

RESUME

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Off:

Assistant Professor in Human Resources Management and Business Ethics
Indira School of Business Studies, Universe Campus,
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ACADEMIC EXPERIENCE

Administrative: 26 Years of Administrative Experience in National Institute of Industrial Engineering (NITIE), Mumbai. This is a Central Government Recognised Institution of Higher Learning. Have taken voluntary retirement in 2003 when I was Head of the Programs Division of NITIE.

Teaching: Visiting Professor in various B Schools in Mumbai since 1998 and in Pune since 2003.

Research: Conducted several research studies leading to publication of academic work in the areas of HRM and Business Ethics since 1995 and on Organisational Excellence since 2003.

“A critical study of HR Policies and Practices in the InfoTech Sector of Greater Pune between 1998 and 2007”

Note: At a postgraduate level, teaching, academic administration and research are concurrently conducted activities.

Workshops

- Team Building at Mumbai and Delhi
- Business Ethics at Jaipur
- Business Ethics in Delhi
- Effective Communication in Mumbai
- Grooming for Success at Jaipur and Delhi
- Management of Change at Pune.

This is the spectrum of the subjects I cover at the Postgraduate Level

- Training and Development
- Business Ethics and Corporate Governance
- Organizational Behaviour
- Human Resource Management
- Case Studies in HR
- Performance Management
- Strategic and International HRM

Educational Qualifications:

Ph. D in H R M	Department of Management Sciences	Seeking immediate re-registration
P G Dip in Training & Development.	1 S T D (Delhi)	1999-01
P G Dip in P M & IR	N M I M S (Mumbai)	1998—99
M.A (English)	S N D T Women's' University (Mumbai)	1985
B A	University of Mumbai	1975

PROFESSIONAL ASSOCIATIONS:

- Member of the Indian Society of Labour Economics
- Member of the Bombay Management Association
- Member of the Indian Society of Training and Development
- National HRD Network

BOOKS PUBLISHED:

1999 *The Theory and Practice of Managerial Ethics* JAICO, Publishers.

2002 *Geometry of HR*, Himalaya Publishing House, Mumbai.

2005 *What Every MBA Should Know About HRM*, Himalaya Publishing House, Mumbai

2008 *Business Ethics and Corporate Governance: Towards Organizational Excellence*, Universities Press, Hyderabad. (will be published by September 2008)

2008 *Theory and Practice of Managerial Ethics 2nd Edition* JAICO Pub House, Delhi. (will be published by the end of 2008. Have already Signed the contract)

ACADEMIC PAPERS PUBLISHED

1. Managerial Ethics and All That, *The Avenue Mail*, 21 June 1993
2. "Approaches to the study of Business Ethics in India" *Management and Labour Studies*, 1994.
3. "The Relevance of Buchholz's work to the study of Managerial Ethics in the Corporate Sector of Indian Industry". *MDI Management Journal*, 1993.
4. "An Empirical Examination of Management Ethics in the Corporate Sector of Indian Industry", *Indian Journal of Industrial Relations*, 1994.
5. Business Ethics among Finance Managers in India, in *MDI Management Journal*, July, 1994.
6. "Working Class Response to Changing Political Economy" in *Indian Journal of Labour Economics*, Vol 27, 1994.
7. "Energy Production and Atmospheric Pollution in Hong Kong" in *Mainstream* Summer 1994.
8. Studying Managerial Behaviour in the Indian Environment in AMDISA Pubs.. Dharnni P Sinha (ed) *Redeployment of Labour in South Asia*, Frederick Ebert Stiflung, Delhi, 1995.
9. Business Ethics: Some Conjectures and Refutations, *International Journal of Value Based Management*, Vol. 9 No. 1, 1996.

