Curriculum Vitae of Dr. R.P. Mohanty



**Name**: **Rajendra Prasad Mohanty**

**Date of birth**: 1st November 1944.

**Permanent Address**: Mandari, Dt. Bhadrak, Odisha.India

**Contact Address**: **Vice Chancellor, Shiksha O Anusandhan University, Khandagiri Square, Bhubaneswar, Odisha-751030, India.**

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**EDUCATIONAL BACKGROUND**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Degree** | **Discipline** | **Institute / University** | **Year** | **Class** |
| **Ph.D.** | **Mechanical Engineering** | **U.C.E,Burla,**  **Sambalpur University** | **1980** |  |
| **Post Graduate Diploma** | **General Management** | **The Research**  **Institute for Management Science, Delft, The Netherlands** | **1980** | **1st** |
| **M.Tech.** | **Industrial Engineering& Operations Research** | **Indian Institute of**  **Technology Kharagpur** | **1975** | **1st** |
| **B.Sc. Engineering** | **Mechanical Engineering** | **U.C.E,Burla,**  **Sambalpur University** | **1967** | **1st** |
| **Pre –Professional** | **Science** | **Bhadrak College**  **Utkal University** | **1963** | **1st** |
| **Matriculation** |  | **A.B.High School, Basudebpur**  **B.S.E (Orissa)** | **1961** | **1st** |

**PROFESSIONAL ACHIEVEMENTS: (HONOURS AND AWARDS)**

**2013**

* **Asia Pacific Who’s Who (12th Edition).**
* **Delivered “Anwarul Abedin Lecture”** on 21 January 2013 in American International University, Dhaka, Bangaladesh.

**2012**

* **Excellence in Research and Innovations Award, Knowledge Resource Development and Welfare Group, IIT Delhi.**
* **Delivered first Professor A. Kumar Memorial lecture in Utkal University, Odisha.**

**2011**

* **Delivered 1st Professor N.Patnaik Memorial lecture in Institution of Engineers, Odisha Centre**

**2010**

* **Exemplary Leadership to Industrial Engineering Profession -Award,** from Indian Institution of Industrial Engineering (IIIE)
* **Best Paper in Industrial Engineering Journal- Award**: Indian Institution of Industrial Engineering

**2009**

* **International Life Time Achievement Award** from the Association of Indian Management Scholars (USA) (AIMS).
* **Life Time Achievement Award** from Indian Institution of Industrial Engineering (IIIE)**.**
* **Who is Who in the World, 2009 Edition -** Marquis Who is Who, U.S.A.

**2006.**

* **Special First Edition of Who's Who in Asia** –Marquis Who's Who
* **Life Time Achievement Award,** Institution of Engineers (India).
* **Distinguished Alumni Award**, University College of Engineering, Burla (ORISSA)[now VSS UNIVERSITY OF TECNOLOGY] in the Golden Jubilee Celebration.

**2004**

* **Fellow**, Indian National Academy of Engineering; towards outstanding contributions in “Engineering”.

**2003**

* **Bharat Ratna Sir Visveswaraya Award** –: Outstanding contributions to the field of Human Resource Management, The Orissa Engineers’ Forum.
* **Intellectual Colossus Award**: Super Services/Contribution in the field of knowledge in Human Resource Management, Sambalpur University, Jyoti Vihar, Orissa.
* **Felicitation by Utkal University**, Vani Vihar, Orissa, towards Profound Contribution in the field of Human Resource Management and Education.

**2000**

* **Delivered Sir Visveswaraya Memorial Lecture in The Institutions of Engineers (India)**

**1998**

* **Distinguished Leadership Award in Academics**: American Biographical Institute.
* **Who is who in The World-98**: A Who is who in America’ publication.

**1997**

* **Outstanding Academician (UNI TOP) Award**: Indian Institute of Materials Management.

**1995**

* **Lillian Gilbreth Award**: Outstanding Contributions to the field of Industrial Engineering: The highest award in the Industrial Engineering Profession in India.

