

SREEPARNA BHATTACHARYYA, Assistant Professor



Ph. D SCHOLAR (HRM-OB), M.A. in Psychology (I-O)
&
MBA (HRM & MKTG.)

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Core Competencies:

- ✚ Strong analytical, observational, and problem-solving ability.
- ✚ Excellent supervising skills to juniors.
- ✚ Excellent research, writing, and interpersonal skills.
- ✚ A passion for teaching and engaging with students.
- ✚ Patience, understanding, and willingness to help.
- ✚ Thrive in a fast-paced, highly competitive environment.
- ✚ Able to respond criticism maturely.
- ✚ Able to learn from seniors.
- ✚ Constantly expanding subject knowledge.

Professional Experiences:

- ✚ Total Full Time Work Experiences (Years): Teaching: 1. 3..Research:..2..Industry:..5..Total:..8..

Employer	Dates of Employment		Job Title	Job Roles Handled	Reason for Leaving
	Start Year & Month	End Year & Month			
Bharatiya Vidya Bhavans Institute of Management Science	04/2021	Till now	Assistant Professor - Management (BBA & MBA)	Taking classes - OB, HRM, Employee Relationship Management & Labour	-

(Approved by AICTE & Affiliated to MAKAUT)				Laws; Communication class, Personality Development class, Faculty mentor of students	
Freelancer	04/2020	Till now	I-O Psychologist (Employees' Counselling & Training)	-	-
Freelancer	07/2018	-	Researcher and Teaching Associate	Areas: Human Resource Management, Organizational Behavior, & Industrial Psychology	-
Academic Researcher as a part of curriculum of M.A. Psychology	06/2018	-	Industrial Psychology, OB	-	-
Rashmi Metaliks Limited (Under the Division of Rashmi Group), Kolkata, India.	02/2016	01/2018	Executive Assistant (Secretary) to Director - HR	*	To pursue studies to enhance my professional qualification in Organizational Psychology.
Pranab International Global Consultant (P) Ltd., Kolkata, India. ((Jodhpur National University, Franchise)	01/2014	12/2014	FACULTY - Management (MBA)	Taking classes - OB, HRM, Service Marketing, Communication, Personality Development Contribute to the development of the curriculum and delivery modules.	Distance Learning Program in India banned in India.
Crasso Consultancy (P) Ltd., Kolkata, India.	05/2011	12/2013	HR Executive	*	Joined for better opportunities.
Shakers Appliances Pvt. Ltd., Kolkata, India.	08/2010	05/2011	HR Executive	*	Joined for better opportunities.

JOB ROLES HANDLED: *

- ✚ Managing the Recruitment Cycle - Taking interviews, screening CVs, liaising with the consultancies, short listing candidates.
- ✚ Handling HR Induction for new joiners and verification of HR documentation of new joiners.
- ✚ Grievance Handling.
- ✚ Exit Formalities & Full & Final Settlement.
- ✚ Devising and maintaining office systems, including data management and filing.
- ✚ Planning and organizing meetings.
- ✚ Organizing and maintaining diaries and making appointments.
- ✚ Managing projects.
- ✚ Share in the administrative responsibilities of the department.

- ✚ To sit on student selection panels as required.
- ✚ To deal with the problems.

Invited Speakers:

- ✚ Conducted **Faculty Development Program (FDP)** on “Student’s Mentorship During & Beyond Covid-19”, organized by Banarasidas Chandiwala Institute of Hotel Management & Catering Technology, New Delhi, on 12th September, 2020.
- ✚ Conducted **One Day Training Workshop** on “Career Counseling and Guidance in Future Development”, organized by Professional Institute of Business, Bangladesh; WELL, USA; & EQ4PEACE WORLDWIDE. INC., USA on 12th October, 2020.
- ✚ Conducted **One Day Training Workshop** on “Resilience after COVID-19”, organized by Professional Institute of Business, Bangladesh; WELL, USA; & EQ4PEACE WORLDWIDE. INC., USA on 1st November, 2020.
- ✚ Mentor at **Psychogenic Modeling** for the Workshop on “Introduction to Industrial /Organizational Psychology” – A 4 Weeks Workshop.
- ✚ Resource Person **Two Days International Workshop** on “EQ & Effective Leadership”, organized by Professional Institute of Business & , Bangladesh; WELL, USA; & EQ4PEACE WORLDWIDE. INC., USA on 7th and 8th February, 2021.

