

CURRICULUM VITAE

Dr. Nirmal Chandra Roy

MBA, DHM, DLL, Ph.D.

Assistant Professor

Dept. of Business Administration (HR),

The University of Burdwan,

Burdwan, West Bengal, India, PIN: 713104.

Mail id: 1. roynirmal5@gmail.com 2. ncroy@mbahr.buruniv.ac.in

☎ : +91 9749301072(WhatsApp)



Brief Bio-data

Dr. Nirmal Chandra Roy is presently serving in the Department of Business Administration (Human Resource), The University of Burdwan, West Bengal, India. He has graduated from the University of North Bengal, Darjeeling, West Bengal. He has been awarded Ph.D. from the Vidyasagar University, Midnapore, West Bengal. He was awarded UGC-JRF in 2015. He has bagged Diploma in Labour Laws and Diploma in Hospitality Management. He is life members of Indian Commerce Association (ICA) and India Accounting Association (IAA). He has authored two books: *Human Resource Management in the Indian Tea Industry and Organizational Behavior*. Dr. Roy has authored 30 research articles and management case studies indexed in Scopus, Web of Science and ABDC & UGC Care Listed journals of national and international repute published from the Inderscience, Sage, Publishing India, etc. Dr. Roy is a reviewer of the journals Management and Labour Studies (Sage Publications), FIIB Business Review (Sage Publications), Global Business Review (Sage Publications), International Journal of Contemporary Hospitality Management (Emerald Publications), International Journal of Rural Management (Sage Publications) and Humanities and Social Science Studies (UGC Care Listed). Dr. Roy is a member in the editorial board of Pearl Multidisciplinary Journal from St. Philomena College, Puttur. His interest in research is in the field of General Management, Entrepreneurship, Human Resource Management, Industrial Relations, Organizational Behavior and Tourism Management.

Areas of Teaching

Human Resource Management, Industrial Relations, Labor Laws, Organizational Behavior, Compensation Management, Human Resource Development, Stress Management, Corporate Governance, International Human Resource Management, Training and Development, Commercial Laws, Principles of Management, Entrepreneurship Development, Marketing Management, Business Environment.

Personal Details

Gender: Male

Marital Status: Married

Present Address: U/7-A/1, Tarabag Teachers' Quarter, Tarabag, Bardhaman, West Bengal, Pin: 713104, India.

Nationality: Indian

Languages Known: English, Bengal, Hindi.

Academics

- ❖ Ph.D. in Management (2020), Department of Business Administration, Vidyasagar University, Midnapore, West Bengal, India. [On the topic "Management of Human Resources in the Indian Tea Industry: With Special Reference to the North Bengal Region"]
- ❖ Diploma in Labor Laws (DLL) from the Annamalai University in 2017.
- ❖ Junior Research Fellowship (2015), University Grants Commission, New Delhi.
- ❖ National Eligibility Test (2012-June), University Grants Commission, New Delhi.
- ❖ MBA (HR and Marketing) (2012), Department of Management, the University of North Bengal, Darjeeling, India.
- ❖ BBA (2010), Sukanta Mahavidyalaya, affiliated to the University of North Bengal, Darjeeling, India.
- ❖ Diploma in Hospitality Management (2007), Punjab Technical University.

Professional Experiences

- Presently working as an Assistant Professor in the Department of Business Administration (HR), The University of Burdwan, West Bengal (from 17.09.2018).
- Aailed JRF and SRF in the Department of Business Administration, Vidyasagar University, West Bengal (12.03.2015 to 16.09.2018).
- Served as a Part-time lecturer in the Department of Business Administration, Siliguri Institute of Technology, Siliguri, West Bengal (21.08.2013 to 20.02.2014).
- Served as a Guest Faculty in the Department of BBA and BCA, Sukanta Mahavidalaya affiliated to the University of North Bengal, West Bengal (1.09.2012 to 11.03.2015).

Life Member of Professional Bodies

- i) Indian Accounting Association (South Bengal Branch).
- ii) Indian Commerce Association.

Reviewer of Journals

- i). Management and Labor Studies (Sage Publications)
- ii). FIIB Business Review (Sage Publications)
- iii).Global Business Review (Sage Publications)
- iv). International Journal of Rural Management (Sage Publications)
- v). International Journal of Contemporary Hospitality Management (Emerald Publications)
- vi). Humanities and Social Science Studies (UGC care listed).

