Conference on 'Bhagavad Gita and Ramayan as Perennial Source of Leadership' held at School of Management Studies, Varanasi, Uttar Pradesh during 15th - 16th February, 2020.

WEBINARS ATTENDED:

- 1) Participated in a National Webinar on *'Green Human Resource Management: Issues and Challenges'* organized by the Department of Commerce, Duliajan College in Collaboration with IQAC, Duliajan College, Assam on 17th July, 2020.
- 2) Participated in a Multidisciplinary International Webinar on *"Online Education : Issues and Challenges"* in the academic auspices of Guru Gobind Singh Indraprastha University, New Delhi and Organized by DR. CBS Cyber Security Services LLP, India during 18th - 19th July, 2020.
- 3) Participated in a Two Day International Webinar on *'Understanding Gandhian Gram Swaraj and Its Relevance in Post Covid - 19 World'* Organized by Assam University, Silchar in Collaboration with Gandhi - King Global Initiative Stanford University, USA and Gandhi King Foundation, Hyderabad, India during 16th - 17th October 2020.

- 4) Participated in a National Webinar on *"Skilling Indian Youth: An Overview"* Organized by the Department of Commerce, Bihpuria College in collaboration with IQAC, Bihpuria College, Bihpuria Assam on 12th June, 2021.
- 5) Participated in a National Webinar on *"Legal Aspects of Business in India"* organized by the Department of Commerce, Duliajan College in Collaboration with IQAC, Duliajan College, Assam on 25th July, 2021.
- 6) Participated in a National Webinar on *"New Education Policy 2020: Higher Education & Research"* organized by the Indian Accounting Association (IAA) Jaipur Chapter & Inspira Research Association (IRA), Jaipur on 01st August, 2021.
- 7) Participated in a National Webinar on *"Use of Technology in Education: NEP 2020"* organized by the Internal Quality Assurance Cell (IQAC), Karimganj College, Karimganj, Assam on 13th August, 2021.
- 8) Participated in a National Webinar on *"Standards and Procedures for NAAC Evaluation"* organized by the Department of Post Graduate Studies & Department of Chemistry, Pacific Academy of Higher Education and Research University, Udaipur, Rajasthan on 04th September, 2021.

MEMBERSHIP OF PROFESSIONAL BODIES:

Sl. No.	Name of the Professional Body	Membership Category	Membership No.
1.	Indian Commerce Association (ICA).	Life Member	A 184.
2.	National Institute of Personnel Management (NIPM), Kolkata Chapter.	Life Member	L 35962.
3.	Indian Society For Training & Development (ISTD), New Delhi.	Life Member	B - 1488 / 2020
4.	Indian Institute of Materials Management, Mumbai, Kolkata Chapter.	Full Member	F/5331/CL.

OTHER ACADEMIC ASSIGNMENTS: Adjudicator of Ph.D Thesis of Various Indian Universities.

L. Bhattacharyee
Signature