**1987**

* **Best Research Paper Award**: Indian Institution of Industrial Engineering

**1985**

* **Fellowship Award**: Indian Institution of Industrial Engineering.
* **Best Research Paper Award**: Indian Institution of Industrial Engineering

**1984**

* **Ramaswamy Cup**: Award for the significant contribution to IE profession in India
* **Best Research Paper Award**: Institutions of Engineers (India)

**1983**

* **Best Research Paper Award**: Indian Institution of Industrial Engineering

**1982**

* **Best Research Paper Award**: Institutions of Engineers (India)
* **Best Research Paper Award**: Indian Institution of Industrial Engineering.

**RECOGNITION IN THE GLOBAL PROFESSIONAL BODIES:**

1. Member, South Asian Quality Assurance System Council of AMDISA[Association of Management Development Institutes in South Asia].
2. Member, Advisory Council; The Association of Indian Management Scholars.
3. Honorary Director, Research Board of Advisors, American Biographical Institute
4. Member, International Board of Directors, International Foundation of Production Research
5. Member, International Advisory Board for the 14th International Conference on Production Research, OSAKA (Japan) in Aug 97.
6. Member, International Advisory Board, 13th International Conference on Production Research, Jerusalem (Israel) Aug. 1995.
7. Member, International Association of Industrial Engineers, USA.
8. Charter Member, British Literati Club, UK
9. Member, International Advisory Board for the Conference on Industry and Academic Collaborating to meet the challenges of the Global Economy, Monash University, Australia.

**National Recognitions in India**

1. Special invited Member of Senate of SVNIT, Surat, 2013-2016.
2. Member National Conference on Manufacturing and Logistics Management, MNIT, Jaipur March 8-9, 2013
3. Chief Conference Advisor, International Conference on Industrial Engineering (ICIE-2013), “Modern Trends in Industrial Engineering”, SVNIT, Surat, November,20-22,2013.
4. Member, International Advisory Committee, 5th International Conference On “Advances in Mechanical Engineering” (ICAME-2011), SVNIT, Surat, June 06 – 08, 2011.
5. Chief Conference Advisor, International Conference on Industrial Engineering (ICIE-2011), “Modern Trends in Industrial Engineering”, SVNIT, Surat, November 17-19, 2011.
6. Chairman, Governing Board, Academy of Management and Professional Development, Mumbai
7. Member, Academic Advisory Board; Lal Bahadur Shastri Institute of Management, New Delhi.[2003-2014].
8. Member - Board of Advisors, Ramdev Baba Kamla Nehru College of Engineering (Nagpur)
9. Member - Board of Advisors, Vivekananda Education Society’s Institute of Management Studies & Research (VESIMSR), Mumbai.
10. Member – Governing Board, Institute of Science and Management, Ranchi.
11. Member – Governing Board, National Center for Quality Management, Mumbai.
12. Member – Advisory Board, Pioneer Institute of Management Studies, Indore.
13. Member, Advisory Board, Dhaneswar Rath Institute of Engg. & Mgmt. Studies DRIEMS, Cuttack.
14. Member - Governing Board, Kohinoor Business School, Lonavala..[2007-2010]
15. Member-Governing Board, Temple city Institute of Technology and Engineering, Bhubaneswar.[2007-2010]
16. Advisor, Paradyne Infotech Ltd. Mumbai [2005--]
17. Chairman, Academic Advisory Board, Institute of Technology Education and Research & Institute of Business and Computer Science; Bhubaneswar. [2002-2003]
18. Member, Academic Council, SNDT University, Mumbai [2001-2003].
19. Vice President, Operational Research Society of India [2001-2003].
20. Member, Planning Board [Working Group on Technical Education], Government of Rajasthan [1995-1997].
21. Member, All India Board of Post-Graduate Education & Research, (AICTE), New Delhi [1995-1996].
22. Vice President, Board of Governors, Bombay Productivity Council [1999-2005].
23. Governing Board Member, National Center for Quality Management [2003-2006].
24. Member, Quality Group, All India Manufacturers’ Organization [1995-1996].
25. Member, TQM Committee: Confederation of Indian Industry, Western Region [1999-2000].
26. Member, Human Resource and Productivity Committee, Indian Merchants Chambers [1999-2006]
27. Patron, Institute of Management &Information Science, Bhubaneswar.
28. Member, AICTE Research and Project Proposals Evaluation Committee [1993-1995].
29. UGC Nominee to represent Ministry of Industry (Govt. of India) for promotion of Industrial Development Training in the Govt. Sectors [1994-1995].
30. Member, Board of Studies, Indian School of Mines, Dhanbad [1990-1995]
31. Chairman, Board of Examinations, Indian Institution of Industrial Egg. (1995-1998)
32. Vice President, Operational Research Society of India. (1996-97)
33. Chairman, Indian Institution of Industrial Engineering, (1986-87).
34. Honorary Secretary, Indian Institution of Industrial Engineering, (1985-86}
35. Honorary Treasurer, Indian Institution of Industrial Engineering, (1983-85)
36. Editor-in-Chief, Industrial Engineering Journal, (1983-1988)
37. Chairman, Organizing Committee, XXXIX Convention of ORSI (Dec 1995)
38. Member, National Award Committee, Indian Institution of Industrial Engineering,(1996)
39. Adviser, Indian Institute of Materials Mgmt.[1997-98]
40. Member, Editorial Board, Industrial Engg. Journal [1989-2005]
41. Member, National Council of Indian Institution of Industrial Engineering, (83- 98).