Book Published

- i). **Roy, N. C.** and Biswas, D. (2021). Human Resource Management in the Indian Tea Industry. **Routledge: UK.**
- ii). Biswas, D., **Roy, N. C.** and Chatterjee, A. (2022). Organizational Behavior. Crescent Publishing Corporation: New Delhi.

Management Case Studies Published

1. **Roy, N.C., Biswas, D. (2018).** Closed Tea Estates: A Case Study on the Dooars Region of West Bengal, India. *Vision – The Journal of Business Perspective, Sage Publications*, 22 (3), 329–334. (ISSN: 97226297). (**Scopus indexed, ABDC listed**)
2. **Roy, N.C., Biswas, D. (2016).** Small tea cultivation in India and the future ahead: A case study from West Bengal Region. *Hand Book of Management Cases*, 269-279. ET-Cases: Mumbai. (ISBN: 978-81-931001-0-3) (**Published by IIM Raipur**)

Article Published in Edited Books

1. Roy, N. C. and Ghosh, S. (2021). Covid-19 and Migrant Worker Livelihood in West Bengal: Study in Bankura and Purba Bardhaman District. *Business, Economics and Society: The Shifting Paradigm (Vol-1)*. Stockholm, Sweden: Red'shine Publication 1-12. (ISBN: 979-8-4997-8852-3)
2. Roy, N.C. (2020). Procurement of Tea Labor: A Study on the Dooars Region of Indian Tea Industry. *Unleashing the Trends in Contemporary Management Issues*. New Delhi: Abhijeet Publications, 69-77. (ISBN: 987-93-88865-33-3).
3. Mitra, S., Roy, N.C. (2016). Foreign Direct Invest (FDI) in Banking Sector in India. *Dynamic Evolution of Management Paradigm*. Midnapore, West Bengal, 137-142. (ISBN: 987-93-5265-325-6).

Published in Conference Proceedings

1. **Roy, N.C., Biswas, D. (2013).** Problems and Prospects of Self Help Group (SHG) and its Revival. *National Conference on Business Innovation, Economics & Management – BIEM-2013, Siliguri*, 240-247. (ISBN: 978-93-82338-87-1).

2. **Rahaman A., Roy, N.C. (2016).** The changing Dynamics of Talent acquisition: An Indian Perspectives, 27-31. *International Journal of Commerce and Management Research*, New Delhi. (ISBN 987-93-85895-57-9).

Article Published in Journals

1. **Roy, N. C.** (in press). Job Stress and Employees' Satisfaction in the Hospitality and Tourism Sector of North East India. *ASEAN Journal on Hospitality and Tourism. (ABDC Listed)*
2. **Roy, N. C.,** and Mishra, A. (in press). Determinants of Employment Relations in Rice Mill Sector in India: With Special Reference to Burdwan Region in West Bengal. *International Journal of Services, Economics and Management. (Scopus Indexed).*
3. **Roy, N. C.,** Kumar, D., and Zulkifli, N. (in press). An empirical study on customer satisfaction in the Telecommunication Industry. *International Journal of Business and Emerging Markets. (Scopus Indexed)*
4. **Roy, N. C.** (in press). Empirical study on the effect of job stress on employees' satisfaction in hospitality and tourism employees in West Bengal, India. *Journal of Hospitality Application and Research. (ABDC Listed)*
5. **Roy, N. C.** (in press). Impact of Covid-19 on the Students' Learning: An Empirical Study in India. *International Journal of Knowledge and Learning. (Indexed in Scopus, ESCI and listed in ABDC).*
6. **Roy, N. C., Biswas, D., and Dey, A. (2024).** Examining the influence of Small tea cultivation (STC) on the earnings of the Bangladeshi migrants' farmers in Jalpaiguri districts of West Bengal, India. *Vikalpa: The Journal for Decision Maker*, 49, (1), 1-11. **(Scopus Indexed)**
7. **Roy, N. C.** (2022). Impact of Covid-19 on the Migrant Worker Livelihood: Study in the Jalpaiguri Region, India. *International Journal of Service, Economics and Management* 13 (3), pp. 243-258. **(Scopus Indexed)**
8. **Roy, N. C.** (2022). Determinants of Customer Satisfaction in the Indian Telecommunication Industry: Study in West Bengal and Assam Region. *International Journal of Indian Culture and Business Management*, 27 (4), 534-548. **(ESCI, Web of Science)**

