

Faculty Profile

PARTHA SARKAR, M.Sc. (Econ.), MBA, PhD

Date of Birth: 28th July, 1973.

Designation: Assistant Professor

Areas of Teaching: Strategic Management, Strategic HRM, International HRM, Performance Management, Economics of Human Resource and Managerial Economics

Areas of Research Interest: Human Resource Management in non-profit organisations; Strategic Human Resource Management Practices in Indian companies; Public policy in the area of labour policy, education policy; Political Environment of business etc.

Dr Partha Sarkar has been serving the University of Burdwan since December, 2001 in the field of Human Resource and General Management. Dr Sarkar has carried out his doctoral research work on the nature of relationship between business strategies and human resource management practices. He has contributed a number research papers in various reputed journals and edited volumes in several areas encompassing business strategy, strategic human resource management, and economic development. Dr. Sarkar has actively participated and presented research papers in various national and international seminars, conferences and workshops. Dr Sarkar has received fellowships from the ILERA and RDW under the International Labour Organization, Geneva in the year 2009, 2011, 2013 & 2015. He has presented research papers in different international conferences held at Sydney-Australia, Bali-Indonesia, Geneva-Switzerland and Cape Town-South Africa. Dr has received several best paper awards in various national and international conferences. These include the Manubhai M. Shah Research Gold Medal on Empirical Researcher in the area of Human Resource and Best Business Academic of the Year (BBAY) Award (silver medal) instituted under the auspices of the All India Commerce Association. Dr. Sarkar takes keen interest on industry trends and practices especially in the field of business strategy and strategic human resource management in different sectors encompassing information technology, outsourcing, power, pharmaceutical etc. He is a member of different professional bodies like International Industrial Relations Association, Indian Accounting Association, Bengal Economic Association, etc.

Curriculum Vitae

Dr Partha Sarkar

Present Designation: Assistant Professor in Business Administration (Human Resource), The University of Burdwan, West Bengal, India

Address: a) Residential: Kundupukur (North), Pilkhana Lane, P.O. & Dist. Burdwan-713101, West Bengal, India; b) Official: Department of Business Administration (Human Resource), The University of Burdwan, Golpabag, Burdwan-713104, West Bengal, India

Telephone no: a) Residence: +913422568569, Cell no: +919434198025 b) Office: (0342)2634975 (EPABX (Extn. MBA Dept.), 2658771 (Telefax)

E-mail: parthasarkar.bu@gmail.com; psarkar@mbahr.buruniv.ac.in

Educational Qualification: M.Sc. (Economics), MBA (Specialization in Human Resource Mgmt), Ph.D.
Topic of Ph. D. Thesis: "A Study on the Nature of Relationship between Business Strategies and Human Resource Management Practices"

Qualified in the UGC-NET (2000) for Lecturership

Total teaching experience: 14 years (Serving the University of Burdwan since 27th December, 2001)

Awards received:

Received the Manubhai M. Shah Research Gold Medal on Empirical Researchers in the area of Human Resource, All India Commerce Conference, and November 2012.

Received the Best Business Academic of the Year (BBAY) Award (silver medal) instituted under the auspices of the All India Commerce Association in the year 2006 for contributing the best paper.

Received the Best Paper Award at the National Seminar on Emerging Trends in Cost and Financial Management, Vidyasagar University, 21 st January, 2007.

Received the Best Paper Award at the International Conference on Business and Information Management, National Institute of Technology, Durgapur, 9-11 January 2012.

Awarded fellowships by the International Labour and Employment Relations Association (ILO, Geneva) and Regulating for Decent Work (ILO, Geneva) for participating in the international conferences on human resource management and related dimensions.