# **WORK EXPERIENCES [46YEARS]**

## INDUSTRY **{10years}**

* **Associated Cement Companies Ltd., Bombay, (1995-2004)-A a multi-product, multi-location, multi-division company operating in India and Overseas.**
  + **Vice-President (Human Resource Division): This position is the HEAD of Human Resources Management.**

**Nature of Work**:

1. **Human Resource Planning.**
2. **Human Resource Acquisition**
3. **Human Resource Development.**
4. **Performance Management System: Design and implementation.**
5. **Benefits and compensation system**
6. **Design and implementation of Human Resource Information System.**
7. **Work Systems Design.**
8. **Organization Design and Human Resource Restructuring.**
9. **Employee relations**.

**Significant Contributions in the field of Human Resource Management:**

* **Design and Implementation of:** Performance Management System, Organizational Restructuring and Design, Employees’ Management and Technology Competency Development Systems, Reengineering of Organizational Management Systems and Total Productivity Management System, Innovation and creativity based action research projects.
* ***Performance Management System and Innovate to Excel*** - Two manuals have been prepared***.***
* **Corporate Social Initiatives: C**apacity building of community, adult education, health & sanitation development, youth entrepreneurship development, small and micro industries technical development, marginal farmers’ education programs etc.
* **Demonstrated Key Competencies:** Excellent analytical skills, total system thinking, managing diversity through productive team building, collaborative process management, strategic planning and policy formulation, affinitive commitment, action orientation, drive for results, integrity, self-awareness and self-regulation, fairness and equity etc.
  + **Govt. of Orissa, Irrigation & Power Dept.**

Junior Engineer, April 67 to July 67 (Project Execution, at Talcher Thermal Power Project).

###### **ACADEMIC {36 years}**

* + **Shiksha O Anusandhan University, Bhubaneswar, Odisha ( July 2011 – continuing)**
* ***Vice Chancellor. [Nature of Work: Institutional Development of Engineering, Management, Law, Pharmacy, Medical, Dental, Nursing Colleges and others in the University]***
  + **Institute for Technology and Management-Group of Institutions** **(Feb-2005 to July - 2011.)** [Mumbai, Chennai, Bangalore, Hyderabad, Warangal, Raipur]
* ***Chair Professor, Adviser and Dean.[Nature of Work: Institutional development, Project Management, Faculty Development, Research Programmes & Development and Management Development and Consulting Projects)***
  + **Asian Institute of Technology, Bangkok. (1986-87)**
* ***Visiting Professor,*** Division of Industrial Engineering and Management.
  + **National Institute of Industrial Engineering, Bombay.**
  + **Professor**, Jan. '83 to August '95;
  + **Dean (Post graduate &Research Programs),** Jan 83 to April 86.
  + **Head, General Management Group,** March 81 to April 86;
    - **Xavier Labor Relations Institute, Jamshedpur; Associate Professor, June 80 to March 81.**
    - **University College of Engineering; Burla; Lecturer. August 1967 to May 1980**.