9. **Roy, N. C.** (2022). Factors Influencing Industrial Relations in the Indian Tea Industry: Study in the Darjeeling, Terai, and Dooars Region. *International Journal of Indian Culture and Business Management*, 25 (1), 72-85. (ISSN: 1753-0814) (**ESCI, Web of Science**)
10. **Roy, N. C., & Biswas, D.** (2019). Study on the Labour Welfare of Tea Plantations in North Bengal Region. *Anweshan*, 06(1), 70-81. ISSN: 2321-0307. (ISSN: 2321-0370)
11. **Roy, N. C., & Biswas, D.** (2019). Labour Welfare Practice and Ownership Pattern of Tea Plantations in West Bengal, India. *A Journal of Composition Theory*, 12(7), 344-350. (ISSN: 07316755) (**UGC-Listed**)
12. **Roy, N. C., & Dey, A.** (2019). Emerging Entrepreneurship in Small Tea Cultivation: A Study on the North Bengal Region of India. *International Journal of Management Technology and Engineering*, 9(6), 254-260. (ISSN: 22497455) (**UGC-Listed**)
13. **Dey, A. & Roy, N. C.** (2019). Small Tea Cultivation: A Case of West Bengal in India. *A Journal of Composition Theory*, 12 (7), 273-278. (ISSN: 07316755) (**UGC-Listed**)
14. **Biswas, D. & Roy, N.C.** (2018). Municipal Waste Management: Issues and Challenges. *International Journal of Research in Management & Social Science*, 6(1), 69-76. (ISSN: 2322-0899)
15. **Roy, N.C., Biswas D.,** (2017). Management of Human Resources during pre and post-globalized regime: an empirical study in tea industry of North Bengal, *Journal of Tea Science Research*, 7(9), 46-51. (ISSN: 1927-6494) (doi: [10.5376/jtsr.2017.07.0009](https://doi.org/10.5376/jtsr.2017.07.0009)).
16. **Roy, N.C. (2017).** Role of Microfinance on Tribal Women Empowerment: A Case of Dooars Region of West Bengal. *International Journal of Business, Management and Allied Sciences (IJBMAS)*, 4(4), 130-134. (ISSN: 2349-4638).
17. **Roy, N.C. (2017).** Factors affecting of industrial relations in Indian tea industry: a study on the North Bengal region of West Bengal. *Asian Journal of Management*, 8(3), 375-378. (ISSN: 2321-5763). (**UGC-Listed**)
18. **Roy, N.C. (2017).** Determinants of industrial relations in Indian tea industry: a study on the Dooars region of West Bengal. *Researchers World-Journal of Art, Science & Commerce*, 8 (2), 93-96 (ISSN: 2231-4172). (**UGC-Listed**)

- 19. Ghosal, I., Roy, N.C., & Ghosh, R. (2016).** Changing Buying Pattern of Consumer on Online Shopping: A Perceptual Study on MBA Students in Midnapur District (West Bengal). *Anveshak International Journal of Management*, 06, 90-106. (ISSN 2278-8913). (UGC-Listed)
- 20. Biswas, D., Roy, N.C. (2016).** Social Cost, a Strong Determinant in Industrial Relations: A Comparative Analysis of Pre and Post-globalized Regime in Dooars Region. *SIT Journal of Management*, 06, 1-8. (ISSN: 2278-9111).
- 21. Roy, N.C. (2016).** Livelihood in Small Tea Cultivation: A Case of West Bengal in India. *Intercontinental Journal of Human Resource Research Review*, 06, 33-40. (ISSN: 2320-9704 ONLINE; ISSN: 2347-1662 PRINT). (UGC-Listed)
- 22. Roy, N.C., Biswas, D. (2016).** Women Empowerment through SHGs and Financial Inclusion: A Case Study on Lataguri Region in West Bengal. *International Journal of Management Research & Review*, 06, 827-834. (ISSN: 2249-7196). (UGC-Listed)
- 23. Roy, N.C. (2016).** Earnings of Small Tea Growers and Different Varieties of Tea Manufacturing Factories: A Case of Maynaguri Block in West Bengal of India. *International Journal of Physical and Social Sciences (IJPSS)*, 06, 22-31. (ISSN: 2249-5894).
- 24. Biswas, D., Roy, N.C. (2013).** Problems and Prospects of Small Tea Growers in India. *Advances in Management*, 12, 34-39. (ISSN: 0974-2611)