PUBLICATION DETAILS OF DR PARTHA SARKAR							
Sl no.	Title of the paper(s)	Name of the Co-authors	Name of the Journal/Book	Vol.	Page	Year	ISSN/ISBN
1	Closer Look at Corporate Governance vis-à-vis the PSUs in India	Pradip Kumar Samanta	Vidyasagar University Journal of Commerce	8	57-68	March, 2003	-
2	E-Line Approach to Performance management System	Prof. S. K. Sengupta	Siddhant	3(2)	156-162	April-June 2003	Regn. no. 00691/2002-TC
3	Balanced Scorecard- An Emerging International Performance Measure	Dr. Arindam Gupta and Pradip Kr. Samanta	Journal of Accounting and Finance	18(1)	43-52	Oct 2003 - March, 2004	ISSN:0970-9029
4	Sustainability vis-à-vis Changing Environment of Indian Pharmaceutical Companies: In search of an Appropriate Strategy	Kaushik Mandal and Pradip Kr. samanta	The Alternative: Journal of Management Studies and Research	III(2)	43-53	April-September, 2004	ISSN 0973-0451
5	An Analysis of the HR Perspective Corporate Governance	Dr. P. K. Tripathy	Vidyasagar University Journal of Commerce	10	97-111	March 2005	ISSN: 0973-5917
6	E-Commerce in the Perspective of Business Strategy of Organisations	-	Edited Volume on <i>Commerce Education in the New Millennium</i>	-	188-197	Published in 2005	-
7	Emotional Intelligence: A Critical HR Tool for Effective Training in Tourism	Prof. S. K. Sengupta	Anveshan	1(1)	93-98	July-December, 2005	81-87259-39-6
8	The Importance of Emotional Competence in the Formulation of Training and Development Programmes	Prof. S. K. Sengupta	The Manager Today-JOMS	1(IV)	10-16	2006	-
9.	ICT Infrastructure and Economic Development: The Indian Perspective	Pradip Kumar Samanta	The Indian Journal of Commerce	60 (3)	232-246	July-Sept. 2007	Regn no 4973/60 (ISSN: 0019-512X).
10	An Analysis of the Balanced Scorecard through a Systems	Pradip Kumar Samanta	Business Perspective	Vol 2	38-46	January 2009	ISSN 0975-0746

	Approach	and Ranjan Gupta					
11	Finance and Accounting Outsourcing: The Indian Perspective	Amir Jafar	The Chartered Accountant	Vol 57, No 10	1763-1770	April, 2009	ISSN 0009-188X
12	Disaggregating Strategic Human Resource Orientation in the ITES Sector-A Case Study	Ranjan Sarkar	Focus: The International Journal of Management Digest	Vol 5, No 1& 2	108-118	April and October 2009	ISSN:0973-9165
13	The Politics of Social Exclusion: Indian Democracy at the Crossroad	Harihar Bhattacharya and Angshuman Kar (Co-editors)	Edited Volume Rutledge, 2010				ISBN:0-41555357-1 0-20386424-7
14	Disaggregating the Strategic Action Orientation of Organizations: An Empirical Study		How of Strategy, Rajiv R Thakur and Sanjay Singh(eds.), Macmillan: New Delhi, 2010 , pp 108				ISBN 10:0230-33062-2 ISBN13:978-0230-33062-7
15	Understanding The Imperative Linkage Between Business Strategies And Human Resource Management Practices In The IT/ITES Sector In India: An Empirical Study	Ranjan Sarkar	Conference Proceedings	15 th World Congress of the International Industrial Relations Association, Sydney, Australia, 24-27, August, 2009		ISBN: 978-0-9806755-1-1	
16	Does an 'Incentivised environment' affect corporate culture and Workplace Democratisation Practices in the ITES sector? : Evidences from India and Philippines	Ranjan Sarkar and Pita Ponce-Pura	Conference Proceedings	7 th Asian Congress of the International Labour and Employment Relations (IERA), Bali, Indonesia, 20-23 Sept, 2010		ISBN: 978-979-96638-9-4	
17	Tracking Employees' Line of Orientation for Understanding Democratisation of Workplace: Perspectives From The Indian ITES Sector	Ranjan Sarkar	Conference Proceedings	7 th Asian Congress of the International Labour and Employment Relations (IERA), Bali, Indonesia, 20-23 Sept, 2010		ISBN: 978-979-96638-9-4	
18	Understanding Employees' Line of Orientation vis-a-vis	S K Sengupta	Edited Volume	Contemporary Issues in Business and Information Management		Allied Publishers ISBN: 978-	

	Business Strategies and HRM Practices Relationship: Perspective from a State Public Sector Organisation					81-8424-744-2
19	Financial Inclusion vis-à-vis Facets of Development: The Indian Perspective	Arindam Das, Amir Jafar	Edited Volume	Microfinance and Financial Inclusion in Developing Economies, 2012		SPS Education India Pvt Ltd ISBN: 978-81-9230348-2
20	An Empirical Study on the Relationship between Corporate Governance and Firm Performance in India	Arindam Das, Amir Jafar and Pradip Kr samanta	Edited Volume	Prof. S.K. Sengupta and Dr A. Jafar (Eds.) Business Excellence: Rhetoric and Reality		University of Burdwan Publication, 2013 (ISBN: 81-87259-83-3)
21	Organizing The Unorganized: Trade Union Response vis-à-vis The Unorganized Sector In India	Amir Jafar, Amitava Ghosh	Peer-reviewed conference proceedings	Proceedings of ILERA (IIRA) World Congress 2012 Philadelphia, Pennsylvania, USA.		available at http://ilera2012.wharton.upenn.edu/RefereedPapers/SarkarPartha%20AmirJafar%20AmitavaGhosh%20ILERA.pdf
22	Unfurling the Relationship between Business Strategies and Human Resource Management Practices: An Empirical Study.	Single author	The Indian Journal of Commerce	Vol. 66, No. 3, pp 271-283	July-September 2013	ISSN: 0019-512X.
23	Sustainable Skill Development Institutional Mechanism in India: Perspective and Prospects	Single author	Edited volume	N. M. Agrawal, M. G. Jomon, B. Varkkey and C. Banerjee (eds.) , Inclusiveness, Sustainability and Human Resource Development, McGraw Hill Education (India) Private Limited, New Delhi, November 2013, pp 26-31		ISBN: 978-9-33-290132-2).
24	Human Resource in Knowledge Society: A Cross-country Study	Single author	IBSA Journal of Business Studies	Volume 2, No. 1-2, June & Dec 2013.		ISSN 2250-1924
25	Impact Of Globalisation On Employment And Employment Relations: Perspectives From The Indian Pharmaceutical Industry	Single author	Peer-reviewed conference papers	Conference papers of 17 th ILERA World Congress held at Cape Town South Africa, 7-11 th Sept. 2015		Available at http://www.ilera2015.com/dynamic/full/IL89.pdf

