

# **BIO-DATA**

**Dr. R. P. Das  
Professor  
&  
Director**

**Institute of Management  
Pt. Ravishankar Shukla University Raipur  
(C.G.)**

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## BIO-DATA



**Name** **Dr. Rajendra Prasad Das**

Father's Name Late Shri. Dharanidhar Das

Date of Birth 29-01-1961

Present Position **Professor & Director**  
Institute of Management  
Pt. Ravishankar Shukla University  
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#### Permanent

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House No.-8  
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### Academic Qualifications

Course	Institute/University	Year
FDPM	IIM, Ahamedabad	1994-95
Dip. in T&D	ISTD,New Delhi	1997
Ph.D. (Management)	Kurukshetra University	1988
M.Phil (Com)	Kurukshetra University	1984
M.Com.	Kurukshetra University	1983
B.Com. (Hons)	Utkal University	1981
I.Com.	Utkal University	1979
H.Sc.	BSE, Orissa	1977

## I. Experience:

### Teaching –More than 28 Years

- **Professor- More than 13 Years**
  - **Professor, Institute of Management**, Faculty of Management Studies, **Pt. Ravishankar Shukla University, Raipur** since **26<sup>th</sup> February 2003 (Continuing)**.
- **Guest Faculty ,Indian Institute of Management, Raipur (IIMR)**(Completed a full Course on Human Resource Management in **Executive Fellow Programme in Management**) in 2013.
- **Reader**, Pandit Jawaharlal Nehru Institute of Business Management, **Vikram University, Ujjain** from **1<sup>st</sup> April 1992- February, 2003** .
- **Lecturer** SOS in Commerce and Management, **Jiwaji University, Gwalior** from **Jan.1989 to 31<sup>st</sup> March 1992**.
- **Core Faculty (PM and IR Area)**, Xavier Labor Relations Institute(**XLRI**), **Jamshedpur (June 1988 – Jan. 1989)**.
- **Research Scholar**, Department of Management, **Kurukshetra University, Haryana** from **1984 to 1987**.

### Administrative

- **Director**, Institute of Management, **Pt. Ravishankar Shukla University, Raipur** from **1<sup>st</sup> July 2016 Continuing**.
- **Director, College Development Council (DCDC), Pt.Ravishankar Shukla University, Raipur** from **3<sup>rd</sup> August,2015 to June 2016**.
- **More than 10 Years Director**, Institute of Management, **Pt. Ravishankar Shukla University, Raipur** from February 2003 to July 2013.
- **Member, Executive Council**, Pt. Ravishankar Shukla University, Raipur from **April 2010 to Sept. 2011**.
- **Member, Executive Council**, Pt. Ravishankar Shukla *University*, Raipur from February **2008 –July 2009**.
- **Member, Executive Council**, Pt. Ravishankar Shukla *University*, Raipur from February **2004 to April.2005**.
- **Chief Warden**, Pt. Ravishankar Shukla *University*, Raipur from **June 2009** to January 2016
- **Dean**, Faculty of Management Studies, Pt. Ravishankar Shukla University, Raipur from **2011 to 2013**.

- **Dean**, Faculty of Management Studies, Pt. Ravishankar Shukla University, Raipur from **2009-2011**.
- **Dean**, Faculty of Management Studies, Pt. Ravishankar Shukla University, Raipur from **2007-2009**.
- **Dean**, Faculty of Management Studies, Pt. Ravishankar Shukla University, Raipur from **2005 to 2007**.
- **Dean**, Faculty of Management Studies, Pt. Ravishankar Shukla University, Raipur from **2003 to 2005**.
- **Chairman, Board of Studies in Management**, Pt. Ravishankar Shukla University, Raipur from **2003 to 2013**.
- **Chairman, Central Board of Studies in Management for Unified Syllabus in Management, Govt. of Chhattisgarh** from **2014 (Continuing)**
- **Secretary** University Industry Partnership Council(UIPC) Pt. Ravishankar Shukla University, Raipur from **2012 (Continuing)**
- **HOD**, School of Studies in Computer Science, Pt. Ravishankar Shukla University, Raipur (**Additional Responsibility, June -September 2004**)
- **HOD**, School of Studies in Computer Science, Pt. Ravishankar Shukla University, Raipur from **May 2007 to June 2007(Additional Responsibility)**
- **Warden**, Management Hostel from July **1997** to February **2003** at **Vikram University, Ujjain (M.P.)**
- **Placement Coordinator** from 2002-2003 for Final Placement of the students at Pt. JLN Institute of Business Management, **Vikram University, Ujjain (MP)**.
- **In-charge Summer Training** 2002 for Eight Weeks Summer Placement of Students in Different Organizations at Pt.JLN Institute of Business Management, **Vikram University, Ujjain (MP)**.
- **Founder Advisor, JNIBM Alumni Association and Its In-charge** at **Vikram University, Ujjain** from its Inception in 1992 till 1996.
- **Advisor, JNIBM MBA Students Association (The Exklusive)** at **Vikram University, Ujjain** since 1996-2001.
- **Coordinator, MBA Part-Time Programme**, at **Vikram University, Ujjain** Feb.1996 to June 1997.

## **Other Assignments**

- **Member NAAC Peer Team** visited **Rajasthan University, Jaipur and KIIT University, Bhubaneswar, Odisha, 2016**.
- **Member UGC Expert committee** Visited **Welingkar Institute, Mumbai Under Distance Education, 30 June 2<sup>nd</sup> July, 2015**.

- **President, Pt. Ravishankar Shukla University Teachers Association (RSUTA) Raipur from 2014-16.**
- **Member Finance Committee, Guru Ghasi Das Central University, Bilaspur 2012 to 2015.**
- Member, **UGC SAP in Management, Tejpur Central University, Assam, 2011-2016.**
- Member, **UGC SAP in Management, Anamali University, Tamil Nadu, 2016-2021.**
- **Member LPPMC in UGC-HRD Centre, Guru Ghasi Das Central University, Bilaspur, 2015 (Continuing).**
- **Member UGC Joint Expert Review Committee to Evaluate the Performance of Academic attainments for Extension of Autonomous status to Three colleges under Pt. R. S. University, Raipur, 2009.**
- **Member UGC Team for identification of Autonomous college 11 to 14 September, 2007. Member UGC Joint Expert Review Committee to Evaluate the Performance of Academic attainments for Extension of Autonomous status to three colleges under Pt. Ravishankar Shukla University, Raipur, 2007.**
- **Nodal Officer for UGC 11<sup>th</sup> Plan Visiting Committee from 18-20 August, 2008 to Pt.R.S.University, Raipur**
- **Member Central Board of Studies in Management , Govt. Of Chhatisgarh from 2014 to 2017.**
- **Member AICTE to visit colleges in Western Zone, Gujarat and MP.**
- **Observer AICTE for MAT test and CIMAT conducted by AICTE, Bhopal Region**
- **Coordinator, Screening Committee to Identify The College with Potential for Excellence (CPE) to avail UGC grant of Rs. One Crore in the State of Chhattisgarh November 2005.**
- **Member APEB (Academic Planning and Evaluation Board), Pt. Ravishankar Shukla University, 2007-2009.**
- **Member, Internal Quality Assurance Cell (IQAC) Pt. Ravishankar Shukla University.**
- **Subject Expert, State Public Service Commission(PSC) of Different states**
- **Member, CAN (Campus Area Network) Steering Committee, 2006.**
- **Member, Executive Committee, All India Commerce Association from 2006-2009.**
- **Was Member, Experts Committee, Chhattisgarh Niji Vishwavidyalaya Viniyamak Aayog, Raipur.**
- **Member, Board of Governors – Chhattisgarh Administrative Academy from 2005-2014.**
- **Was Member, Regional Advisory Committee, Central Board For Workers Education (Ministry of Labour, Govt. of India), Raipur Chapter (C.G.).**

- **Was Member, KVC – Kendriya Vidyalaya-I WRS Colony, Raipur.**
- **Was Member, KVC – Kendriya Vidyalaya-II, RSU Campus Raipur.**
- **Acted as Observer for UGC NET Examination, APS University, Rewa, June 2014.**
- **Acted as Observer for UGC NET Examinations Pt. Ravishankar Shukla University, June 2013.**
- **Acted as Observer for UGC NET Examinations in Sambalpur University, Dec 2012**
- **Acted as Observer for UGC NET Examinations in Pt. RSU Centre, June 2012**
- **Acted as Observer for UGC NET Examinations at Utkal University , Bhubaneswar, Odisha Dec. 2011**
- **Acted as Observer for UGC NET Examinations in 2010 and 2011 in Pt. Ravishankar Shukla University Centre.**
- **Member Anti Ragging Committee, Pt. Ravishankar Shukla University, Raipur.**
- **Chairman to Review the Five colleges under Pt. Ravishankar Shukla University before withdrawal of restriction on them, May,2011**
- **Member selection Committee of CG State Cooperative Marketing Federation for selection of Executive, 9<sup>th</sup> March, 2011.**
- **Chairman, Board of Studies in Management, Pt. Ravishankar Shukla University, Raipur from 2011 (Continuing)**
- **Chairman, Board of Studies in Management, Pt. Ravishankar Shukla University, Raipur from 2009-2011.**
- **Chairman, Board of Studies in Management, Pt. Ravishankar Shukla University, Raipur from 2007-2009.**
- **Panelist as expert in the selection of Administrative Officer at CSEB conducted by National Productivity Council, New Delhi, 12Oct.2008.**
- **Chairman, Board of Studies in Management, Pt. Ravishankar Shukla University, Raipur from 2005-2007.**
- **Chairman, Board of Studies in Management, Pt. Ravishankar Shukla University, Raipur from 2003-2005.**
- **Member Academic Council, Pt. Ravishankar Shukla University, Raipur 2003 to 2011.**
- **Member Academic Council, of Chhattisgarh Autonomous College 2010-11**
- **Chairman, for Rotation of Heads appointed by EC , Pt. Ravishankar Shukla University, Appointed by Executive Council, June ,2009.**
- **Member Academic Council, Pt. Ravishankar Shukla University, Raipur Chhattisgarah Govt Autonomous College, Raipur from 2009.**