Academic Content Development

- ❖ Developed the content of study materials (Course-3, Module-2) of Entrepreneurship Development Course, Community College Centre, NSQF-Scheme, Vidyasagar University.

Academic Content Review

- ❖ Reviewed the study materials (Course-4, Module-2) of Entrepreneurship Development Course, Community College Centre, NSQF-Scheme, Vidyasagar University.

- ❖ Reviewed the study materials (Course-2, Module-1) of Entrepreneurship Development Course, Community College Centre, NSQF-Scheme, Vidyasagar University.
- ❖ Reviewed the study materials (Course-3, Module-1) of Entrepreneurship Development Course, Community College Centre, NSQF-Scheme, Vidyasagar University.

Research Paper Presented in Seminar/Conference

International Seminar/ Conference

1. Presented a paper on “*The Indian Tourism Sector: Post Covid-19 Challenges*” at an International E-Conference on Emerging Issues in Management organized by DSMS College, Durgapur in collaboration with Department of Business Administration, Kazi Nazrul University, Asansol, West Bengal, India on 28th April, 2023.
2. Presented a paper on “*Quality of Work Life-A Review of Literature*” at an International E-Conference on Emerging Issues in Management organized by DSMS College, Durgapur in collaboration with Department of Business Administration, Kazi Nazrul University, Asansol, West Bengal, India on 28th April, 2023.
3. Presented a paper on “*Post Covid-19 Challenges in the Indian Travel and Tourism Sector*” at an International Conference on Science, Technology and Management organized by Egra S.S.B. College, Egra, Purba Medinipur, West Bengal affiliated to Vidyasagar University, West Bengal during 25th and 26th April, 2023.
4. Presented a paper on “*Wage Determination in the Tea Industry of West Bengal: An Empirical Study*” at an International Conference on Science, Technology and Management organized by Egra S.S.B. College, Egra, Purba Medinipur, West Bengal affiliated to Vidyasagar University, West Bengal during 25th and 26th April, 2023.
5. Presented a paper on “*Impact of Covid-19 on the migrant worker livelihood: Study in the Jalpaiguri Region of West Bengal, India*” at an International Conference on Aatmanirbhar

Bharat and Post-Covid Challenges in Business and Economy organized by the Department of Commerce, Vidyasagar University, West Bengal during March 2 and 3, 2023.

6. Presented a paper on “*Need for statutory training & development among the professors in West Bengal to support post Covid situations in the education industry*” at an International Conference on Aatmanirbhar Bharat and Post-Covid Challenges in Business and Economy organized by the Department of Commerce, Vidyasagar University, West Bengal during March 2 and 3, 2023.
7. Presented a paper on “*Role of Namasudra Migrants in Developing Society of Jalpaiguri*” at 2nd Namasudra History Congress-2023 organised by the Kolkata Namasudra Thinkers and Activists Association at Hridaypur, Kolkata during February 18-19, 2023.
8. Presented a paper on “*Issues on Human Resource Management in the Public Sectors in India*” at One Day International Conference on Sustainable Development Goals: Post-Pandemic Challenges before India jointly organized by the Department of Commerce & Economics, Tamralipta Mahavidyalaya, West Bengal (Affiliated to Vidyasagar University) in collaboration with the Indian Accounting Association, South Bengal Branch on 4th February, 2023.
9. Presented a paper on “*Students’ Online Learning during Covid-19 in India: An Empirical Study*” at two days International conference on Innovative Research Practices in Social Sciences (IRPSS-2022) organized by the Department of Business Administration-Institute of Engineering & Management, Kolkata in Association with Smart Society, USA, ICRC-All India Management Association, Academy of Indian Marketing during December 9th -11th 2022.
10. Presented a paper on “Determinants of Industrial Relations (IR) in the Indian Tea Industry: An Empirical study in the Dooars region of West Bengal” at Two Day International e-Conference on Advances in Business and Management in the VUCA World organized by the Department of Business Administration & KNU Center for Entrepreneurship and Skill Development, Kazi Nazrul University, Asansol, West Bengal, India during November 8-9, 2022.