**Academic Administrative Works Undertaken:**

Dean; Head of the Department;Hostel Warden; Chairman of Standing Committee;

Chairman of Recruitment and Selection Committee; Chairman of Examination Committee Chairman of Academic Regulation Committee etc.

**SIGNIFICANT PROFESSIONAL CONTRIBUTIONS**

**Text Book Publication**

1. Advanced Operations Management, Excel Books, New Delhi, 2013
2. Organisation Behaviour, PHI, New Delhi, 2013.
3. Handbook on Supply Chain Management (Edited); Excel Books, New Delhi 2011.
4. Human Resource Management: The Multiple Perspectives, (Edited); Excel Books, New Delhi, 2008.
5. Quality Management Practices, (Edited); Excel Books, New Delhi, 2007.
6. Human Resource Management: Linkages with Organizational Processes, (Edited); Excel Books, New Delhi, 2007.
7. Managing Human Capital (Edited); Excel Books, New Delhi, 2006.
8. Indian case studies in Supply Chain Management and other Learning Resources, Biztantra Publishing, 2005
9. Supply Chain Management: Theories and Practices, Wiley-Dream tech Publishers, New Delhi, 2004.
10. Essentials of Supply Chain Management, Jaico Publishers, New Delhi, 2004.
11. Advanced Operations Management, Pearson Publishing Co, Singapore, 2003.
12. Total Quality Management in the Service Sector, Jaico Publishers, New Delhi, 2002.
13. Handbook on Total Quality Management, Jaico Publishers, New Delhi, 1998.
14. A Text Book on Works Management, Published by All India Management Association, New Delhi, 1984.

**Guidance To Doctoral Students:**

* **COMPLETED**

1. Capital budgeting practices of small and medium enterprises: An empirical study, 2013.
2. Linking Information Technology (IT) enabled relationship Management Portfolio of Application, IT capabilities and firm’s performance, 2013.
3. Impact of Drivers of Human Resource Engagement on Organizational Performance: Studies in Auto Manufacturing Plants, 2012.
4. Risk Management Framework for Software Services Industry, 2012.
5. Employees’ satisfaction with HR Practices and their commitment to the Organization: An Empirical Study in “BSNL”, 2012.
6. Impacts of Human Resource Management Systems on Organizational Performance – A Study of ONGC, 2012.
7. Empirical Studies on Shareholders' Value Enhancement of Indian Companies, 2011.
8. A study of Emotional Intelligence and Communication Excellence of School Children of different Socio-Economic strata in India, 2009.
9. Productivity Management Policies in Cement Industries: A Comparative Study of Public and Private Sectors, 1999.
10. Adaptation of Japanese Management Approaches in Indian Organizations: Some Studies, 1998.
11. Towards The Evolution of Strategic Information System for a Large Corporation, 1994.
12. Productivity Management of Manufacturing Organizations: Some Studies, 1992.
13. A Study of Aggregate Production and Raw Materials Supply Planning Problems of an Integrated Steel Manufacturing System, 1991.
14. Multi Location Plant Sizing and Timing: Studies of Some Decomposition Procedures, 1990.
15. Some Studies on Environmental Impacts of Public Utility Projects, 1984.
16. Operational Management of University Libraries: Some studies, 1982.

* **UNDER PROGRESS**

1. Management of Micro-irrigation system in Arid Areas of India: Some studies with BIT, Mesra (Ranchi).
2. Strategic Collaborations between Oil Sector and Auto Service Sector with BIT, Mesra (Ranchi)
3. Impact of Micro Finance in improving Quality of Life : An Exploratory Study.