- **Chairman of Selection Committee for Selection Library Associate Grade-II** of Pt. Ravishankar Shukla University, during **15 Jan.2009**.
- **Chairman of Selection Committee** for Selection of Assistant Computer Programmer in Pt. Ravishankar Shukla University, during **17<sup>th</sup> Jan2009**.
- **Chairman of Selection Committee** for Selection of ANM in Pt. Ravishankar Shukla University, during **19<sup>th</sup> Jan.2009**.
- **Coordinator, Central Valuation, 2006** Annual Examinations of Pt. Ravishankar Shukla University, Raipur.
- **Member Selection Committee: NITTTR,Bhopal**
- **Expert Member in Selection Committee** in Various Chhattisgarh State Government Officials and Several Business Organizations.
- **Chairman (Nominated by VC)** for Selection of Faculty in Different Affiliated Colleges of **Pt. R.S University**.
- **Professor In-charge Campus Development**, Pt. R. S. University, Raipur from **2005-2007**.
- **Member, Selections Committee** –MBA Admissions of Several Universities.
- **Was Member, Governing Body** – Nursing Training College, Bhilai.

## **Member–Research and Development Committee (RDC)**

- MATS University,Raipur
- APS University, Rewa(M.P.)
- Chhattisgarh Swami Vivekanad Technical University, Bhilai.
- Barkatulla University, Bhopal.(M.P.)
- R.D University, Jabalpur(M.P.)
- GG Central University, Commerce, Bilaspur, 2014-2016
- GG Central University, Management, Bilaspur CG 2016-2018.
- University of Burdwan, Burdwan (WB),2014-2016.
- Gondwana University, Gondwana, (MS)2015-2017.

## **Member–Board of Studies in Management**

- Kalyan Autonomous College, Bhilai June2015
- Sunderlal Sharma Open University, Bilaspur,2015
- Sambalpur University, Sambalpur, (Orissa)2015-17
- Barkatulla University, Bhopal.(M.P.)
- APS University, Rewa(M.P.)
- Sambalpur University, Sambalpur, (Orissa)
- University of Burdwan , (W.B)
- Bilaspur University, Bilaspur (CG),2013-16.
- Kusha Bhau Thakre Patrakarita University, Raipur.

- Guru Ghasidas University, Bilaspur (C.G)
- Bastar University, Bastar (CG)

## **Research**

- Recruitment and Selection of Managerial Personnel in Selected Engineering Industrial Undertakings in India - **Ph.D. Thesis. Kurukshetra University.**
- Consumer Behaviour in T.V.- A case study of District Kurukshetra- **M. Phil Dissertation- Kurukshetra University.**
- Indian Industrial Relations in the Changing Context - An Empirical Study - **FDPM Project, Indian Institute of Management, Ahmedabad.**

## **Guiding Ph.D. Scholars**

### ***Ph.D Degree Awarded –Nine***

- G. K. Dwivedi: A Study of Human Resource Development Practices in Selected Industrial Undertakings.
- G. C. Bagha Singh: A Study of Executive Turnover in Selected Companies.
- S. Srivastava: Study of Quality of Work Life in Relations to Job Involvement & Life Satisfaction of Employees in Selected Indian Banks.
- Vikas Nath: Green Marketing Practices in Selected Indian Industries.
- G.K. Deshmukh: Socio Cultural Factors influence in Consumer Behavior in Selected Durables- A Study of Selected Cities in CG.
- S. Joseph: Management of Financial Services in Selected Financial Institutions in the State of Chhattisgarh.
- Tarun Sharma: Job Satisfaction and Organizational Commitment Among Employees in Selected Organised Retail Outlets in India-A Study.
- Naeem, Shumaela S. Socio economic Conditions of VRS Opted Employees in Selected Large Steel Manufacturing Organizations in India.
- Rathi, Suchitra- Study of Corporate Social Responsibility Practices in selected Steel Manufacturing Organizations in Chhattisgarh.

### **Work of Ph.D Scholars in Progress**

- Manna, L. A Study of Environmental Marketing Practices in Selected Cement Manufacturing Organizations in Chhattisgarh.
- Sahu, Tapas., Role of Emotional Intelligence in Managing Customer Relationships - A Study of Selected Service Sector Organizations in India.
- Hada, A., Prospects of Marketing Selected Handicrafts of Chhattisgarh.
- Mahilange, Prakash, Retailers' Perception Towards Supply Chain Management in Selected Cement Companies in CG.

### **Work of M. Phil Scholars**

- **Supervised Dissertations of Three students**



## Books Published

- **Handbook for Managerial Recruitment and Selection**, Kanishka Publishing House, Delhi, **1992**.
- **Indian Industrial Relations-Theory and Practice**, MTC, Varanasi, **2001**
- **Cases in Human Resource Management (co-authored) –Himalaya Publishing House**, Mumbai, **2002**.
- **Communication Skills**. (Co-authored) **Himalaya Publishing House, Mumbai, 2005**.
- **Communication Skills**. (Co-authored) **Himalaya Publishing House, Mumbai, Revised Edition, 2009**.

## Paper Publications

- Das,R.P., and S. S. Naeem, Causes of Opting VRS by the Employees from an Iron and Steel Company – A Study, *Journal of Innovative Professional Science and IT (JIPSIT)*, Volume-3, Issue-1, Pg. no. 01-06 ISSN no. 2348-6619, **2016**.
- Sahu,T.L. and Das,R.P.(**2016**) Emotional Intelligence as a Predictor of Managing patient Relationship in Nurshing Profession- A Study, *Sumedha Journal of Management*, April-June, Vol.5(2) ISSN no. 2277-6753.
- Hada,A.,Das,R.P.and Sahu,T,(2015) Training Artisans of Bell Metal Handicrafts in Chhattisgarh-A Study of Bastar District, **Prabandh Journal of Management Education and Research**, Volume-31, Pg no. 116-121. ISSN No. 0984-8229.
- Das,R.P., and Sahu,T.L. (2015) Relationship Between Emotional Intelligence and Gender Difference: An Empirical, Prabandhan: **Indian Journal Of Management**, Volume-8, Issue-9, Pg. no. ISSN no. 0975-2854.
- Das,R.P. and Sahu,T.L., (2015) Relationship Between Demographic Variables and Ability To Manage Customer Relationships Among Bank Employees-A Study, **Proceedings of the National Conference on Art and Science of Management for the Current Decade Organized by ITM University**, PP.106-110, August 13-14, ISBN no. 81-89244-63-9.
- Das,R.P., and Naeem,S.S., Towards Achieving Inclusive Growth Through Social Responsibility., *Journal of Innovative Professional Science and IT (JIPSIT)*, Volume-2, Issue-1, Pg. no. 01-08 ISSN no. 2348-6619. **2015**
- Das,R.P., and Sahu,T.L., Human Resource Issues and Challenges In Indian Banking Sector, *Journal of Innovative Professional Science and IT (JIPSIT)*, Volume-2, Issue-1, Pg. no. 52-59 ISSN no. 2348-6619. **2015**.
- Das,R.P., and Sahu,T.L., Relationship between Demographic Variables and Emotional Intelligence among Bank Employees-A Study, *Asian Journal of Management*, Volume 05 Issue 2, ISSN 0976-495X. **2014**.
- Das,R.P., and Sahu,T.L., Relationship Between Age and Emotional Intelligence of Bank Employees-An Empirical Study, *Sumedha Journal of Management*, Fourth Issue Oct-Dec, ISSN no. 2277-6753. **2014**