- 11.** Presented a paper on “Quality of Work Life - A Literature Review” at Two Day International e-Conference on Advances in Business and Management in the VUCA World organized by the Department of Business Administration & KNU Center for Entrepreneurship and Skill Development, Kazi Nazrul University, Asansol, West Bengal, India during November 8-9, 2022.
- 12.** Presented a paper on “Can work from home become a good alternative for sustainable productivity management of human resources?” at International e-conference organized during 21st - 22nd December 2021 by e-ConSus Conference Committee under the aegis of the IQAC, Banwarilal Bhalotia College, Asansol, West Bengal-713303, India.
- 13.** Paper presenter at an International E-Conference entitled “A Study on Migrant Workers Livelihood after covid-19 in West Bengal” organized by Department of commerce in association with IQAC, Kancharapara College, West Bengal on Contemporary Issues in Accounting, Finance and Management held on 28th and 29th August, 2021.
- 14.** Presented a paper at an International Webinar on “Changing Landscapes in Business, Finance and Economy: A Global Perspective” organized by the Department of Commerce in Collaboration with IQAC Sidho-Kanho-Birsha University, Purulia, West Bengal, India on *Industrial Relations in Indian Tea Industry: Study in the North Bengal Region* on 28-29 November, 2020.
- 15.** Presented a paper at an International Webinar on “Economic and Business Challenges in India: Pandemic and After” organized by the Indian accounting Association, South Bengal Branch in collaboration with SWAMI VIVEKANANDA INSTITUTE OF MANAGEMENT & COMPUTER SCIENCE, Kolkata on *Covid-19 and Migrant Worker Livelihood: Study in the Jalpaiguri Region of West Bengal, India* on 15-16 September, 2020.
- 16.** Presented a paper at an International Webinar on “Strategies for Revival of Indian Business in the Post-pandemic Economic Scenario” organized by the Indian accounting Association, South Bengal Branch on *Indian tea industry: Apparent threats and potential opportunities owing to Covid-19 pandemic* on 23rd May, 2020.
- 17.** Presented a paper at an International Seminar on “Addressing Inequality and Discrimination an Approach Towards Inclusive Growth” jointly organized by the Prabhat Kumar College, Contai and Indian accounting Association on *Entrepreneurship in Small Tea Cultivation*

(STC) and its Impact on the Earnings of Small Tea Growers (STGs): An Empirical Study of Jalpaiguri Region on 27th and 28th January, 2020 at Vivekananda Bhawan. Prabhat Kumar College, Contai, Purba Mednipure, West Bengal .

- 18.** Presented a paper at an International seminar on “Sustainable Economic Development in India: A Global Perspective” jointly organized by the South Asian Institute for Advanced Research and Development and Indian Accounting Association on ‘*Budding Entrepreneurship in Small Tea Cultivation: A study on the North Bengal of India*’ on November 23, 2019.
- 19.** Presented a paper entitled “*Sustainability in Indian Tea Industry: a Study on the Tea Industry of West Bengal*” at International Conference on Economic and Tax Reforms in India in the Global Perspective, organized by Indian Accounting Association, South Bengal Branch in Association with Institute of Management Studies, Kolkata, West Bengal on 9th February, 2019.
- 20.** Presented a paper entitled “Challenging Role of HRM Professional in the Changing Scenario” at International Seminar on Changing World, Changing Scenario: Challenges and Developments in Contemporary Time, organized by Islampur College, Uttar Dinajpur, Affiliated to the University of North Bengal, West Bengal on March 27-28, 2018.
- 21.** Presented a paper entitled “Labor Welfare and Ownership Pattern of Tea Plantations: a Comparative Study on the North Bengal Region of Indian Tea industry” at International Seminar on Recent Innovation in Management, Accounting, Business and Entrepreneurship, organized by Department of Management, University of North Bengal, Siliguri, West Bengal on November 22-24, 2017.
- 22.** Presented a paper entitled “Management of Human Resources in Indian Tea Industry: With Special References to the North Bengal Region” at International Seminar on Aspects of Digitizing India in the New Era of Globalization, organized School of Management and Social Science, Haldia Institute of Technology & Haldia Institute of Management, Haldia, West Bengal on April 11 –12, 2017
- 23.** Presented a paper entitled “A Study on the Impact of Organizational Human Resource Management on Marketing Effectiveness” at International Seminar on Recent Innovations in Management, Accounting, Business & Entrepreneurship, organized by Dept. of Business Administration, Vidyasagar University, West Bengal on January 25 –26, 2017.