Academic Qualifications:

<i>Course</i>	<i>Year</i>	<i>Marks</i>	<i>Institution Attended/ Board/ University</i>	<i>Specializations</i>
Ph. D Scholar	2020	-	Indus University, Ahmedabad, Gujarat	Organizational Behavior & Human Resource Management
MAPC (MA in Psychology)	2019	65%	IGNOU (Regional Centre, Kolkata)	Industrial / Organizational Psychology
M. B. A.	2010	6.94 DGPA (61%)	Heritage Business School [Previously known as Heritage Institute of Technology, MEC] MAKAUT (Previously known as WBUT) AICTE approved & UGC recognized	Human Resource (Major) Marketing (Minor)
B. Sc.	2007	49.2% (GPA- 5.2)	Victoria Institution Calcutta University	Zoology(H), Botany, Chemistry
XII	2003	50%	Victoria Institution West Bengal Council of Higher Secondary Education	Physics, Chemistry, Biology, Mathematics
X	2001	73.0%	Taki House Govt. Sponsored. - Girl’s High School West Bengal Board of Secondary Education	-

Publications:

Journals:

S/L No.	Title with Page No.	Journal, Volume and Year	ISSN/IBBN
1.	Occupational hazards & shifts of profession of fisherman & crab collectors of Sundarban region, Pg. 104-113.	2019 (May), International Journal of Research and Analytical Reviews (IJRAR), vol. - 6, Issue - 2.	E-ISSN 2348-1269, P- ISSN 2349-5138
2.	Facing and recovering the sick industrial condition: a case study based on the suspension of work in a composite textile mill at West Bengal, India, Pg. 13-27.	2019 (July-Sept), IJBMAS, Vol.6.Issue.3.	E-ISSN 2348-1269, P- ISSN 2349-5138

Conference/Seminar volume:

S/L No.	Title with Page No.	Year	Details of Conference Publication	ISSN/IBBN
1.	Job Satisfaction & Job Embeddedness of Indian IT employees, those who have returned home after completion of on-site project in abroad and those who have remained in overseas.	31-08-2019	1-Day International Conference on Growing Dynamism in Business Environment (ICGDBE 2019)	ISSN: 2339-0099, Vol.-II, Issue-2, - December 2019, Management Mirror, Journal of Institute of Business Management.
2.	Psychological hurdles of returning home country: A study on Indian IT professional. (Abstract Presented)	09-11-2019	Indian Council of Social Science Research (ICSSR) Sponsored & Rehabilitation Council of India (RCI) Approved Three-day National Conference On Entitlement, Equality and Mental Health: Contemporary Psycho-social Perspectives 8th-10th November, 2019, Organized by Department of Applied Psychology	Souvenir Published by Department of Kazi Nazrul University, Asansol, West Bengal, India.

Certification Received as Participant:

Program Attended / Participated	Item	Duration	Grade	Date	Organized by
Webinar	Narrative Therapy in Clinic and Community	2-hour	-	19 th January, 2021	Department of Applied Psychology, University of Calcutta
Webinar	Art Therapy	2-hour	-	16 th January, 2021	Department of Applied Psychology, University of Calcutta
Webinar	Communication approaches in different times: Intercultural competence in practice	2-hour	-	8 th January, 2021	Department of Applied Psychology, University of Calcutta