**Sponsored Research Projects:**

1. Research Project on “Manpower Planning in Steel Melting Shop” sponsored by Viraj Profiles Ltd. (Steel Sector).
2. Research Project on “Determinants of Employee Engagement and their impact on workplace performance” sponsored by Mahindra and Mahindra Ltd. (Automotive Sector).
3. Research Project on “A diagnostic study on attrition” sponsored by Mahindra and Mahindra Ltd. (Automotive Sector).
4. Research Project on "Performance Optimization Studies for multi-purpose multi-objective water resources systems". Funded by UGC, New Delhi.
5. "State of the Art in Industrial Engineering" - funded by the Department of Science & Technology, Government of India.
6. "A Research Project sanctioned by ministry of HRD, Government of India to develop "Automated Manufacturing Management System Lab."

### **Special International Study Assignments**

1. Member, Special Study Group for CIMS in Philips, Singapore.
2. Member, Special Study Group for Quality Management, Korea

### **Invited Lectures Delivered in International Forums and Universities**

1. University of Texas at Dallas, USA
2. Wayne State University, Detroit, USA
3. Schneider Logistics, Wisconsin, Green bay, USA
4. I L O, New Delhi
5. UNIDO, Bangkok
6. Malaysian Productivity Council, Penang
7. Thailand Productivity Council, Bangkok

### **Visiting Faculty Assignments**

1. Indian Institute of Technology, Bombay
2. Indian Institute of Technology, Roorkee
3. Indian Institute of Management, Ahmedabad
4. Indian Institute of Management, Calcutta
5. Administrative Staff College of India, Hyderabad
6. University of Bombay
7. Tata Management Training Centre, Pune

#### Recognition in the Editorial Boards of International and National Journals

# Member, Editorial Board, International Journal of Supply Chain Management.

# Associate Editor, Aloy Journal of Soft Computing and Applications (AJSCA).

# Member, Editorial Board, Journal of Logistics and Operational Research, Columbia International Publishing (CIP).

# Member, International Advisory Board, International Journal of CSR and Sustainabilty.

# Member, International Advisory Board, International Journal of Money, Banking and Finance.

# Member, International Editorial Review Board, Journal of Humanitarian Logistics and Supply Chain Management.

1. Member, International Editorial Board, Journal of Studies on Manufacturing (JSM).
2. Member, International Editorial Board, Journal of Production Planning and Control.
3. Member, International Editorial Board, International Journal of Industrial Engineering.
4. Member, International Editorial Board, International Journal of Manufacturing Technology and Management.
5. Member, Editorial Board, VILAXAN, Journal of XIMB,
6. Member, Editorial Board, Journal of Labour Studies, XLRI
7. Member, Editorial Board, OPSEARCH.
8. Editor, Special Issue on “Manufacturing Performance Management”, International Journal of Manufacturing Technology and Management.
9. Member, International Advisory Board, Journal of Manufacturing Technology and Research.
10. Member, Editorial Board, Industrial Engineering Journal. (India).
11. Editor-in-Chief, Industrial Engineering Journal, (1983-1988)
12. Chairman, Editorial Board, Bombay Productivity Council. (Journal: Achieve)[1990-2004]
13. Chairman, Editorial Board, NITIE. (Journal: Udyog Pragati). (1989-1992)

##### Reviewer of Research Papers in International Journals

1. Production and Manufacturing Research
2. International Journal of HRM
3. Human Resource Development International
4. Computer & Industrial Engineering,
5. European Journal of Operations Research
6. International Journal of Production Research
7. International Journal of Production Economics
8. International Journal of Quality & Reliability Management
9. International Journal of Vocational and Technical Education
10. Journal of Educational Administration and Policy Studies
11. International Journal of Operation Management
12. International Journal of Technology Management
13. International Journal of Productivity and Quality Management.
14. The Afro-Asian Journal of Finance and Accounting.
15. International Journal of Benchmarking.
16. South African Journal of Business Management.
17. International Journal of Emerging Markets