24. Presented a paper entitled “Foreign Direct Investment (FDI) in Indian Banking Sector” at International Seminar on Dynamic Evolution of Management Paradigm, organized by Dept. of Business Administration, Vidyasagar University, West Bengal on February 26 –27, 2016.
25. Presented a paper entitled “Small Tea Cultivation in India and the Future Ahead: A Case Study from West Bengal Region” at GSMC 2016: Global Summit on Management Cases organized by IIM Raipur, on February 05 –06, 2016.
26. Presented a paper entitled “Impact of Different Varieties of Tea Manufacturing Factories on the Earnings of Small Tea Growers with References to Maynaguri Block of West Bengal” in the International Seminar on “Relooking at Nations: Reenergizing and Reframing Strategies for Sustainable Development” at Institute of Management Study, Kolkata on July18-19, 2015, organized by Gedu College of Business Studies, Bhutan and The Institute of Cost Accountants of India, Kolkata.
27. Presented a paper entitled “Indian Tea Industry: Problems and Prospects” in the International Seminar on “Advancement of Management Thoughts and Practices”, organized by Department of Business Administration , Vidyasagar University, Midnapore, West Bengal on February 10-11, 2014. (Co – authored with Dr. Debasish Biswas)

National/Regional Seminar/ Conference

28. Presented a paper entitled “Geographical Indications (GI) of Darjeeling tea: An empirical Study” in the 30th West Bengal State Science and Technology Congress organized by the Department of Science and Technology and Biotechnology, Government of West Bengal during 28th February and 1st March 2023. (Co – authored with Arpita Dey)
29. Presented a paper entitled “Impact on digital technologies on agricultural transformation: an empirical study in the Purba Bardhaman district of West Bengal” at the National Webinar on Sustainable Agricultural Innovations and Transformation in India: Challenges and Possibilities. Organized by the Dept. of management Sciences, Mahatma Gandhi Central Universities, Bihar, India on April 23 and 24, 2022.
30. Presented a paper entitled “Obvious Fear and Potential Opportunities of Indian Tea Industry Due to Covid-19 Pandemic” at the National Webinar on Impact of Covid-19 on Indian Economy: Issues and Challenges organized by the Ramthakur College, Agartala, Tripura on June 27 and 28, 2020.

- 31.** Presented a paper entitled “Labour Welfare Practices: A Study on the North Bengal Region of Indian Tea Industry” at the National Seminar on Contemporary Issues in Business Management and Information Technology organized by the Amity University, Patna on 6th and 7th September, 2019.
- 32.** Presented a paper entitled “Labour Welfare Scenario of Tea Estates in North Bengal Region” at the National Seminar on Advances in Business and Management organized by the Department of Commerce, University of North Bengal, Siliguri, Darjeeling, West Bengal on December 28th and 29th March, 2019.
- 33.** Presented a paper entitled “Factor Affecting Industrial Relations in Te Industry of India: Study on the Dooars Region” at the 71st All India Commerce Conference, organized by the Osmania University on December 20-22, 2018.
- 34.** Presented a paper entitled “Determinants of Industrial Relation in Tea Industry in West Bengal: A Study on the Dooars Region” at the National Conference on “Emerging Dimentions in Industry” organised by Salesian College, Siliguri, Darjeeling, West Bengal on 19th and 20th November, 2018.
- 35.** Presented a paper entitled “Municipal Waste Management: Issues and Challenges” at the 2-Days Doctorial Colloquium on “Management, Social Science, Commerce, Economics, Entrepreneurship and Computer Science” organised by Institute of Management Study on 31st March and 1st April, 2018.
- 36.** Presented a paper entitled “Management of Human Resources during Pre and Post-Globalized Regime: An Empirical Study in Tea Industry of North Bengal” at the 70th All India Commerce Conference, organized by the IIS University, Jaipure on October 12-14, 2017.
- 37.** Presented a paper entitled “An Empirical Study of Women Empowerment through SHGs and Financial Inclusion on Jalpaiguri Region in West Bengal” at the 69th All India Commerce Conference, organized by Lucknow University, Lucknow on November 11-13, 2016.
- 38.** Presented a paper entitled “Entrepreneurship in Small Tea Cultivation: A case of North Bengal region” at the 5th All India Conference on “Business , Economy and Society: Challenges and Opportunities”, organized by Durgapur International Business Studies