26	Unfurling The Nature Of Relationship Between Global Competitiveness And Employment Relations System: A Study On Selected Countries	Single author					
25	Entrepreneurship Development in the Indian Rice Mill Sector <i>co-author</i>)	Amir Jafar and Anjan Kr Ghosh	Edited volume	Jaynal Ud-din ahmed and Khundrakpam Devenanda Singh (eds.), Entrepreneurship Development, New Century Publications, New Delhi, July 2015.			ISBN 978-81-7708-414-6
26	Facets of Human Resource Management Practices: Perspectives from the Indian Outsourcing industry	Amir Jafar	International Journal of Management and Social Science Research Review	Vol.1, Issue.14	pp. 277-284	Aug - 2015	ISSN -2349-6738 <i>Online ISSN: 2349-6746</i>
27	Alignment between Corporate Governance and Firm Performance: A Study on the Indian Perspective	Pradip Kr Samanta	International Journal of English Language, Literature and Humanities, ,	Vol III, Issue X,	pp. 309-322	December 2015	ISSN: 23217065

51 PAPERS PRESENTED IN VARIOUS NATIONAL/ INTERNATIONAL SEMINARS AND CONFERENCES

- PARTICIPATION IN INTERNATIONAL CONFERENCES HELD OUTSIDE INDIA
 - 15th World Congress of the International Industrial Relations Association, Sydney, **Australia**, 24-27, August, 2009
 - Paper presented: *Understanding The Imperative Linkage Between Business Strategies And Human Resource Management Practices In The IT/ITES Sector In India: An Empirical Study*
 - 7th Asian Congress of the International Labour and Employment Relations (IERA), Bali, **Indonesia**, 20-23 Sept, 2010
 - Papers presented: *Does an 'Incentivised environment' affect corporate culture and Workplace Democratisation Practices in the ITES sector? : Evidences from India and Philippines*
 - *Tracking Employees' Line of Orientation for Understanding Democratisation of Workplace: Perspectives From The Indian ITES Sector*
 - Conference on Regulating for Decent Work, International Labour Office, Geneva, **Switzerland**, 6-8 July 2011
 - Papers presented:
 - *Enforcing Decent Work in the Unorganised Sector: 'Camouflages' and 'Doables' in the Indian Rice Mill Sector*
 - *Understanding Employees Discernment of Fairness in Workplace and Employee Voice: Perspectives from the Indian Outsourcing Sector in the Post Recession Period*
 - Conference on Regulating for Decent Work, International Labour Office, Geneva, **Switzerland**, 6-8 July 2013
 - *Labour Regulation Systems vis-à-vis Facets of Development: A Cross-country study*

- *Labour Law Compliance vis-à-vis Firm Performance: A Study on Selected Indian Companies*
- Conference papers of 17th ILERA World Congress held at Cape Town, **South Africa**, Sept 2015
- Papers presented:
- *Impact Of Globalisation On Employment And Employment Relations: Perspectives From The Indian Pharmaceutical Industry*
- *Unfurling The Nature Of Relationship Between Global Competitiveness And Employment Relations System: A Study On Selected Countries*

COMPLETED RESEARCH PROJECT AND CONSULTANCY			
	Title of project/consultancy	Sponsoring agency	Amount sanctioned
1	Enhancing quality of service and producing to obtain competitive advantage through employee empowerment	Major Project- University Grants Commission	Rs 3,53,800/- (Served as Co-PI)
2	Developing a 360-degree feedback system	Consultancy project at Torero Corporation Pvt. Ltd	Rs 1,25,000/-