- Das,R.P., and Sahu,T.L., Towards Managing Customer Relationship through Emotional Intelligence, *MATS Journal of Management and Commerce*, Pg. no. 01-06, ISSN no.2348- 7879, **2014**.
- Das, R.P., Sahu, Susmriti and Kashyap, Shilpi (2014) Exploring Relationship Between Work Life Balance and Employee Retention: A Study. *MATS Journal of Management and Commerce*, Vol. 1, pp. 1-7. ISSN-2348-7879.
- Das,R.P., and Sahu,T.L., Impact of Emotional Intelligence of Bank Employees on Customer Satisfaction-An Empirical Study, *FMU Journal of Management*, Volume 02, Issue I, ISSN no.2380-8899. **2014**.
- Das, R.P., and Joseph, S. Employer Militancy-A Challenge to Symbiotic Employer Employee Relationship. Full Paper published in the proceedings of the National Seminar on Labour Management- History and Emerging Issues by Asian Workers Development Institute held on 9-10, PP. 09-13. Feb. **2013**.
- Das, R. P. Recruitment and Selection of Teaching Staff in Indian Universities: A need to be Revisited **University News, A Weekly Journal of Higher Education**, Vol 51 No: 48, ISSN 0566-2257, Dec 02-08 2013
- Das,R.P., Das,S.M. and Manna,L. ESOP –HR Strategy to retain People in Indian Organizations, In Pandey,A.(Ed)**Emerging Trends and Challenges in Management**, Excel India Publishers, New Delhi,PP.155-162,ISBN 978-93-82062-09-7 ,**2012**.
- Deshmukh,G.K, Joseph,S and Das,R.P,Reality of Societal Marketing: Some Indian Perspective, Pandey,A.(Ed)**Emerging Trends and Challenges in Management**, Excel India Publishers, New Delhi,PP.216-220, ,ISBN 978-93-82062-09-7. 2012
- Das, R P. & Deshmukh G. K. Consumer Buying Behaviour for High Involvement Products- A Study, **Asian Journal Of Management**, Vol 03, Issue 03 ISSN-0976-495X, , July – Sept 2012
- Das,R.P.and Das,S.M and Manna,L.(2012)Villagers’ Perception Towards MG NREGA:A Case Study, *Journal of Tourism and Hospitality( An International Research Journal on Tourism and Hospitality)*, Vol.1(1)Jan-June, PP.126-132.ISSN 2250-0626, 2012
- Das, R P and Das, S. Managing People during Recession-Some Challenges. **Asian Journal Of Management**, Vol 03, Issue 04 PP. 243-247, ISSN-0976-495X, **2012**.
- Joseph,S, Das, R. P. and Amarendra Kumar, Empowering Women Through Corporate Social Responsibility, *Journal Of Gender Equality and Sensibility*, 6:1.1,PP.1-10. 2011,ISSN
- Das,R.P. and Syeda,S.N. Corporate Social Responsibility Vs Voluntary Retirement-A Hypocrisy(Full Paper published in the proceedings of the National Conference on Industry Institute Interaction For Emerging Technologies, Organized by SSITM, PP.10-14,March,2011 with Issn no..93-80697856.
- Das, R P and Das, S. Human Dimensions of Organizational Restructuring-A Study **Asian Journal Of Management**, Vol 02, Issue 04, PP. 162-164, ISSN-0976-495X, **2011**.
- Das, R P and Banarjee, S. OD Interventions For Voluntary Organizations (.Need of the Hour) *Management Vistas*,Vol.111(Part II) PP.1-4, July-Dec.2010,ISSN
- Das,R.P., Desmukh, G. and Joseph,S. Protection of Geographical Indications: A Necessity, *Journal of Pt. R. S. University, (Art, Humanities and Social Sciences*,Vol.8-15,16-19,2010,ISSN

- Das,R.P.and Das, S.M. Right Sizing Manpower with Human Face, Amity Management Review Vol. IV (I) , Jan- June,pp.58-65, 2009.ISSN
- Das, R.P. and Guha, S. Developing Brand Name and its strategies: An Empirical Study, The Strategist, Vol.XII, Dec. PP..(2008)
- Nath,Vikas,Pratibha and Das,R.P. Managing Customer Experiences,jims8M-Journal of Indian Management and Strategy,Vol.13(1),Jan-March,PP.46-52, 2008.
- Das,R.P. and Joseph,S. Product Reengineering in Financial Institutions- A Descriptive Study, Management Vistas,Vol.1(2&3) PP.1-4, July-Dec.2008
- Nath,Vikas,Das,R.P. and Gupta,N. A Cross Sectional Study of Environmental Awareness of Selected Indian Industries, Abhigyan, Vol.XXIV(4),pp.8-23 Jan.-March.2007.
- Pandey,A.Yusuf,R.Das,R.P. Window Display in Garments and Groceries Retailing-A Study of Rewa City, Knowledge Hub,Vol.3(1),PP.1-8,Jan.-June.2007.
- Das. R.P. & Nath Vikas, Green Packaging Practices of Selected Industries An Empirical Study, Amity Management Analyst, Vol I(1) pp-97-108, Jan-June,2006.
- Das,R.P. & Nath Vikas, Creating Partnership with Civil Society Through Corporate Social Responsibility and Green Marketing, pp 45-51. 8M, Journal of Indian Management & Strategy, Vol. 11(2), April-June, 2006.
- Das, R.P., Deshmukh, G. and Joseph, S. Towards Better Corporate Governance of Indian Banks, Excellence –The Journal of Management, Vol. III. PP.77-86, March, 2006.
- Das,R.P. & Nath Vikas, On Readiness of Indian Consumers for Environment Friendly Products. Journal of International Management, Vol-2(2), pp -29-57 July-Dec.2005.
- Das,R.P. & Nath Vikas, Corporate Social ;Responsibility through Green Marketing. Sythesis, Vol.3(1) pp 18-28, July-Dec., 2005.
- Das,R.P.and Nath Vikas, Readiness of Indian Consumers for Environment Friendly Products-An empirical study, Journal of International Management, Vol.II(2),PP.29-57,2005.
- Das ,R.P. and Pandey, A. Hidden Issues Hinder Potential Appraisal, GGU Journal of Business, Vol. I(2), PP.65-72, 2005
- Das,R.P. Deshmukh, G.K. and Joseph,S. People’s Participation in Consumer Movement – Problems and Prospective, SynergyVol.6 (1&2),PP.20-31 December,2004.
- Das,R.P. and Nath Vikas, A Comparative Study of Traveling Allowance and Daily Allowance in Indian Construction Industry, Effulgence, PP. 16-34,Vol.3(1), July-December,2004.
- Das,R.P. and Nath ,Vikas , Designing a Green Supply Chain. Vol.2(1) Effulgence, PP. 39-54,Vol.2(1), Jan-June,2004.
- Das, R.P. and Nath,Vikas Environment Marketing in Indian fast Food Industry : A Study. Paradigm,Vol. 7(2) , PP. 117-26,2003.
- Das R.P. & S. Srivastava : Attitude of Bankers Toward VRS - A Case Study.The Indian Journal of Public Enterprises.2003.
- Das,R.P. and Nath, Vikas, Green Marketing In India- An Emerging Issue. The Prabhandh, PP. 99-103, June, 2003.
- Rao, N. & Das R.P.: Newer Financial Innovations in Changing Scenario. Management Accountant, Vol.38(7)July, PP. 537-40,2003.

- Rao, N. and Das,R.P. Attribute Listing For Entrepreneurs. Sedme, Vol.29(4)PP.45-50, December, 2002.
- Das R.P. & Jain R.K. : Job Choice By MBAs Through Recruitment Ads: A Study. Prestige Journal of Management and Research, Vol. .5(2), PP. 201-09 October 2001.
- Das, R. P. HR Practices for Innovations in Global Competition. Management Today Vol. 3(2), PP. 25-33, July-Dec. 2002.
- Khan, MA., Bhattacharya, A. & Das, R. P. : Delegation of Authority-An Empirical Study. South Asian Journal of Management, Vol. 9(3),PP. 65-77,2002.
- Rao, N. and Das, R.P. Bringing Value Back- The Role of Teachers in Higher Education. Journal of Value Education. Vol. 2(1), PP. 88-94,2002
- Rao, N. & Das, R. P. : Reorienting HRD Strategies For Tourists' Satisfaction. Journal of Services Research, vol. 2(1)April –September, PP. 95-105, 2002.
- Rao,N &Das R.P.Global Competitiveness of Public Enterprises. Indore Manager – Commemorative Issue No 2 ,PP. 57-68,2002.
- Rao, N.& Das,R.P. :Reorienting Strategies For Self Sufficiency in University Finance. University News, Vol. 39(49), PP. 7-9, December, 2001.
- Das R.P. & Jain R.K. : Job Choice By MBAs Through Recruitment Ads: A Study. Prestige Journal of Management and Research, Vol. .5(2), PP. 201-09 October 2001.
- Rao,N. &Das, R.P. :Organizational Restructuring in Steel Authority of India Ltd. Indian Journal of Public Enterprises, Vol. 16(30), PP. 51-58,2001.
- Rao N. & Das R.P. : Downward Slide of MBA Programme - Is It Real ? Paradigm, vol. 5(1) PP. 64-71.January-June, 2001.
- Rao,N and Das, R. P.: Outsourcing Support Services in University Administration. University News, Vol. 39(34) August, 20-26, PP .1-4,2001.
- Rao N. & Jain R., Das R. P. : Agenda For HRD Professionals in New Millennium. Southern Economist, PP.23-24, March 1,2001.
- Rao N. & Das R .P. : HRM Lapses in University Administration. University News, Vol.39(2), PP.1-4, Jan. 8,2001.
- Rao N. & Das R. P. : Management Education – A Critique & Vision 2001 A.D. University News, Vol.38(9),PP.9-12, Feb. 28,2000.
- Rao, N & Das, R. P. Bureaucratic Hurdles Delay Disinvestment of Public Enterprise Stock. Southern Economist, Vol. 37 (19) PP. 19-20.,1999.
- Rao N. & Das R.P. Emerging Scenario of Disinvestment in Public Enterprises. Indian Journal of Public Enterprise, Vol.14(26), PP.35-41, June, 1999.
- Rao N. & Das RP : Reoriented Marketing Strategies in the Changed Environment : Some Perspective. Paradigm, Vol.3, July, 1999.
- Rao N. & Das R. P. : Recent Policies and Trends in Corporate Finance. Management Accountant, Vol.34(5), May, PP.344-347, 1999.
- Rao N. & Das, RP : Restrategising Mergers and Acquisitions for Globalisation - Some Hidden Agenda. Prestige Journal of Management and Research, Vol.2(2), PP.42-50,Oct.,1998.
- Rao N. & Das R. P.: Management Education in 2001 A.D. University News, Vol.36(49), Dec.7, PP.4-6, 1998.
- Das R. P. & Jain R.K. : Recruitment Advertising Through Blind ads - A Study. Abhigyan, Vol. XVI(1&2), PP.43-47,Jan-June, 1998.