### **Chairperson in International Conferences**

1. Conference Chair, International Conference on Service Quality ICSQ-08, 16th & 17th February, 2009
2. Panelist in the session on “Corporate and Self Help Group Linkage as part of corporate social responsibility”, International Conference on Microfinance, Pondicherry, 21-23, January, 2009.
3. Chaired in the technical session on “Microfinance: Empirical Studies”, International Conference on Microfinance, Pondicherry, 21-23, January, 2009.
4. Conference Chair, International Conference on Quality Management Practices ICQMP-07, 16th & 17th August, 2007.
5. Chaired in the session on “Emerging Technologies and their Impact on Total Quality and Productivity”, ICPQR Conference, New Delhi; 12-15, December 2005.
6. Delivered the Plenary session lecture on “Competitive Advantages through Manufacturing”; 14th ISME Conference, New Delhi; 12-14, December 2005.
7. Chaired in the Manufacturing Strategy session in the 13th ICPR in Jerusalem on 6-9 August 1995.
8. Chaired in the Technical Session at the International Conference in "Multiple Criteria Decision making", Bangkok, Dec.'1989.
9. Chaired in the Technical Session at 9th International Conference in Production Research, August 17 - 20, 1987, University of Cincinnati, USA
10. Chaired in the Technical session of the 4th World Productivity Congress, Oslo, Norway, May 1984.

**Management Development Programs Conducted**:

Strategic Human Resource Management, Performance Management, Leadership Development, Managerial Effectiveness, Team Building and Conflict Management, Decision Making and Problem Solving, Organization And Techniques Of Training, Innovations Management, Project Management, Quantitative Methods For Business Executives, Manpower Planning, Managerial Skills For Technical Personnel, Total Quality Mgmt.; Interviewing Skills, Coaching and Counseling etc.

**Continuing Education Programs Conducted:**

Analytical Skills Development, Managerial Skills Development, Leadership Competency Development, Productivity Management, Total Quality Management, Operation Research Methods &Applications etc.

#### In-Company Management Development Programs Conducted

ACC, ONGC, Indian Oil Corporation, Nuclear Power Corporation, Jyoti Ltd., Johnson & Johnson, FACT, Ordnance Factories, TISCO, IRE, AIR INDIA, RCF, BPCL, Kirloskar Group, AV Birla Group of Companies, Naval Dockyard, Godrej, L & T, Indian Aluminum Co, National Aluminum Co, Century Rayon, Essar Steels, and ***for many other reputed companies in India and abroad.***

**Faculty Development Programs Conducted:**

Institute for Technical Education and Research (Bhubaneswar), Shrusti Institute of Management (Bhubaneswar), Rourkela Institute of Management (Rourkela), YCC College of Engineering (Nagpur), Thiagrajar College of Engineering (Madurai), Institute for Technology and Management (Vashi), Ramdev Baba Kamla Nehru College of Engineering (Nagpur), Institute of Science and Management (Ranchi), Birla Institute of Technology (Mesra, Ranchi), Sardar Vallabbhai National Institute of Technology (Surat), Pioneer Institute of Technology (Indore), Aditya Institute of Technology and Management (Srikakulum), Institute for Technology and Management (Kharghar), Institute for Technology and Management (Chennai)

**Consulting Projects Undertaken**:

Strategic Plan Document for higher Technology Education, Technical Manpower Planning Document; Total Quality Management; Business Process Reengineering; Supply Chain Management; Design of Incentive Systems; Layout and Material handling Systems; Manpower Planning. Organization & Methods; Time Standards Development; Development of Productivity Norms; Organizational Design; Corporate Restructuring.

Publications in International Journals

**2014**

1. Business Strategy of Automotive and Farm Equipment Sector of the Mahindra & Mahindra Group of India, Journal of Strategy and Management, Vol.7, No.1,2014.
2. Recruitment and selection satisfaction and organizational commitment: moderating role of employees’ cultural values, International Journal of Human Resource Development and Management (IJHRDM), [IN PRESS].
3. Mediating role of Organization Commitment in the Relationship between Job Satisfaction and Organization Citizenship Behavior, International Journal of Indian Culture and Business Management (IJICBM), [IN PRESS].
4. Green Supply Chain Management Practices in India: A Confirmatory Empirical Study, Journal of Production and Manufacturing Research [Under Review].
5. Moderating Role of Locus of Control in the Relationship between Job Satisfaction and Organizational Citizenship Behavior: An Indian Study, International Journal of Emerging Markets [Under Review].

