

Dr. Piyali Ghosh

Assistant Professor

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Educational Qualifications

- Ph.D.** Awarded in 2006 as Senior Research Fellow of UGC from MNNIT Allahabad in 2006.
Title: Human Resource Strategies: An Analysis with Special Reference to the Indian Info Tech Industry
- MA (Economics)** Awarded in 2003 from CSJM University, Kanpur with First Division
- M.B.A.** Awarded in 2001 from University of Allahabad with First Division
- B.A.** Awarded in 1996 from Jadavpur University with First Division
- Higher Secondary** Awarded in 1993 from West Bengal Council of Higher Secondary Education with First Division
- Secondary** Awarded in 1991 from West Bengal Board of Secondary Education with First Division

Administrative Experience (at MNNIT Allahabad)

S. No.	Designation	Period	Nature of Responsibility
1.	Member, Technical Committee, Centre for Promoting Innovation	22 nd Aug, 2014 onwards	To promote innovations in research at Institute-level.
2.	Member, IPR Cell	1 st Jan., 2014 onwards	To coordinate activities pertaining to Intellectual Property of the Institute.
3.	Warden-in-Charge (Girls' Hostels)	11 th Nov., 2013 to 10 th Feb, 2015	Ensuring discipline in the hostels; Allocation of seats; Reporting to Chief Warden
4.	Warden I (Girls' Hostels)	4 th Feb, 2012 to 10 th Feb, 2015	Ensuring discipline in the two hostels; Allocation of seats; Counselling students; Reporting

to Chief Warden

5. Faculty-in-charge (Training & Placements) of MBA & MSW Jan 2008-July 2012 Calling prospective recruiters for MBA and MSW; Coordination of campus visit; Designing of Placement Brochure
6. Member, Women's Grievance Committee 2011-2012 Reviewing cases of grievance lodged; Come to a consensus in a workable solution to each such case
7. Member, Invitations, Press & Publicity Committee, Convocation 2008-2012 Composing messages, Preparation of Press Release, etc.
8. Coordinator, MBA Admissions, 2013-15 2012 Assisting Faculty in Charge (Admissions) in screening, Coordinating GD-PI at SMS

Awards/Recognitions

- Qualified for Junior Research Fellowship and Lectureship in Management in UGC-NET of June 2000.
- Awarded PhD in 2006 by MNNIT Allahabad as Senior Research Fellow of UGC.

Visits Abroad

1. Presented paper "Mediating Role of Engagement between Total Rewards and Job Satisfaction among Employees of Indian Public Sector Banks", at the International Multidisciplinary Conference held at Colombo during February 2-3, 2016.
2. Presented paper "Support at Work to Fuel Engagement: A Study of Employees of Indian Banking Sector", at the Society of Interdisciplinary Business Research Conference on Interdisciplinary Business & Economics Research, held at Bangkok during June 4-6, 2015.
3. Presented paper "Analysing the Role of Union Instrumentality in Women's Participation in Trade Unions: A Study of Indian Manufacturing Sector", at the Australian Academy of Business and Social Sciences Conference 2014 held in Kuala Lumpur during August 25-26, 2014.

Employment Record

S. No.	Period		Position Held	Pay Scale	Organization	Nature of work
	From	To				
1.	7/12/2007	Till date	Assistant Professor	PB 3 [15,600-39,100]	MNNIT Allahabad	Teaching & Research

2.	10/8/2007	30/11/2007	Senior Lecturer	8000-275-13,500/-	Institute of Management Technology, Ghaziabad	Teaching & Research
3.	2/2/2006	13/7/2007	Lecturer	8000-275-13,500/-	BITS Pilani	Teaching & Research

Other Assignments undertaken

- Visiting Faculty with Institute of Professional Studies, University of Allahabad
- Visiting Faculty with G B Pant Social Science Institute, University of Allahabad

Teaching Experience

[a] Courses developed/ taught

S. No.	UG level	PG level
1	Business Ethics & Corporate	Industrial Relations and Labour Legislations
2		International Human Resource Management
3		Human Resource Management
4		Business Ethics & Corporate Governance
5		Managerial Economics
6		Research Methodology