Qualitative Data Analysis	Faculty Development Programme	One Week	A+	21 st -28 th December, 2020	Teaching Learning Centre, Ramanujan College, University of Delhi under the aegis of Ministry of Education-Pandit Madan Mohan Malaviya National Mission on Teachers and Teaching	
Online Quiz	World Mental Health Day 2020 Quiz	-	78%	11 th October, 2020	Psychological Society, Department of Psychology of Aligarh Muslim University, Aligarh, Uttar Pradesh	
Webinar	Spiritual Intelligence	1-hour	-	27 th September, 2020	Guidance City	
	Balancing Stress associated with Work from Home			13 th September, 2020		
Short Term Program	Testing in Organizational Setup	5 Days (6 hours)	-	31 st August-5 th September, 2020	Cognizavest, LLP	
Webinar	Emotional Well-being at Technical Industry	1-hour	-	23 rd August, 2020	Guidance City	
Online Workshop	Scope of Inclusive Education in India			15 th August, 2020		Cognizavest, LLP
	Psychology of Secularism					
Webinar	Building Blocks of Self-Esteem			8 th August, 2020	Yuvana Wellness, Psychotherapy, Psychometrics & Training	
Online Workshop	Introduction to Psychotherapy	2-hours program	-	29 th July, 2020	Department of Mental Health and Behavioural Sciences, Fortis Healthcare Limited.	
	Introduction to Sport Psychology			30 th July, 2020		
	Introduction to Art in Therapy			31 st July, 2020		
	Introduction to Music and Movement in Therapy			1 st August, 2020		
	Introduction to Positive Psychology			2 nd August, 2020		
Internship	Organizational Psychology	1-month	A	1 st July, 2020 – 31 st July, 2020	Cognizavest	
Online Quiz	Applied Psychology		67%	29 th June, 2020	RED'MAC foundation and Aspire Child Care and Counselling Centre	
Webinar	Research Paper Questionnaire Development	1-hour	-	27 th June, 2020	Raj Kumar Goel Institute of Technology, Department of Management Studies, RKGIT, Ghaziabad	
National Level Online Quiz	Research Methodology	-	64%	13 th June, 2020	Government Arts and Science College, Thuraiyur Main Road, Kurumbalur, Preambular, Department of Management Science (Affiliated to	

					Bharathidasan University, Tiruchirappalli)
National Level Online Quiz	Human Resource Management	-	73%	8 th June, 2020	Kodachadri Govt. First Grade College, Department of Commerce in association with IQAC
Online Workshop	Role of OB Psychologist in recruitment	3-hours	-	17 th May, 2020	Cognizavest, LLP
Webinar	An Effective Research Paper Writing Skill	3-Days	-	13 th -16 th April, 2020	Bhagwan Mahavir University, Bhagwan Mahavir College of Commerce and Management Studies
Workshop	Stress Management & Career Counselling	1-Day	-	28 th July, 2019	Manobithi, Indian Institute of Mother and Child Welfare, West Bengal, Kolkata.

Projects Undertaken:

- *Research Project – “What Causes Brain Drain in Indian IT sector: Antecedents & Possible Preventive Interventions”

(Dissertation as a part of MA Curriculum under the guidance of Dr. Ishita Chatterjee, Associate Professor [Reader], Deptt. Of Applied Psychology, University of Calcutta, Rashbehari Sikhsha Prangan, Rajabazar Science College Campus, 92, Acharya Prafulla Chandra Road, Kolkata – 700092, West Bengal, India) – The thesis is under publication process.

- Analysis of Industrial Psychology – of “BENGAL CHEMICALS & PHARMACEUTICALS LTD.”.

(240 hours internship as a part of MA Curriculum).

- “Pragmatic Trade Unionism – an Effective Management Tool” for “OIL & NATURAL GAS CORPORATION LTD.”.

(8 weeks internship as a part of MBA Curriculum).

Achievements:

- Scored 80.99 % Below in Management Aptitude Test.

I do hereby declare that all the details presented in the CV are true and correct to the best of my knowledge.

Date:

(SREEPARNA BHATTACHARYYA)