



FACULTY PROFILE

NAME : DR. SOUMENDRA BHATTACHARJEE.
DESIGNATION : ASSOCIATE PROFESSOR.
DEPARTMENT / CENTRE : COMMERCE.
CONTACT NUMBERS : (03842) 270970 (O)
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soumendrabhattacharjee@yahoo.com

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 | M. Phil Scholarship | Department of Higher Education, Govt. of Assam | 2004 |
| 2 | Study Grant for Ph. D. | ICSSR(NER, Shillong) | 2010 |

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) |

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|---|--|--|--|--|-------------|
| 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 |

JOURNAL (NATIONAL):

| 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> | Samanvaya, - Annual Research Journal of Business Studies, Department of Commerce, G.C. College, Silchar, | Vol.1, February, 2004, pp 51 – 53. | 2249-4545 |

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|---|---|--|--|--|---|
| 2 | Bhattacharjee, S., Singha, S.S. | <i>"Poverty and Human Development in North - East India: A Study with Special Reference to Assam."</i> | Annual Journal of Women's College, Silchar | 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> | Indian Research Bulletin, - A Quarterly Referred Research Journal, B.R. International Publication House. | 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> | Vanijya, Referred Journal of Commerce, Dibrugarh University | Vol. 25, 2015 , pp213 - 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) |

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|---|---|---|---------------------------------------|--|-----------|
| 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 Recognize d] | 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 |

PATENTS (if any):

| Sl. No. | Patent Details | Awarding Agency | Year | Remark |
|----------------|-----------------------|------------------------|-------------|---------------|
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TRAINING PROGRAMMES / SDP / FDP / MDP Etc.:

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

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

(c) 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.**

(d) 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.**

(e) 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.**

(f) 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.**

(g) 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.**

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

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

(j) 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 titled *“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 titled *“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 titled *“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 at 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 at 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, Duliagan College in Collaboration with IQAC, Duliagan College, Assam on 17th July, 2020.*
- 2) *Participated in 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.*

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 Institute of Materials Management, Mumbai, Kolkata Chapter | Full Member | F/5331/CL. |

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

S. Bhattacharjee

Signature