[b] Research work supervised/supervising

(i) Ph.D. Theses supervised

1. Dr. Udit Mukherjee, Topic: "Managing Workforce Diversity: A Study of Social and Cultural Dimensions and Human Resource Practices of MNCs in India", Degree awarded in 2014
2. Dr. Alka Rai, Topic: "Job-Related Antecedents of Employee Engagement and Job Satisfaction: A Study of Public Sector Banks in India", Degree awarded in 2016

(ii) On-going: 04

"Transfer of Training: A Study of Training Programmes at NTPC" since 2013

"An Investigation into PPP Model for Modernization of Railway Stations" since 2013

"Quality of Work-Life" since 2014

"Employee Retention" since 2016

(iii) MBA Major Project Theses supervised: More than 50

Scholarly Publications

[a] Publications in journals: 30

1. Geetika, Ghosh, P. and Ojha, M. (2016). **Journey towards World Class Stations: An Assessment of Platform Amenities at Allahabad Junction**, *Journal of Public Transportation*, Vol. 19, No.1, pp. 31-46.

2. Ghosh, P., Rai, A., Ragini, Baranwal, G. and Srivastava, D. (2016). **Rewards and Recognition to Engage Private Bank Employees: Exploring the Obligation Dimension** accepted for publication in *Management Research Review*.
3. Rai, A., Ghosh, P., Ragini and Mehta, N. (2016). **Influence of Job Characteristics on Engagement: Does Support at Work Act as Moderator?**, accepted for publication in *International Journal of Sociology and Social Policy*, Vol. 7, Issue 8.
4. Ragini, Ghosh, P., Rai, A., and Shukla, D. (2016). **Impact of Support at Workplace on Transfer of Training: Study of an Indian Manufacturing Firm**, accepted for publication in *International Journal of Training and Development*.
5. Ghosh, P., Rai, A., Ragini, and Singh, A. (2016). **Support at Work to Fuel Engagement: A Study of Employees of Indian Banking Sector**, accepted for publication in *Review of Integrative Business and Economics Research*.
6. Geetika, Ghosh, P. and Shukla, A. (2016). **State of Urban Homeless Poor in India: A Stock-Taking of the City of Allahabad**, Vol. 35 Issue 1, January-June, pp. 8-29, *Urban India*.
7. Ghosh, P., Rai, A., Ragini, Gupta, N. and Singh, A. (2015). **Exploring the Moderating Role of Context Satisfaction between Job Characteristics and Turnover Intention of Employees of Indian Public Sector Banks**, *Journal of Management Development*, Vol. 34 Issue 8, pp. 1019 – 1030.
8. Ghosh, P., Ragini and Rai, A. (2015). **Supervisor Support in Transfer of Training: Looking Back at Past Research**, *Industrial and Commercial Training*, Vol. 47 Issue 4, pp. 201 – 207.
9. Ghosh, P., Ragini and Rai, A. (2015). **Analysing the Role of Union Instrumentality in Women's Participation in Trade Unions: A Study of Indian Manufacturing Sector**, accepted for publication in *Journal of Developing Areas*, Vol. 49 No. 4.
10. Ghosh, P., Rai, A. and Sinha, A. (2014). **Organizational Justice and Employee Engagement: Exploring the Linkage in Public Sector Banks in India**, *Personnel Review*, Vol. 43 Issue 4, pp. 628 – 652.
11. Geetika, Ghosh, P., Rai, A., Joshi, J. P., and Singh, P. (2014). **Measuring Workers' Satisfaction with Grievance Handling Procedure: Study of a Power Distribution Major in India**, *Asian Journal of Management Cases*, Vol. 11 Issue 2, pp. 139-157.
12. Ghosh, P., Satyawadi, R., Joshi, J. P., and Shadman, M. (2013). **Who Stays with You? Factors Predicting Employees' Intention to Stay**, *International Journal of Organizational Analysis*, Vol. 21 Issue 3, pp. 288-312.
13. Satyawadi, R. and Ghosh, P. (2012). **Motivation and Work Values in Indian Public and Private Sector Enterprises: A Comparative Study**, *International Journal of Human Resources Development and Management*, Vol. 12 No. 3, pp. 237-253.
14. Ghosh, P., Satyawadi, R., Joshi, J. P., Ranjan, R. and Singh, P. (2012). **Towards More Effective Training Programmes: A Study of Trainer Attributes**, *Industrial and Commercial Training*, Vol. 44 No. 4, pp. 194-202.