Academia in association with Triveni Devi Bhalotia College, Raniganj, Burdwan held at Raniganj on January 29 –30, 2016.

39. Presented a paper entitled “Social Cost, A Strong Determinant in Industrial Relations: A Comparative Analysis of Pre and Post Globalized Regime in Dooars Region” at the Peter F. Drucker Memorial 6th National Business Research Conference on “Latest trends in Management, Economics & Social Sciences”, organized by Department of Business Administration, Siliguri Institute of Technology (SIT), Darjeeling at Siliguri on November 21st, 2015.
40. Presented a paper entitled “Industrialization and Environment Degradation: An Empirical Study” at the 68th All India Commerce Conference, organised by Vinoba Bhave University, Hazaribag on November 06-08, 2015.
41. Presented a Paper entitled “Women Empowerment Through SHGs and Financial Inclusion: A Case Study on Lataguri Region in West Bengal” in the National Seminar on “Financial Inclusion: Challenges and Prospects” at Malda College, Malda on Sep 12-13, 2015, Organized by Department of Commerce, Malda College in Collaboration with the Institute of Cost Accountants of India.
42. Presented a paper entitled “Effects of Ethical Behaviour on Organizational Performance : Evidence from Hotel Industry in India ” in the National Seminar on “Changing Dimensions of Business in the New Millennium”, organized by Department of Business Administration, Vidyasagar University, Midnapore, West Bengal on March 13-14, 2015.
43. Presented a paper entitled “Impact of bought leaf factories (BLF) on the future of the small tea growers (STGs) in India: With special references to the North Bengal region” at the 4th All India Conference on “Business in the New Millennium: Emerging Trends”, organized by Durgapur International Business Studies Academia held at Chittaranjan on November 20 – 21, 2014.
44. Presented a paper entitled “Problems and Prospects of Self Help Group and Its Revival” at the Peter F. Drucker Memorial 5th National Conference on “Business Innovation, Economics and Management”, organized by Department of Business Administration, Siliguri Institute of Technology (SIT), Darjeeling in Association with Vidyasagar University in Siliguri on November 16th – 17th, 2013.

45. Presented a paper entitled “Problems and Prospects of Indian Small Tea Growers with special references to North Bengal region” at the National Symposium on Recent Trends in Management Studies & Practices in the Context of Liberalized Regime, organized by Department of Management, University of North Bengal, Siliguri on March, 16th – 17th, 2013.

Guest Faculty

Serving as a Guest Faculty on Bio-entrepreneurship, Department of Bio-technology, The University of Burdwan, West Bengal, India from June, 2022.

Delivered Invited Lecture as Resource Person in Abroad

1. Delivered an invited lecture as a Resource Person on ‘Workshop on Research Methodology for Beginners’ organized by Barisal University Research Society and Bangladesh Research Society held on August 28 & 29, 2023 at University of Barisal, Bangladesh.

Delivered Invited Lecture as Resource Person in India

1. Delivered an invited lecture as a Resource Person on ‘Data Analysis’ in the Two-Day online workshop organized by the Department of Management, Brainware University, Kolkata during 30th September and 1st October 2023.
2. Delivered an invited lecture as a Resource Person on ‘HR Analytics and Strategic HR Management’ in a One Day Seminar organized by Department of Business Administration, Dr. B.C. Roy Academy of Professional Courses, Durgapur, West Bengal, India on 15th September 2023.
3. Delivered an invited lecture as a Resource Person on Students’ Counseling Program organized by the Department of BBA (H), Cyber Research and Training Institute, Burdwan, West Bengal, India on 9th March 2023.