- Das R.P. & Sukla K.K. : Living Pattern of VRS opted Employees - A Study. Paradigm, Vol.2(1), 1998.
- Das R. P. & S. Srivastava : Human Resource Development in Bank of Rajasthan Ltd. - A Study. Sankalpa, PP.89-96, Vol .IV(1), 1998.
- Das R. P. & Dham M. : Sales force Compensation in Indian Pharmaceutical Industry - A Study. Prabandh, PP.1-6, Dec., 1996.
- Das R. P. & Jain R.K. : Organizational Commitment and Intention to quit - A Study. Sankalpa, PP.117-124, July-Dec., 1995.
- Das R. P. : Blind Ads for Manpower Recruitment - Some Issues & Their Ethical Dimensions. Modern Management, Vol. XIII(I), PP.22-26, 1996.
- Das R. P. & Arora D. D. : Exit Policy - Some Implications. Sankalpa, Vol.1(2), July-Dec. PP.88-84,1993.
- Das R. P. : Productivity Through Trade Unions - A Need of the Hour. Indian Journal of Commerce, Vol. XLV. Part IV.No.173, PP.136-141, 1992.
- Das R. P. & Jain R.K. : Induction Programme in Selected Public Sector Undertakings in India. The Strategy, Vol.1(II),PP.55-65, 1992.
- Das R. P., Jain R.K. & Jain M.K. : Job Satisfaction and Intention to quit among Executive - A Case Study. Indian Journal of Commerce, Vol. XLV.(III) 172,
- Das,R.P : Mandatory Retirement Age-Its Problems and Perspectives. AGEING and SOCIETY - The Indian Journal of Gerontology, Vol. II No.2&3, PP.13-18, 1991.
- Das R. P. : Forecasting Managerial Manpower Requirements - A Study. Modern Management Vol. XI, PP.53-57, 1991.
- Sharma D. C. & Das R. P. : Exit Interview : Know why the Executive Quit. The Strategy,Vol.1,PP.18-23, 1991.
- Das R. P. & Jain R.K. : Pattern of Advertising Managerial Vacancies - A Study. MDU Journal of Management Studies, Vol.3, PP.126-133, 1988.
- Das R. P. : Consumer Behavior in TV - A Case Study. Kurukshetra University Research Journal Vol. XX- XXXI, PP.16-21,1986-87.

## Book Review

- Das,R.P.: Studies in Corporate HRD, By Dr. Shyam Chandra,Varanasi law Agency, Varanasi, 2000,Page 214. Review Published in **Indian Journal of Accounting**, 2003.
- Das, R. P.: Dharmic Value and Human Resource Management, by Mr. R. C Sastry, Vikas Publishing House Private limited, New Delhi, 2001, P.303. Book Review Published in **Management Today**, Vol. 3(2), Page 132-133, July-Dec. 2002,
- Das R. P. : Labor and Gender : Survival in Urban India by U. Kalpagam, Sage Publication, New Delhi. P.309. Review Published in **Productivity**, Vol.35(3), Oct-Dec.,1994.

## Contributed to Edited Books

- Das R. P.: Recruitment and Selection of Managerial Personnel in Selected Engineering Industrial Undertakings in India. In M.Sayeed (Ed.) - **A Survey of Research in Commerce and Management**. Vol. IV, PP.159-169, 1990.

- Rao N. & Das R. P. : Human Resource Development for Women Managers. In Krishna, G.R. and Koubek. N (Ed.) **Human Resource Development in Organizations**, P.89-100, 1997.
- Rao, N and Das, R. P. : Presentation Skills. Roy, R and Mishra, J. N.(Ed.) **Commerce Education in New Millennium**, Allahabad, Kitab Mahal pp. 239-247,2002.
- Rao,N. and Das,R.P. **Managing Union Free Organizations – Responsibilities and Challenges** ,SMS, Motilal Nehru Regional Engineering College,2002.
- **Das, R.P. and Rao, N. Business Schools Intervention in Small Entrepreneurship Development.** In Shukla and Gupta (ed.) **Entrepreneurship Development in India, Book Land India, PP.161-67, 2003.**
- Rao, N. and Das, R.P. Attribute Listing of New Product Development for Entrepreneurs. In Shukla and Gupta (ed.) **Entrepreneurship Development in India, Book Land India,PP.1-6, 2003.**
- Rao N. & Das R .P. : HRM Lapses in University Administration. **University News**, Vol.39(2), PP.1-4, **Jan. 8,2001. Selection From University News-14 Management of University Administration.**

## **Executive Development Programme**

- Resource Person in Executive Development Program Organized by **Central Water Resource Department**, on Managing Human Behavior at Work, Raipur, Oct.2015
- Resource Person in Executive Development Program Organized by **Central Water Resource Department**, on Managing Human Behavior at Work, Raipur, 18-19 Dec 2014
- Resource Person in Executive Development Program Organized by **Central Water Resource Department**, on Managing Human Behavior at Work, Raipur, May, 2011.
- Resource Person in Executive Development Program Organized by **Central Water Resource Department**, on HRM Raipur 2010.
- Resource Person in AICTE sponsored Staff Development Programme for Management Teachers, **Gyan Ganga Institute of Technology and Sciences, Jabalpur**,25-31 March,2010.
- Resource Person in One day Employee Development Programme Organized by **Madyamik Sikshya Mandal** , Raipur at Bilaspur on ,2008.
- Organized One Day **Executive Development Programme** In institute of Management On Impact of Globalization on Present day Management by Prof. **P.N.Khandawalla, Former Director, IIMA** for Local Executives at Raipur on Nov.01,2007.
- Resource Person in AICTE sponsored Quality Improvement Programme (**QIP**) **organized by Faculty of Management Studies, Banaras Hindu University, Varanasi, 21<sup>st</sup> Sept.2007**
- Acted as Resource person in EDP on Liberalization, Achievement Motivation and Leadership at **Vikram Cement**, Neemuch October, 1998.
- Resource person in Faculty Development Programme on Management Consultancy , organized by **Faculty of Management Studies , Aligarh Muslim University**, May 28, 1998.

- Acted as a Resource person for the programme on **Empowerment and Employee Counseling at Crompton Greaves Ltd.** In House Training Programme at Pithampur, November 16-17, 1995.