15. Ghosh, P., Joshi, J. P., Satyawadi, R., Mukherjee, U. and Ranjan, R. (2011). **Evaluating Effectiveness of a Training Programme with Trainee Reaction**, *Industrial and Commercial Training*, Vol. 43 No. 4, pp. 247-255.
16. Singh, T., Ghosh, P., Mukherjee, U. and Tripathi, N. (2010). **A Study of Job Satisfaction among Private Sector Bank Employees in India using Regression Analysis**, *IMS Manthan*, Vol. V Issue 2, December, 2010, pp. 123-131.
17. Ghosh, P., Tripathi, V., Saini, S. and Agrawal, S. (2010). **Profiling Indian Shoppers: An Exploratory Study of Organized Retail**, *International Journal of Indian Culture and Business Management*, Vol. 3 No. 6, pp. 669-683.
18. Ghosh, P., Singh, T., Mukherjee, U. and Tripathi, N. (2010). **Job Satisfaction in Private Sector Banks in India**, *International Journal of Indian Culture and Business Management*, Vol. 3, No. 5, pp. 560-576.
19. Ghosh, P., Tripathi, V. and Kumar, A. (2010). **Customer Expectations of Store Attributes: A Study of Organized Retail Outlets in India**, *The Journal of Retail & Leisure Property*, Vol. 9, pp. 75-87.
20. Ghosh, P., Tripathi, V., Saini, S. and Agrawal, S. (2009). **Shopping Orientation and Behavioural Patterns of Indian Consumers: Study of a Tier II City**, *International Journal of Services, Economics and Management*, Vol. 2 No. 2 pp. 121 - 136.
21. Ghosh, P., Nandan, S. and Gupta, A. (2009). **Changing Role of Trade Unions in India: A Case Study of NTPC, Unchahar**, *Asian Academy of Management Journal*, Vol. 14 No. 1, January 2009, pp. 37-57.
22. Ghosh, P., Agrawal, V. P. and Geetika (2008). **Attribute-based Recruitment of Knowledge Workers Using MADM Methodology**, *Journal of International Business and Entrepreneurship Development*, Vol. 3 Nos. 3/4, pp. 205-226.
23. Ghosh, P. and Cheruvalath, R (2007). **Indian Female Entrepreneurs as Catalysts for Economic Growth and Development**, *International Journal of Entrepreneurship and Innovation*, Vol. 8 No. 2, May 2007, pp. 139-147.
24. Ghosh, P. and Geetika (2007). **Unionisation: A Feasibility Study for the Indian Software Industry**, *Russian Management Journal*, Issue 2, 2007, pp. 45-56.
25. Ghosh, P. and Geetika (2007). **Recruitment Strategies: Exploring the Dimensions in Indian Software Industry**, *Asian Journal of Management Cases*, Vol. 4 No. 1, pp. 5-25
26. Ghosh, P. and Geetika (2006). **Retention Strategies in Indian IT Industry**, *Indian Journal of Economics and Business*, Vol. 5 No. 2, December 2006.
27. Ghosh, P. and Geetika (2006). **Recruitment Strategies in Indian Software Industry**, *The ICFAI Journal of Knowledge Management*, Vol. IV No. 3, September, 2006.
28. Ghosh, P. and Cheruvalath, R (2006). **Progress of Female Entrepreneurs in Low-Income Countries: A Theoretical Enquiry into India**, *The ICFAI Journal of Entrepreneurship Development*, Vol. III No. 3, September, 2006.

29. Ghosh, P. and Agrawal, A. (2005). **ITeS in Uttaranchal: Problems and Prospects**, *Kindler*, Vol. V No. 1, January-June 2005.
30. Ghosh, P. (2005). **Myths and Realities of Online Recruitment in Indian Context**, *HRM Review*, ICFAI Press, June 2005.