10. "Business Ethics: Some Conjectures and Refutations" in *International Journal of Value Based Management*, Vol 9, 1996.
11. "Leadership and the Ethics of Environment" in *Man and Development* June 1999.
12. When mediocrity is Empowered: Woe to Thee H.R. Professional A critical appraisal of present trends, *Management and Labour Studies*, January 1998.
13. Chief Executives and Organizational Change in *South Asian Journal of Management*, July-Dec,97.
14. Managerial Leadership in the Twenty First century, *Vision*, Vol 2, No 1. 1998
15. Managerial Leadership in the Twenty-first Century in *Vision*, Vol.2, No.1. Jan-June Conference 1998.
16. Value Based Project Management in the Indian Software Industry; An explanation and Case Study, *Prestige Journal of Management and Research* Vol.3, No. 1&2- April-Oct 99.
17. Value Based Project Management – Some lessons from Industry *Indian Journal of Training and Development*, Vol. XXIX No.1. Jan-Mar 99.
18. Effective Performance Counselling for better Project Outcomes, *Indian Journal of Training and Development* Vol. XXIX No.4. Oct-Dec 99.
19. Work Ethics: A Futuristic prognosis in the *Conference Souvenir – National Annual Conference of the NIPM*, Mumbai, 2000.
20. An Induction Manual for Corporate Governance, *Prestige Journal of Management and Research*, Summer 2000
21. A Social Science Perspective on the Ethics of Life and Death in *Prestige Journal of Management and Research*, April 2000.
22. Is this the Legacy We will Leave Behind?, *Prestige Journal of Management and Research*, Spring 2001.
23. Scientific Slavery: Towards an ethics of political economy (sent to *MDI Management Journal*) Gurgaon.
24. Self Perceptions in Respect of Role Efficacy among Senior Executives in Calicut, *Indian Journal of Industrial Relations*, Vol. 34, No., January 1999
25. Motivating the Knowledge Worker, *BMA Journal*, Autumn, 2000
26. Work Ethics in the New Millenium, *Indian Journal of Industrial Relations*, April, 2001.
27. The Knowledge Worker in the Age of the Intellect (sent to *South Asian Journal of Management*.)

28. To Train or Not To Train (sent to *Indian Journal of Training and Development*)
29. Some Considerations on the High Job Mobility of Knowledge Workers in the Indian High Tech Industry, *SIBM Essays in Management* Vol 1, April 2003.
30. Building Organisational Character through HRIS, *International Journal of Human Resources Development and Management*, (UK) Vol.3, 2003
31. Towards Business Excellence: Postulating the New Strategic Triad in Upinder Dhar and Santosh Dhar (eds) *Shaping Management for the 21st Century*, Indore Management Association 2003.
32. Towards a Better Tomorrow: Power, Authority and Ethics in Organisations, *Indian Journal of Training and Development* Vol XXXIII No 1-2. 2003.
33. Business Ethics, Corporate Governance and Organisational Excellence, *Prestige Journal of Management and Research*, Vol 9, No 1, April 2005.
34. Converting Core Competence to Competitive Advantage, *Personnel Today*, Vol XXVI No 4 January - March, 2006
35. Brand Value Mapping, *Personnel Today*, Vol XXVI No 5, April-June 2006
36. Unethical Managerial Behaviour, *Indian Journal of Training and Development*, Oct-Dec 2006.
37. An empirical study of how medical practitioners in India respond to the ethical dilemma] 2007 *Vilakshan* XIMB March-June 2007.
38. Ethics and Managerial Styles in the Future, *Indira Management Review*, February 2007
39. An H R Perspective on Converting Corporate Governance into Organisational Excellence in R P Mohanty (ed) *Human Resource Management: linkage with organisational processes*, Excel Books, New Delhi 2007
40. "A Critical Analysis of Attrition Levels among Knowledge Workers in the Indian Software Industry" in R P Mohanty (ed) *Human Resource Management: linkage with organisational processes*, Excel Books, New Delhi 2008.
41. Building competencies for organizational excellence in the Indian steel industry in *Prestige Journal of Management and Research*, summer 2007.
42. A Virtuous Circle of Leadership Brand Development in R P Mohanty (ed) *Quality Management Practice*, Excel Books, Delhi, 2008.
43. *From Bricks to Clicks Read in absentia at National Conference of ISTD in Hyderabad, December 2007 and being published in Indian Journal of Training and Development, April-August 2008.*

44. Morality Defined in, *IBA Journal of Management and Leadership*, May 2008.
45. "Shifting Paradigms in Corporate Social Responsibility" presented at the International Conference on Future Trends in Management Nov.2007 and published in G L Sharma (ed) *Conference Proceedings* of Lal Bahadur Shastri Institute of Management, Delhi. 2008 (forthcoming)
46. A Critical Evaluation of Approaches towards CSR, *Journal of Management and Labour Studies*, Summer 2008.
47. Shifting Paradigms in Human Resources Management, *an invited paper*, at the National Human Resources Conference, December 2007 and forthcoming in *Conference Proceedings* Excel Books, Delhi 2008.
48. Performance Based Incentive Scheme: a case study in *Indian Journal of Management Technology*, Nagpur, spring 2008.
49. Pedagogy And Andragogy In The New Age [observations on learning methodologies in management sciences] in *Management Edge*, Jan-June 2008
50. Strategy Development For Synergistic Promotion Of Tourism And Retail In KOZHIKODE [A CONSIDERED OPINION], JOURNAL OF THE IMS GROUP OF INSTITUTES, DELHI, SUMMER 2008