## Resource Person

- Resource person in UGC sponsored Orientation Programme at HRDC, RS **University , Raipur** Case Method- A Teaching Pedagogy, 29June ,13,2016.
- Resource person in UGC sponsored Orientation Programme at HRDC, RS **University , Raipur** Case Method- A Teaching Pedagogy, March,13,2016.
- Resource person in UGC sponsored Orientation Programme at HRDC, RS **University , Raipur Teaching Communication through Case Method**, March,18,2016
- Resource person in UGC sponsored Winter School Resource person in UGC sponsored Refresher course in Commerce and Management at GG **University , Bilaspur** Case method- A Teaching pedagogy.Dec.2015.
- Resource person in UGC sponsored Orientation course at GG **University , Bilaspur, 27June.2015.**
- Resource person in UGC sponsored Refresher course in Commerce and Management at GG **University , Bilaspur** Case method- A Teaching pedagogy. 5Dec.2015.
- Resource person in UGC sponsored Refresher course in Commerce and Management at **Sambalpur University , Sambalpur** and delivered lectures on **Managing Human resources- Challenges Before Organisations,Dec.2015**
- Resource Person for Team Building in Training Programme Organized by **Chhattisgarh Prasasan Academy, Nemora 25 August,2015**
- Resource Person for Newly Appointed Officers of Government Of Chhattisgarh on Basic Foundation Training Organized by **Chhattisgarh Prasasan Academy, Nemora on Stress Management on16 July,2015.**
- Resource Person in Mining Officer's training Programme Organised by Chhattisgarh Prasasan Academy, **Nemora on Stress Management on 2<sup>9th</sup> Oct.2015**
- Resource Person in Mining Officer's Training Programme Organized by **Chhattisgarh Prasasan Academy, Nemora on Time Management on 2<sup>nd</sup> Nov.2015.**
- Resource Person in Two weeks AICTE sponsored FDP on Statistics – Enabling Tool for Research Methodology organized by **Rungta Engineering College, Bhilai, 4-17, May. 2015.**
- Transformational Leadership: New Contours in the Offing a Lecture delivered in **NISS institute of Business Administration**, Bhubaneswar,30<sup>th</sup> Jan.2015.
- Stress Management Lecture delivered in **Gandhi Institute of Technology and Engineering, Bhubaneswar, August 30,2015.**
- Lecture delivered in **NISS institute of Business Administration**, Bhubaneswar on Role and Responsibilities of Professional managers in the New Era ,30<sup>th</sup> Aug.2015
- Resource Person In orientation Programme at UGC-HRD Centre, **GGU, Bilaspur and took Two sessions on Case method as a Teaching pedagogy on 29<sup>th</sup> June,2015.**

- Guest Speaker in RUSA Sponsored Workshop on **Governance, Leadership and Management organized by Govt. Nagarjuna P.G.College of Science, Raipur, on 24<sup>th</sup> June,2015.**
- Resource Person in Basic Foundation Training Program for Tahsildars and other Officers on **Team Building and Leadership by Public Administration, Chhattisgarh Prashasan Academy, Nimora, (C.G.) August,2015.**
- Resource Person and Delivered five lectures on Leadership and Team building in Work shop on Youth Ambassadors for Change organized by **Rajeev Gandhi Institute of Youth Leadership and Team Building, Chandigarh,Jan27,2015.**
- Resource Person in Basic Foundation Training Program for Deputy Collector and CTOs on 'Stress Management' organized by, **Chhattisgarh Prashasan Academy, Nimora, (C.G.) on 7-11 October,2014**
- Resource Person in Basic Foundation Training Program for Deputy Collector and CTOs on 'Stress Management' organized by, **Chhattisgarh Prashasan Academy, Nimora, (C.G.) on 21March,2014.**
- Resource Person in Basic Foundation Training Program for Deputy Collector and CTOs on 'Stress Management' organized by, **Chhattisgarh Prashasan Academy, Nimora, (C.G.) on October,2013.**
- Delivered two lectures in Academic Staff College on Case Method –As a Teaching Pedagogy, in the Orientation Programme, **Pt. R.S. University, Raipur, October,2013.**
- Acted as Resource Person in Training Programme for officers of CG Government and delivered lecture in Management of Change and Communication, **Chhattisgarh Prashasan Academy (C.G.) 15 June 2012**
- Acted as a resource Person in Selection of Marketing Executives in CG State Medicinal Plant board,**18 June,2012.**
- Acted as a resource Person in Selection of Marketing Executives in CG State Minor Forest Produce, **,2012**
- **Acted as Resource person in UGC Workshop : How to Participate in In International and national Conference/ Symposia/ Training Courses, organized by Pt.R.S. University, Raipur on 24Feb.2012**
- Acted as Resource Person in Management change and Communication and took Two sessions on Concept , Dynamics and Complexity of Change and Decision Making and delegation as Leverages to Change **on 18and 20 June, 2012 at Chhattisgarh Administrative Academy, Raipur.**
- Communication Skill to National Water resource Management in **Feb. 2012.**
- Delivered Radio Talk On Live Phone – Interactive radio Counseling (IRC) at **Raipur Station on July 27.2011.**
- Delivered a Lecture on Paradigm Shift of Organizational Behavior at Department of Business Administration and Management, SG Amaravati University, Amaravati on **November,19,2011.**
- **Key Speaker** of Training Youth Functionaries on Career counseling Skills and World of Work for the NSS Coordinators organized **by Govt. of India , Youth Activities and Sports Ministry, Bhopal, at Hotel Meera, Raipur on 19 January,2011**



- Delivered two lectures in Academic Staff College on Case Analysis in the Refresher Course in Education, **Pt. R.S. University, Raipur, May 2011.**
- Delivered Lecture in Refresher Course in Commerce, Academic Staff College, **Utkal University, Vani Vihar, Bhubaneswar, Orissa, 10<sup>th</sup> Feb.2011.**
- Delivered two lectures in Academic Staff College on Case Methodology, **GGU Central University, December, 2010.**
- Delivered two lectures in Academic Staff College on Case Analysis and Feedback skills, **Pt. R.S. University, Raipur, Feb. 2010.**
- Delivered lecture in Academic Staff College of **Sambalpur University, Orissa** on Human Dimensions of Corporate Restructuring, 12<sup>th</sup> Nov 2009.
- Delivered lecture in Academic Staff College , Pt.R.S. University, Raipur- **Management is Managing Life** on **August. 2009.**
- Delivered lecture in Academic Staff College , Pt.R.S. University, Raipur on Manpower management in colleges- Challenges before principals on **11 Sept. 2008.**
- Delivered lecture in Orientation Programme at Academic Staff College , Pt.R.S. University, Raipur on Presentation Skills in July **2008.**
- Delivered lecture in Orientation Programme at Academic Staff College , Pt.R.S. University, Raipur on Case Method- A teaching Pedagogy in January. **2008.**
- Delivered Three lectures on management in Orientation Programme organized by Academic Staff college , Pt. R.S .University, Raipur, during **21-Jan. to 16 Feb, 2007.**
- Resource person in AICTE sponsored Staff Development Programme On Insurance Management at **Ambedkar Institute of Management Studies , Vishakhapatnam, 5<sup>th</sup> February , 2006.**
- Resource person in UGC sponsored Refresher course in Commerce and Management at **Sambalpur University , Sambalpur** and delivered lectures on Corporate restructuring -Emerging HR Challenges on **18-19 Oct. 2006.**
- Resource Person In Refresher course in Management, and delivered lectures on Managing Employees in the era of globalization– Some Emerging Issues organised by **Department of Business Administration, Berhampur University , Orissa. January , 2004**
- Resource Person in Refresher course in Economics , organized by School of Studies in Economics, **Pt. R.S. University, Raipur** and delivered lectures on Towards analyzing economic environment in strategy making process in **February 2004**
- Resource Person in ICSSR sponsored workshop on Research Methodology organized by **Faculty of Management Studies , Guru Ghasidas University, Bilaspur** and delivered lectures on Relevance of review of Related Literature in Research on **17<sup>th</sup> March, 2004.**
- Resource person in Faculty Development Programme at **IITTM, Gwalior** on Emerging Challenges in Managing People in organization on **18 July 2004.**
- Resource person in UGC sponsored Refresher course at **IITTM, Bhubaneswar** on Emerging Challenges in Managing People in organization on **27-28 December 2004.**

- Resource Person In Refresher course In Library Sciences, , and delivered 4 Lectures on Managing and Motivating Employees for Better Performance, **Department of Library Sciences, Vikram University , Ujjain, January 2003.**
- Resource person in **AICTE sponsored Faculty Development Programme on Human Resource Management** , organized **by IPS Academy Indore, June 2003.**
- Resource Person In Refresher course In Management. and delivered lectures on Strategic Management – Some Emerging Issues, organized in **JNIBM, Vikram University , Ujjain, February, 2002.**
- Resource Person in Refresher Course in Department of Business Administration in **M.L.Sukhadia University, Udaipur**, on Globalization and HR Challenges, **27-28 February,2002.**
- Resource Person in Refresher course in Department of Banking and Business Economics , **M.L. Sukhadia University, Udaipur** on HR Strategies in global Competition ,**August 17-18,2002.**
- Resource Person In Refresher course In Management and delivered lectures on Managing Union Free Organizations, Potential Management, Challenges in managing employees in Globalization organized in JNIBM, **Vikram University, Ujjain, Dec.2002,**
- Resource Person In Refresher course In Library Sciences, and delivered lectures on motivating employees for the better performance, Department of Library Sciences, **Vikram University, Ujjain, Dec. 2002,**
- Resource Person in Refresher Course organized by Faculty of Commerce in **Guru Ghasidas University, Bilaspur**, and delivered lecture on Role of Grievance Management Towards Building Labour Management Relationship in Organizations. **July,1999.**
- Resource Person in Faculty Development Program on “Management Consultancy”, organized by Faculty of Management Studies, **Aligarh Muslim University, May 28, 1998.**
- Acted as the Resource Person in the Refresher Course for Management and Commerce Teachers Organized in Department of Business Management Administration, **Sambalpur University**, Orissa for two days on Human Resource Management, **January 11-12, 1996.**