4. Delivered an invited lecture as a Resource Person on ‘Two Days Workshop on Research Methodology in Social Sciences’ organized by department of Commerce, Management & Vocational Studies in collaboration with IQAC Salesian College, Siliguri Campus
5. Delivered an invited lecture on ‘Industrial Relation in India’ organized by the Department of Management Studies, Salesian College, Siliguri, Daejeeling on 26th August 2021.
6. Delivered an invited lecture on ‘Sustainable Human Resource Management’ organized by the Department of Management Studies, Salesian College, Siliguri, Daejeeling on 30th March 2022.

Training Provided

- Provided training for three days residential training on "Strengthening of FPOs through capacity building programme" during 2023-24 for BOD members including CEO organized by the Jalpaiguri Krishi Vigyan Kendra in collaboration with West Bengal University of Animal & Fishery Sciences.
- Provided training to the Small Tea Growers (STGs) of North Bengal, India on ‘Human Resource Management’ under the broad theme of *Azaadi ka Amrit Mahotsav* organized by the Tea Board India on 11.08.2021 and 12.08.2021.
- Provided training to the Bought Leaf Tea Factories (BLFs), India on ‘Human Resource Management Practices’ under the broad theme of *Azaadi ka Amrit Mahotsav* organized by the Tea Board India on 20.06.2022.
- Provided training to the class II and III employees of WBSEDCL on ‘Corporate ethics and Values and Managing Stress’ and ‘Competency based management and its application’ organized by the Central Board of Irrigation and Power at EETI, Kalyani, West Bengal on 12 and 13 July 2022.

Seminar / Conference organized

Organized two days international Webinar on “Changing Dimensions of Work and Employment Relations: Emerging Paradigm” on 29th and 30th November, 2020 at the Department of Business Administration (HR), The University of Burdwan, West Bengal, India.

FDP Attend

1. Successfully completed Two Week FDP (Approved by Ministry of HRD, Govt. of India) on Research Methodology organized by Indian Accounting Association South Bengal Branch in collaboration with Guru Angad Dev Teaching Learning Centre, A centre of MHRD under PMMMMNMTT from 20th to 30th June, 2020.
2. Successfully completed Six days FDP on Statistical and Data Analytics with R organized by CYPHER Training Institute, from 15th to 20th June, 2020.

Training/ Workshop Attend

1. Successfully completed One-Day national program on technology enhance learning “**SWAYAM- NPTEL MOOCS Awareness Workshop**” at The University of Burdwan organized by Indian Institute of Technology (IIT), Kharagpur and The University of Burdwan on 13th November, 2019.
2. Successfully completed **Two-Day Workshop on “Statistical Methodology- SPSS for Data Analysis** organized by Bagnan College, Bagnan, Howrah from 28th to 29th January, 2017.
3. Successfully completed **UGC- Sponsored Two-Week Workshop on Research Methodology** from 16.07.2015 to 31.07.2015 organized by department of Commerce with Farm Management, Vidyasagar University, West Bengal, India.
4. Successfully completed one day workshop on **Teaching Business Ethics** held on May 29, 2015 organized by **IIM Calcutta**.
5. Successfully completed **ICSSR Sponsored Two-Week Capacity Building Workshop on Research Methodology for Young Faculty in Social Sciences** from 25.08.2014 to 08.09.2014 organized by Sikkim University, Gangtok, Sikkim.

Awards

1. Adjudged the **best paper presenter** for the **technical session 4** on **HR & Entrepreneurship, Social Issues and Public Policy** of the Two- day International Conference held on 28th & 29th August, 2021 organized by Department of commerce in

association with IQAC, Kancharapara College, West Bengal, India on Contemporary Issues in Accounting, Finance and Management.

2. Adjudged the Second **Best Category Award on Entrepreneurship on Case Study Writing organized by the Department of Food Business Mismanagement and Entrepreneurship Development, National Institute of Food Technology Entrepreneurship Management, Haryana, India during November 17-19, 2022.**

Information provided as on 1/12/2023.