[b] Publications in Books: 04

1. Ghosh, P. and Ragini (2015). Role of Trainee Self Efficacy on Transfer of Training: A Review of Literature. In Geetika et al. (Eds.) (2015). ***Advances in Management and Technology: Mapping Strengths with Opportunities***, McGraw Hill Education, New Delhi
2. Ghosh, P. and Geetika (2005). **Indian IT Industry: Re-Thinking Retention**, in *Strategic Human Resource Management: Emerging Dimensions and Trends, Industry-Academia Interface*, 2005, Ed. Dr. Mohd. Israrul Haque, Reader, Department of Business Administration, Faculty of Management Studies and Research, Aligarh Muslim University, Aligarh, Excel Books
3. Ghosh, P. (2005). **Human Resource Development in IT Industry: Redefining Strategic Partnership**, in *Human Resource Development in the Changing Context-Challenges and Opportunities*, 2005, Ed. by Dr. Neelu Rohmetra, Reader, Department of Management Studies, University of Jammu, Jammu
4. Geetika and Ghosh, P. (2002). **IT Sector and New Challenges to Human Resource Management**, in *Integrating World Markets Living Excellence through Technology and beyond...*, 2002, Eds. Prof. I.C. Agarwal, Prof. P.R. Agrawal and Dr. Geetika, School of Management Studies, Motilal Nehru National Institute of Technology, Dubey Publishers

[c] Publications in Conference Proceedings: 15

1. Geetika and Ghosh, P. (2016). **A Study of Shelters for the Urban Shelter-less in Uttar Pradesh**, presented in the National Conference on Emerging Trends in Computing and Management Technologies held at SPMIT, Allahabad during February 26-27, 2016.
2. Ghosh, P., Rai, A., Ragini and Singh, A. (2016). **Mediating Role of Engagement between Total Rewards and Job Satisfaction among Employees of Indian Public Sector Banks**, presented at the International Multidisciplinary Conference held at Colombo during February 2-3, 2016.
3. Ghosh, P., Rai, A., Ragini and Singh, A. (2015). **Support at Work to Fuel Engagement: A Study of Employees of Indian Banking Sector**, presented at the Society of Interdisciplinary Business Research Conference on Interdisciplinary Business & Economics Research, held at Bangkok during June 4-6, 2015.
4. Ghosh, P. and Ragini (2015). Role of Trainee Self Efficacy on Transfer of Training: A Review of Literature, presented at the International Conference on ***Advances in Management and Technology: Mapping Strengths with Opportunities***, held at MNNIT Allahabad during January 29-31, 2015.
5. Ghosh, P., Ragini and Rai, A. (2014). **Analysing the Role of Union Instrumentality in Women's Participation in Trade Unions: A Study of Indian Manufacturing Sector**,

presented at the Australian Academy of Business and Social Sciences Conference 2014 held in Kuala Lumpur during August 25-26, 2014.

6. Geetika and Ghosh, P. (2006). **Linkages between Life Cycle Stages of Indian IT Industry and Human Resource Strategies**, presented in the 5th Global Conference on Business and Economics held in Cambridge during July 6-8, 2006.
7. Geetika and Ghosh, P. (2006). **Strategies to Recruit Knowledge Workers: Exploring the Dimensions in Indian Software Industry**, in the International Conference on Global Competitiveness, organized by Indian Institute of Management Kozhikode, held on March 24-25, 2006.
8. Ghosh, P. and Geetika (2005). **Indian IT Industry: Re-Thinking Retention**, in the Strategic Human Resource Management: Emerging Dimensions and Trends Conference, organized by Department of Business Administration, Faculty of Management Studies and Research, Aligarh Muslim University, Aligarh on February 12-13, 2005.
9. Ghosh, P. (2005). **Human Resource and Technology-The New Paradigm of Strategic Partnership**, in the 92nd Indian Science Congress held at Nirma University, Ahmedabad, on January 3-7, 2005.
10. Ghosh, P. (2004). **Changing Horizons of Techno-Human Interface**, in "Management and Technology: Vision 2010", organized by Amity Business School, held at Hotel 32nd. Milestone, Gurgaon on April 4-5, 2004.
11. Singh, H. K. and Ghosh, P. (2005). **Management Education through Distance Mode: A Case Study of Allahabad**, in "Quality Assurance in Distance Education" held at SIEMAT, Allahabad, organized by UP Rajarshi Tandon Open University, Allahabad, on February 28-29, 2004.
12. Ghosh, P. (2004). **Changing Horizons of Human-Technology Interface in the World of Work**, in "NICOM 2004" organized by Nirma University, held at Ahmedabad on January 4-5, 2004.
13. Geetika and Ghosh, P. (2003). **Learning Organisations- Mantra of Success in New Economic Order**, in the 45th. Annual Conference of Indian Society of Labour Economics, held at Kolkata on December 15-17, 2003.
14. Ghosh, P. (2003). **Online Recruitment in India**, in the 20th. Western Regional Conference 2002-2003 of NIPM UP Chapter, titled "Redefining HR as a Strategic Business Partner" held at Surat on February 13-14, 2003.
15. Geetika and Ghosh, P. (2002). **IT Sector and New Challenges to Human Resource Management**, in "Integrating World Markets Living Excellence through Technology and beyond..." held at SMS, MNNIT on January 5-6, 2002.