## **Expert in Selection Committees**

NCERT, New Delhi, 2016

BHU, Varanasi

GGU, Bilaspur

IIM, Raipur

Utkal University, Bhubaneswar

Pt. Sunderlal Lal Sharma Open University, Bilaspur (CG)

FM University, Balasore

Berhampur University, Berhampur

Sambalpur University, Sambalpur. Dec. 2015

JNVyas University, Jodhpur, 2013

MLSukhadia University, Udaipur, 2014

IGNOU, New Delhi, 2008 and 2016

ITM University,UP,2012

DAV, Indore,2013

APS University, Rewa,2010

## Visiting Assignments

- Delivered lecture on Managing Human Behavior in Organisations to the students of Management in **Indira Gandhi National Tribal University, Amarkantak, M.P. July, 2014**
- **Department of Management, J N Vyas University, Jodhpur (Raj),2015**
- **Department of Management, IIT, Allahabad, August, 2014**
- Faculty of Management Studies **Amaravati University, Amaravati (M.S.), 2013.**
- Faculty of Management Studies **Dr.H. S. Gaur University, Sagar (M.P.), 2012**
- Faculty of Business Studies, **BHU, Varanasi.**
- Department of Commerce and Management, **Raveshaw University, Cuttack,(Orissa), 2013, 2014, 2015**
- School Of Management Studies, Motilal Nehru Regional Engineering College **(MNREC) Allahabad.**
- Faculty of Management Studies, **R.D University, Jabalpur (M.P.)**
- Faculty of Business Studies, **FM University, Balasore.(Orissa)**
- School of Studies in Commerce and Management, **Jiwaji University, Gwalior.**
- Faculty of Management Studies, **Mohan Lal Sukhadia University, Udaipur.**
- International Career Institute of Management, **Bhopal**
- Department of Commerce, **Utkal University, Balasore.(Orissa)**
- Department of Banking and Business Economics, **ML Sukhadia University, Udaipur.**
- Department of Management, Autonomous College , **Ganjam, Orissa.**
- Department of Management, GM Autonomous College , **Sambalpur, Orissa.**
- Department of Management, Raveshaw Autonomous College , **Cuttack,(Orissa).**
- Department of Human Resource Management, **M.L.Sukhadia University, Udaipur.**
- Department of Business Administration, **APS University, Rewa (M.P.)**
- Department of Human Resource Development, **APS University, Rewa(M.P.)**
- Institute of Foreign Trade & Management, **Moradabad (U.P).**
- **O.M.Kothari Institute of Management, Kota.(Rajasthan)**
- Faculty of Management Studies, **College of Materials Management, Jabalpur.(M.P.)**
- Faculty of Commerce & Management, **Mahatma Gandhi Kashi Vidyapeeth, Varanasi (U.P.)**
- Pacific Institute of Management, Udaipur **(Rajasthan)**
- Department of Business Management Administration, **Sambalpur University, (Orissa)**
- Rourkela Institute of Technology(RIMS), **(Orissa)**
- Rajdhani College of Engineering and Management, **Bhubaneswar, (Orissa)**

## Coordinator Refresher Course

- **Course Coordinator** to Organize the Refresher Course for Commerce , Management and Law teachers on behalf of Academic Staff College, **Pt. Ravishankar Shukla University, Raipur, Feb.3 to 22 Feb,2016.**
- **Course Coordinator** to Organize the **Academic Administrators' Work Shop** for Academic Staff College, **Pt. Ravishankar Shukla University, Raipur, July 15-20, 2013.**
- Acted as the coordinator for UGC sponsored Faculty Development Programme/Refresher course in Management Under the banner of **ASC, Pt. R. S University , Raipur, CG, From 7-28 September 2012.**
- Acted as the coordinator for UGC sponsored refresher course in Computer Science **From 7-28 September 2004** organized by SOS in Computer Science , Pt. R. S University , Raipur, CG.

## Seminar Director

- **Coordinator as DCDC organized Two Days RUSA Sponsored Workshop on Capacity Building in Higher Education 4-5, March, 2016.**
- Participated in International Workshop on Advanced Material Science and Astrophysics and **Acted as a panelist** of Panel discussion on **Industry- Academic Linkage- Indian Perspective**, Organized by **Pt.RS. University, Raipur, 19-21 Feb.2012.**
- UGC sponsored Three days National Seminar on Academic Industry Interface in the Era of Globalization, 3-5 March, 2012.
- One Day Work shop on Census-2001 organized in collaboration with Census India, Bhopal on **11 March, 2006** in the Institute of Management, Pt.R.S. University, Raipur.
- Organized a Three Days **National Seminar on Indian Ethos, Business Ethics and Corporate Governance** and acted as **Seminar Director** during September 23-25, 2005.
- Organized a Two Days **National Seminar on Role of Intellectual Property Rights in the Era of Globalization** and acted as **Seminar Director** on 12-13, March, 2004 at Pt. R.S. University, Raipur.
- One day National Workshop on Indian Ethos and Business Ethics, 23 March, 2005.
- Acted as Co-coordinator for Two Days National Symposium on Agenda for HRD Professional in the New Millennium and Presented a Paper on OD Interventions for HRD (16-17<sup>th</sup> Feb. 2001 at **JNIBM, Vikram University, Ujjain**). ( Co-coordinator in National Seminar)

## Participation in Conferences/Seminars

- Acted as Chairman in Two days National seminar on Developing Skills to Cope with the Technological Advancement and Employment Generation in Chhattisgarh, Organized **by** from 20-21 **Feb.2016**

- Presided in the Inauguration function of Two day National Workshop on How to Write Research Papers **Organized by Kalyan College, Bhilai, Feb, 12, 2016.**
- Acted as a Resource Person and presented a paper in Quality in Higher Education: Problems and Challenges in **NAAC sponsored National Seminar** on Quality Enhancement in Higher Education Through Curriculum Development organized by Swami Shree Swaroopanand Saraswati Mahavidyalaya, **Bhilai, 7-8, Dec., 2015.**
- Acted as a Resource Person and Delivered a talk on RUSA sponsored Workshop on Quality in Education organized by Government DSRMV PG Sanskrit College, Raipur, **30-31, Dec., 2015.**
- **Chairperson in Two** Days National Seminar on Role of Science and Modern Technology in Performance of Business Activities and Spoke on Historical Evolution of Scientific Management being organized by **Pt. Harishankar Shukla Smriti Mahavidyalaya, Raipur, Aug, 12-13, 2015.**
- Acted as a Resource Person and presented a Paper on HR Challenges in Insurance industry in a Seminar organized by Insurance Sector Reforms organized by **Ravenshaw University , Cuttack, June 2015.**
- Chaired the Technical Session in National conference – The Art and science of Management for current Decade and spoke on Challenges in managing people in Current Decade being organized by **School of Management, ITM University, Raipur, August 13, 2015.**
- Delivered Lecture in RUSA sponsored workshop for Teachers on Motivating Teachers in Academic Institutions organized by **Govt. Science College, Raipur on 24th June, 2015.**
- Delivered Expert Lecture on Human Values and Professional Ethics in Technical Education in Two days National Seminar sponsored by Directorate of Technical Education, Bhopal organized of **Jabalpur Engineering College, Jabalpur, 19-20 March, 2015.**
- Presented paper on Role of Marketing Practices towards Achieving Sustainable Development, in UGC sponsored National seminar on Management paradigms for Sustainable Development, organized by Institute of management, **Pt.R.S.University, Raipur, Feb.7-9, 2015.**
- Delivered key Note Address in three days national seminar on Role of HRD in Infrastructure Development, Organized by department of Management, **Indira Gandhi National Tribal University, Amarkantak, March, 2015.**
- Chairman 2nd Technical Session in Two days National Seminar on Income tax and Tax planning being organized by **Bhanupratapdev PG College, Kanker CG, 2-3<sup>rd</sup> Jan. 2015.**
- Attended All India 67<sup>th</sup> Commerce Conference organized by KIIT and PG Department of Commerce , **Utkal University, Bhubaneswar, 27-29 Dec. 2014.**
- Delivered an Invited Talk on UGC sponsored National Workshop on Innovative Management practices , Organized by **Bhilai Mahila Mahavidyalaya on 15<sup>th</sup> Nov. 2014.**