**2013**

1. Green Supply Chain Management Practices In India: An Empirical Study, Production Planning and Control, 2013 http://dx.doi.org/10.1080/09537287.2013.832822.pp. 1 - 16.
2. Effect of Emotional Intelligence on Work Stress – A Study of Indian Managers, International Journal of Indian Culture and Business Management (IJICBM), Vol. 6, No.3 pp. 300-313, 2013.
3. Expectations of professional graduates from organizations: a diagnostic study, Int. J. Productivity and Quality Management, Vol. 12, No. 2, pp.226-245, 2013.
4. Impact and interaction of determinants on innovation as a competence: an empirical study, International Journal of Innovation in Digital Economy, Vol.4, No. 3, pp.1-14, 2013.
5. An Empirical Study of Information Technology Infrastructure Capability and its Impact on Digitally Enabled Customer Management Processes in Life Insurance Companies, International Journal of Business Information System (IJBIS),Vol.14, No.4, pp.461-479,2013.
6. Work-life balance satisfaction and organizational commitment: moderating role of employees’ cultural values, British Journal of Economics, Management and Trade. [IN PRESS].

**2012**

1. Understanding Service Quality, Production Planning and Control, 2012, 1–16, iFirst.
2. Impact of HRM practices on HR outcomes: A comparative study between two Indian public and private sector oil companies**,** International Journal of Indian Culture and Business Management (IJICBM) Vol. 5, No. 3, 2012,pp. 299-320.
3. A Diagnostic study of Employee Attrition in an Indian Automotive company, International Journal of Indian Culture and Business Management (IJICBM), Vol. 5, No. 5. 2012 pp.593–612.
4. Towards Development of a Composite Supply Chain Collaboration Model, International Journal of Logistics Systems Management (IJLSM),Vol. 12, No2, 2012 pp.123-147**.**
5. Scenario Planning for Service Quality: A Monte Carlo simulation study, Journal of Strategy and Management, Vol.5, No.3, 2012. pp. 331-352.
6. Identification of Risk Factors in Globally Outsourced Software Projects using Logistic Regression and ANN, Int. Journal of Supply Chain. Management, Vol.1, No. 1, 2012.
7. Critical Evaluation of Capital Budgeting Techniques,Int. J. Accounting and Finance, Vol. 3, No. 4, 2012, pp.308-319.

**2011**

1. Participation satisfaction and organizational commitment: Moderating role of employee’s cultural values, Human Resource Development International (HRDI), Vol. 14, No 5, November 2011.
2. Validation of Multiple-Item Scale for measuring Service Quality in Life Insurance Business: Structural Equation Modelling Approach, International Journal of Productivity and Quality Management (IJPQM),Vol.8 No.4,2011.pp. 433-458.
3. Service Quality Modeling for Life Insurance Business using Neural Networks, International Journal of Productivity and Quality Management (IJPQM), Vol. 7, No. 3, pp. 263-287.
4. Constructing an Emotional Intelligence Radar for Indian School Students, Educational Research (ISSN: 2141-5161), Vol. 2(1) pp. 790-802 January 2011 Available online@ http://www.interesjournals.org/ER, Copyright ©2011 International Research Journals.
5. Performance appraisal satisfaction and organizational commitment: Moderating role of employee’s cultural values, International Journal of Indian Culture and Business Management (IJICBM), Vol. 4, No. 3. 2011, pp. 272-297.
6. Towards a Framework for Innovation, International Journal of Business Excellence (IJBEX), Vol. 4, No. 5, pp. 493-518.
7. Determinants of Innovation as a Competence – An empirical study, International Journal of Business Innovations and Research (IJBIR), Vol. 5, No. 2, pp. 192-211.
8. Constructing Emotional Intelligence Radar for Indian Professional College Students, International Journal of Scientific Research in Education (IJSRE), Vol. 4, No. 2, pp. 115-130.
9. Leading Indicators of Innovation as a Competence for Individuals: An Empirical Study. Journal of Advances in Management Research (JAMR) Vol. 8, No. 2, pp.301-322.