[d] Text Books

1. Geetika, Ghosh, P. and Roy Choudhury, P. (2011). **Managerial Economics**, 2nd edn., Tata McGraw Hill, New Delhi, ISBN 978-0-07-026365-9

2. Ghosh, Piyali and Nandan, S. (2015). ***Industrial Relations & Labour Laws***, McGraw Hill Education, New Delhi, ISBN-13: 978-93-392-0304-7
3. Geetika, Nandan, T., Singh, T., Ghosh, P. and Tripathi, V. (Eds.) (2015). ***Advances in Management and Technology: Mapping Strengths with Opportunities***, McGraw Hill Education, New Delhi, ISBN (13): 978-93-392-2075-4
4. Geetika, Nandan, T., Singh, T., Ghosh, P., Tripathi, V. and Sahu, G. P. (Eds.) (2015). ***Management and Technology: New Horizons of Research***, McGraw Hill Education, New Delhi, ISBN (13): 978-93-85965-78-4

Other Academic Accomplishments

[a] Conferences/Workshop/FDP/Short-term courses organized at MNNIT Allahabad

S. No.	Capacity	Title	Duration
1	Member of Organizing Committee	International Conference on "Advances in Management and Technology: Mapping Strengths with Opportunities"	29/1/2015 to 31/1/2015
2	Organizer	Short Term Training Programme on "Emerging Trends in Industrial Relations"	27/5/2013 to 31/5/2013
3	Member of Review Committee & Session Coordinator	Conference on "Economic Crisis Management: Survival and Growth"	12/3/2010 to 13/3/2010
5	Team Member & Session Coordinator	FDP on "Management Information System"	14/7/2009 to 26/7/2009
6	Team Member & Session Coordinator	FDP on "E-Commerce"	26/6/2009 to 17/7/2009
7	Team Member & Session Coordinator	FDP on "Entrepreneurship and Innovation"	22/12/2008 to 3/1/2009
8	Team Member & Session Coordinator	FDP on "Creativity & Soft Skills Development"	30/6/2008 to 12/7/2008

[b] Externally Funded Research Projects

Principal Investigator of externally funded research project titled "Multi-partnership Model of Self Sustainable Shelters for Urban Homeless Poor", sponsored by Human Settlement Management Institute, HUDCO, New Delhi, 2013-15.

[c] Editorial and Review Activities

- Reviewer of *Personnel Review*, Emerald Group Publishing Ltd.
- Reviewer of *Journal of Management Development*, Emerald Group Publishing Ltd.
- Reviewer of *Employee Relations*, Emerald Group Publishing Ltd.

- Reviewer of *Relations Industrielles/Industrial Relations (RI/IR)*
- Reviewer of *Organizations and Markets in Emerging Economies*
- Guest Editor of *Journal of International Entrepreneurship*, Springerlink
- Guest Editor of *Journal of Entrepreneurship and Innovation*, Springerlink
- Reviewer of *International Journal of Retail & Distribution Management*, Emerald Group Publishing Ltd.
- Reviewer of *Journal of Marketing Management*, Taylor & Francis
- Reviewer of *The International Review of Retail, Distribution and Consumer Research*, Taylor & Francis
- Book reviewer with McGraw Hill Education, India
- Book reviewer with Oxford University Press

[d] Membership of Professional Bodies

All India Management Association