- Chairman in the National Seminar on Emerging Issues and Challenges in Global Business Management held at **MATS University, Raipur, Nov.8,2014.**
- Presented a Paper on Women's as HR Managers – Issues and Challenges in a UGC sponsored National seminar on **Women as Leaders: Roles, Issues and Concerns organized by Centre for Women Studies , Pt. Ravishankar Shukla University, Raipur, 5-7 Feb.2014**
- Key Note Speaker in the National Seminar on 'Work Life Balance – A Key Tool for Retention', **Organized by MATS University, Raipur (C.G.), September 27-28, 2013.**
- Presented Paper entitled Co Authored with Tapas Lata Sahu organized by Institute of Management, Pt. R S University, Raipur Sept 6<sup>th</sup> – 7<sup>th</sup> Sept 2013
- Delivered Golden Jubilee Lecture on HR Challenges , Organized by **Regional Institute of Education, NCERT, 25<sup>th</sup> April 2013**
- Presented paper in **absentia** on Online Advertising: A Modern Way to Capture the Customers' in the **Second International Conference**, Organized by **Prestige Institute of Management, Dewas, February 08–09, 2013.**
- **Acted as Chairperson in National Seminar on Emerging Issues and Challenges in Global Business management Organized by MATS school of Management Studies and research, MATS University, Nov.8,2014.**
- **Presented a Paper** entitled Women as HR Managers-Issues and concerns in UGC sponsored National Symposium on Women as Leaders: Roles, Issues and Concerns organized by Centre for Women Studies, Pt. R.S.University,Raipur, Feb.5-7,2014.
- Chairman Technical Session in National Conference “ Emerging Trends and Challenges in Management, Organized by Department of Business Administration, A P S University, Rewa **24<sup>th</sup> – 25<sup>th</sup> Mar 2012**
- Delivered Key Note Address in National Conference on Enhancing Entrepreneurship Growth Through Innovation and Creativity: Issues, Opportunities and Challenges, Organized Sponsored by **Department of Management, BIT, Durg CG, 5-6 January,2012.**
- Participated and Acted as Guest of Honor in Two Days UGC sponsored National Seminar on Modern Marketing and Society- Marketing Ethics and responsibility Towards Society, Organized by **Shri Shankara Mahavidyalaya, Bilai (CG), 27-28, January 2012.**
- Participated in International Workshop on Advanced Material Science and Astrophysics and **Acted as a panelist** of Panel discussion on **Industry- Academic Linkage- Indian Perspective**, Organized by **Pt.RS.University, Raipur, 19-21 Feb.2012.**
- Acted as a resource Person and Presented a Paper on Challenges of Rural Entrepreneurship in India in Two Days UGC sponsored National Seminar on Rural Entrepreneurship Development: Opportunities and Challenges, Organized by **Govt. Digvijoy Autonomous PG college, Rajnandgaon, CG,6-7 February,2012.**
- Delivered Valedictory Address in National Conference on Management Encounters- New Challenges for Globalization Organized by Chouksey **Engineering College, Bilaspur,(CG),26<sup>th</sup> Feb.,2012.**

- Participated and represent University in Three days National Conclave on Universities of India, Sponsored by Mind Logicx Infratec Limited, in Chhenai,**March,2012**
- Acted as Chairman of 1<sup>st</sup> Technical Session and Presented a Paper ESOP – HR Strategy to Retain People in Organizations coauthored in Two days UGC sponsored National Seminar on Emerging Trends and Challenges in Management, organized by Department of Business Administration, APS University, Rewa, 24-25<sup>th</sup> **March,2012**
- Deliver Key Note Address in UGC Sponsored Two days National Conference on Governance in Capital Market , Organized by Department of Commerce UNS Mahavidyalaya, Jajpur, Odisha, **8-9 April,2012**
- **Chairman 2<sup>nd</sup> Technical Session on Communication in Daily Life in Two Days UGC sponsored National Seminar on Commerce in daily Life , Organized by Kalyan College, Bhilai, December 2-3,2011.**
- **Chairman** Technical Session in Two Days National Seminar on Innovation and Creativity: Tools for Success in Contemporary Management Era , **Organized by DIMAT, Raipur, Feb.25-26,2011.**
- **Acted as Chairman and Presented a Paper** entitled Ge-Next HRM practices in National Conference on Management in Ge-Next- An Indian Perspective organized by **Gandhi Institute of Management Studies, Gunupur, Oddisha, 12<sup>th</sup> March, 2011.**
- **Acted as Chairman and presented a Paper** coauthored with Naeem Corporate Social Responsibility Vs. Voluntary Retirement Scheme\_A Hypocrisy in Two Days National Conference on Industry Institute Interaction for Emerging Technologies, organized by **SSITM, Bhilai, 17-18, March,2011.**
- **Key Note Speaker and Presented a paper** on Emerging Issues in HR in Two days National Seminar on Issues and Challenges in Market Driven Business Landscape, organized by The Management Institute, SSM,**Bhilai, 11-12, March 2011.**
- **Chaired Third Technical Session** of Two days National Seminar on Role of Tourism Industry in Economic Development of Chhattisgarh, Organized by Department of Commerce SSIE, **Bhilai,23-24 Feb.2011.**
- **Chairperson** in First technical Session on Environmental Issues and Challenges, Organized by **Pt.RS. University, Raipur,29 March, 2011.**
- **Chairman, 3<sup>rd</sup> Technical Session in AICTE sponsored** Two days National Seminar on Changing Corporate Leadership in New Global Ordered organized by Department of Management, **CV Raman College of Engineering, Bhubaneswar 21-22 May ,2010.**
- **Resource Person in Three days National Conference on** Human Resource Development organized by SMB Santuji Thorat College, Sangamner, Dist. Ahmednagar Maharastra and **Presented a Paper on Human Development in Changing Environment, Feb.1-3, 2010.**
- **Delivered Key note Address** in the Technical Session on Emerging Challenges in Managing Organizations in the Era of Globalization in Two Days UGC sponsored National Seminar on Emerging Trends in Business Management organized by Department of Business Studies, **St. Thomas College, Bhilai, Chhattisgarh, 29-30, 2010.**

- Attended the 62<sup>nd</sup> All India Commerce Conference at **Maharshi Dayananda Saraswati University, Ajmer** and Presented a paper (jointly) on Financial Inclusions in India **October 10-12, 2009.**
- **Chairman** Technical Session in Two Days UGC sponsored National Seminar on Recent Trends in Human Resource Development, Organised by **Kalyan PG College, Bhilai** on **Feb. 6-7, 2009.**
- Attended the 61<sup>st</sup> All India Commerce Conference at **Napur University, Nagpur**, and Presented paper jointly with Dr.GK Deshmukh, **Dec. 29 -31, 2008**
- Delivered Key note Address in the session Brand Management In AICTE sponsored Two Days National seminar on Structural changes in Market Dynamics organized by **Rajdhani College of Engineering and Management, Bhubaneswar, Orissa, 3-4, May, 2008.**
- Delivered Key note Address in National Conference **BITCON, 2008**, BIT, Durg, **Nov. 2008.**
- **Delivered Key Note Address in First Technical Session** and presented a paper entitled Organizational Culture and Climate in **Two days National Seminar on Indian Corporate Sector: Challenging Tasks Ahead** organized by **MG Kashi Vidyapith University, Varanasi, September 26-27, 2008.**
- Attended National conference on Emerging trends in Education in the Age of Globalization Organized by Department of Commerce, **VNS Mahavidyalaya, Jaipur**, 28 Jan., 2007.
- Acted as Co-Chairman in National Seminar on Entrepreneurial Opportunities in Service Sector, organized by XXVII all Orissa Commerce Conference at P.G. Deptt. Of Commerce, **Utkal University, Bhubaneshwar, 24-25 Feb, 2007.**
- **Chairperson** in Technical Session-III in Three Days AICTE sponsored National Conference on Creating value: Challenges for firms organized by **Institute of Management and Computer Studies, Bhubaneshwar, 13-16, July 2007.**
- **Chief Guest** in the Valediction session of 44<sup>th</sup> Annual Conference and National Seminar organized by **NIPM Orissa chapter at Rourkela Steel Plant, Rourkela, Nov. 2007.**
- Participated as Guest of Honor in National Seminar on Corporate Restructuring in the Changing Business Administration, **Sambalpur University, Burla** on **31<sup>st</sup> March, 2007.**
- Attended Two Days National Seminar on Emerging issues in Business Management at Institute of Comm. & Management, **Jiwaji University, Gwalior 22-23, Sept. 2007.**
- Prosecuted a Paper on Managing Employees Potential- Opportunities and Challenges in Third Technical Session in the National Seminar "The New Age HR: Challenges and opportunities, AICTE sponsored and organized by **Srusti Academy, Bhubaneshwar, 13-14. 2007.**
- Resource person in AICTE sponsored Staff Development Programme On Insurance Management at **Ambedkar Institute of Management Studies, Vishakhapatnam, 5<sup>th</sup> February, 2006.**
- Attended Two days National Seminar on Corporate Social Responsibility in 21<sup>st</sup> Century organized by Department of Business Administration, **Sambalpur**