**2010**

1. HRM Practices, Attitudinal Outcomes and Turnover Intent: An Empirical Study in Indian Oil and Gas Exploration and Production Sector, South Asian Journal of Management, Vol. 17, No. 4, Oct-Dec 2010.
2. Insights and Learning from Lean Manufacturing Implementation Practices, International Journal of Service and Operations Management, Vol. 6, No. 3, 2010.
3. Towards Formulation of Software Project Risk Radars, International Journal of Business Information System (IJBIS), Vol. 6, No. 2, 2010, pp. 151-178.
4. Reengineering of Logistics Value Chain of Petroleum Products Marketing Company – Formulation of a Performance Measurement System, International Journal of Logistics and Transportation Research (IJLTR), Vol.1, No.1, 2010.
5. Production as a Service: An Analysis of Theory of Constraints (TOC) Methods, Journal of Studies in Manufacturing (JSM), Vol. 1, No.1-2, 2010.
6. Estimating Operational Risk Index for Software Services Outsourcing Industry: A Case Study. International Journal of Services and Standards (IJSS), Vol.6 No.1, 2010.

**2009**

1. Towards managing quality cost: A case study, Total Quality Management & Business Excellence, Volume 20, No.10, October, 2009**..**
2. Factors affecting emotional intelligence: an empirical study for some school students in India, International Journal of Management in Education (IJMIE) Vol.3, No.1, 2009**.**
3. Comparative Study of Production Outsourcing Models, Journal of Advances in Management Research, Vol. 6, No.1, 2009 pp. 41-69.

**2008**

1. Economics of Environment Management System: A Quality Cost Perspective, IEEE Computer Society, USA. 2008, 758-762, doi.ieeecomputersociety.org.

**2007**

1. Value drivers of Return on Equity (ROE): A study of Indian companies, International Journal of Accounting, Auditing & Performance Measurement, Vol. 4 No.6, 2007.
2. Quality Dimensions of E-Commerce and their Implications, Total Quality Management & Business Excellence, Volume 18, Issue 3, May 2007.

**2006**

1. Linkage between TQM and organizational performance: an empirical study for Indian industry, Production Planning and Control, Vol.17, No.1, 2006.

**2005**

1. Application of Fuzzy Analytical Network Process to R & D Project Selection, International Journal of Production Research, Vol.43, No. 24, 2005.
2. Performance Management through Strategic Total Productivity Optimization, International Journal of Advanced Manufacturing Technology, Volume 25, No.1, 2005.
3. A System Structural Model for TQM Implementation, Journal of Advances in Management Research Vol. 2 (II) 2005.

**2003**

1. Towards knowledge management: A Case. International Journal of Information Technology Management, Vol.2, No.3, 2003.
2. Performance Measurement Systems for Manufacturing Organizations- A Review; International Journal of Manufacturing Technology and Management; Vol. 5, No 5/6, 2003.
3. Managing Total Productivity: A Practical Application Of Measurement And Optimization; International Journal Of Manufacturing Technology And Management; Vol. 5, No 5/6, 2003.
4. Impact Of Cellular Manufacturing On Supply Chain Management: Exploration Of Inter-Relationships Between Design Issues; International Journal Of Manufacturing Technology And Management, Vol.5, No 5/6, 2003.
5. Expert Enhanced Coloured Fuzzy Petri Net models of Traditional, Flexible and Reconfigurable Kanban Systems. Production Planning and Control, Vol.14, No.5, 2003.

**2001**

1. Building knowledge base for Indian Corporations, International Journal of Human Resource Development and Management. Vol.1, No. 2/3/4, pp. 220-244, 2001.
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