- University, Sambalpur** and presented a paper entitled Towards Better Corporate Governance of Indian Banks, **11-12 March, 2006.**
- Delivered Key Note address on the Second Technical session of the Two days national seminar on Convergence: Achieving Excellence Through Integration organized by the Department of Management, Shri Shankaracharya College of Engineering and Technology, Bhilai, **3-4 March, 2006.**
  - Chairman, Second Technical Session in Two days National Seminar on Retail Revolution in India – Reality, Rationale and Repercussions organized by **Pacific Institute of Management, Udaipur, 2-3 December, 2006.**
  - Attended 59<sup>th</sup> All India Commerce Conference and presented a paper **coauthored entitled Infrastructural development in Chhattisgarh at Andhra University, Vizag 28-30, December, 2006.**
  - Delivered key note address in CG Chapter of NIPM **Two Days seminar on Emerging HR Challenges held at BSP, Bhilai, May, 2005.**
  - Attended Two days National Conclave of Leader in Education organized by ICFAI Business School at Ooty in **6-8 May, 2004.**
  - **Acted as the Chairman of the First technical session** on Two days National Seminar on Consumer Movement in India and Strategies for People’s Involvement organized by GH Patel Post Graduate Institute Business Management, **SP University, Gujarat and Presented a paper** entitled People’s Participation in Consumer Movement – Problems and Prospective **October 20-21, 2004.**
  - National Seminar on Impact of Globalisation on Indian Tourism UGC sponsored on at **Kendrapara college, Orissa, December 25<sup>th</sup> & 26<sup>th</sup> 2004.**
  - Acted as the **Key Speaker** on the theme **Retaining the Star Employees** in the National Seminar on Striving for Global competitiveness – Contemporary Levers in Strategic HRM held in **Mody College of Management, Laxmangarah, Sikar, January 18-19, 2003.**
  - Attended **one week** course on Strategies for Managing Stress in Organizations in **National Institute of Rural Management, Hyderabad from July 15 – 20, 2002**
  - Deputed to Participated in Two days IMA-TATA International Management Convention organised by **Indore Management Association, 5-6 January, 2002.**
  - Acted as **Key Speaker** and **Presented a paper on Right Sizing Manpower – Some Issues,** in the National Seminar on Management Strategies in India held at **MG Kashvidyapith, Varanasi from 20-21, April 2002.**
  - Presented a Paper on Population Explosion – Role Private Sector in its Control, National Seminar held in Department of Economics, **Janata Post Graduate College, Rewa, 17-18 October, 2002.**
  - Acted as **Key Speaker** and Presented a paper on **Business Schools Intervention in Small Enterprises Development** in the National Seminar on Entrepreneurship Development in India held at **MG Kashvidyapith, Varanasi from 8-9, December, 2002.**
  - Attended 2<sup>nd</sup> National Seminar of Human Resource Management at **M.L. Sukhadia University, Udaipur** and acted as Key Speaker on the theme - Changes in Indian Industrial Relations and Presented a Paper on Changing Role of Trade Unions in the Globalised Context, **March 17-18, 2001**

- Presented a paper on Socio-Economic Dimensions of VRS co-authored with Yogesh Sharma (**M.L. Sukhadia University, Udaipur** during **March 17-18, 2001**).
- Submitted a paper for presentation entitled Accounting Education and Profession in the Changing Economic Scenario, held at Department of Commerce , **Sri Venkateswara University , Tirupati, 13-14 September, 2001**.
- Attended the National Seminar on Indian Banking in New Millennium, at Deptt. of Banking and Business Economics, **M.L. Sukhadia University, Udaipur** and Presented a paper on “Managing People in Indian Banking Industry – Changes in New Millennium” **15-16, January 2000**.
- Participated in National Seminar on Contemporary Issues in Corporate Restructuring in India in the New Millennium at **Kurukshetra University, Kurukshetra** and Presented a paper on “Organisational Restructuring in Indian Steel Industries”, **March 11-12, 2000**.
- Presented a paper jointly with Mr. S.Srivastava entitled “Current Challenges in Managing People in Indian Banking Industry” in National Seminar on Management of Human Resource : Prospects & Challenges, **M.L.Sukhadia University, Udaipur, 12-13 March, 2000**.
- Attended 3<sup>rd</sup> Conference of Strategic Management forum held at **Indian Institute of Management, Calcutta during May 4-6, 2000**.
- Attended Faculty Development Programme at **ICFAI, Hyderabad** on Globalisation and Strategic Management, **May 10-13, 1999**.
- Attended IInd Conference of Strategic Forum of India at **IIM Banglore, May 27-29, 1999**.
- Participated in National Seminar ‘Tourism Industry in India - Challenges & Emerging Opportunities’ held in **M.L.Sukhadia University, Udaipur** and Presented a paper ‘HRD Interventions in Tourism Management’, **Jan. 17-18, 1998**.
- Attended the Seminar on ‘Corporate Restructuring in India’ at **Mahatma Gandhi Kashi Vidyapith, Varanasi** and Presented a paper on ‘Human Dimensions of Corporate Restructuring - An Empirical Study’, **March 30-31, 1998**.
- Attended the National Convention of All India Management Schools (AIMS) on Management of Infrastructure held at **Jamia Hamdard Deemed University, New Delhi, Sep.10-12, 1998**.
- Participated in the First Annual Conference of Strategic Management Forum of India held at **IIM, Lucknow, Jan.27-29, 1997**.
- Attended National Seminar on ‘Domestic Tourism’ at **Kurukshetra University, Kurukshetra**, and Presented paper on ‘Tourist Satisfaction : Key to Tourism Industry : Role of HRD’, **Jan. 17-19, 1996**.
- Attended the Programme on ‘Development of Women Managers’ under the auspices of Association of Indian Management Schools and The Canadian Consortium of Management Schools held at **National Institute of Bank Management, Pune, Feb.8-12, 1993**.
- Attended the XLVII All India Commerce Conference at **Kurukshetra University, Kurukshetra**, and Presented paper jointly with Dr.D.D.Arora on ‘Exit Policy - Some Implications’, **Dec. 29-31, 1993**.

- Attended XLVI All India Commerce Conference at **Maharshi Dayanand University, Rohtak** and Presented Paper 'Productivity through Trade Unions - A Need of the Hour', **Dec.29-31, 1992.**
- Attended 'Management Development Programme on Tourism' at **Indian Institute of Tourism and Travel Management, New Delhi, August 29-20, 1991.**
- Participated in Continuing Education Course on 'Forecasting Methodologies' Perspective Planning and Management of Future Organised by **Engineering Staff College of India at Gwalior, Feb.19-23, 1990.**
- Attended IVth Conferences of M.P. Commerce and Management Association at **Jiwaji University, Gwalior**, and presented a paper 'Personnel Management in Indian Banking Industry - A Critical Review', **Jan.13-14, 1990.**
- Attended National Seminar 'Technology, Productivity and Industrial Relations', organized by **Sri Ram Centre for Industrial Relations and Human Resources, New Delhi, March 23-25, 1988.**
- Attended the National Seminar 'Management Development - New Perspective' Organized by Faculty of Management Studies, **University of Delhi, Delhi, March 20-22, 1986.**
- Attended National Seminar 'Trade Union Leadership Role in Promoting Non-Bargaining Activities'. Organized by **Sri Ram Centre for Industrial Relations and Human Resources, New Delhi, April 20-24, 1986.**

### **International Seminars**

- Attended International Seminar on CSR and Sustainability, Presented a paper on CSR- A Miles to Go in India, Organized by KIIT university in association with Utkal University, **Bhubaneswar,27-29 December,2014.**
- Paper Accepted for Presentation in World conference on Educational and Institutional studies, **Antalya, Turkey, 6-9 Nov.2014.**
- Attended International Seminar on Organizational Effectiveness through IT enabled Strategies at **Delhi Institute of Advanced Studies, New Delhi, on January 6, 2004.**
- Attended Fifth International Conference "Learning Beyond Borders in WTO Regime" and Inaugural Conference of Academy for Global business Advancement , Texas A&M University at commerce Texas USA on the Theme "Advancing Knowledge Development in Global Business and Global Entrepreneurship organized by International University for **Human transformation at New Delhi on 7-9 January 2004.**
- Attended Sixth International Seminar on Privatization of Higher Education: Challenges and Quality Perspectives" founded by All India Council for Technical Education, Ministry of HRD, Government of India, New Delhi through **International University for Human Transformation ( IUHT) and others at Hotel Babylon, Raipur on October 31 - November 2, 2004.**
- Participated in Asian conference on Management Education and submitted presented a paper on Reorienting Management Education in India held at **Rajasthan Vidyapeeth (Deemed) University from September ,28-30,2001.**

## **Editor/Member Editorial Board in Journals**

- **Chief Editor, The Chitrotpala**, The Half-Yearly E-News Letter of Pt.Ravishankar Shukla University, Raipur(CG)
- Was Associate Editor in Indian Journal of Accounting
- Member Editorial cum Advisory Board, **Amity Journal of Strategic Management**, Noida
- Member Editorial Board –Excellence – The Journal of Management, Department Of Business Administration Sambalpur University.
- Member Editorial Board –Management Vistas, The Journal of GGS Institute of Technology and Management Studies, Yamuna Nagar (Haryana)
- Member Editorial Board –The Management Pages, Rajadhani College of Management, Bhubaneswar, Odissa.
- Member Editorial Board –Shrusti Journal of Management , Bhubaneswar.

## **Membership in Professional Associations**

- Life Member KUMA , Kurukshetra University Management Association , Kurukshetra
- Life Member - All India Commerce Association.
- Life Member- IIM Ahamedabad Alumni Association.
- Life Member- All India Accounting Association
- Life Member Indian Tourism Congress

## **Areas of Specialization**

*Organizational Behavior, Organizational Development, Human Resource Development and Strategic Management*

**R. P. Das**