

Cover Letter

Dr. Prakash Ranjan Parida

Asst. Professor
Department of Commerce,
Ravenshaw University,
Cuttack

To,

The Honourable Registrar

Sub: Application for the post of Asst. Professor in MBA (HR & OB)

Respected Sir,

I introduce myself as a Teacher having specialization in HRM & OB, having passion in the humble profession of teaching in management field.

As a management professional, I personally believe in imparting quality education in the post globalized competitive scenario where commitment leads and achievement follows.

In the above context, I hereby enclose my CV for your kind reference and perusal.

Awaiting for an early and positive response.

Regards.

Prakash Ranjan Parida

Dr. Prakash Ranjan Parida
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CAREER OBJECTIVE

To seek a challenging position in the industry of education and thereby establishing a global identity and looking for the opportunity where I can best utilize my knowledge and experience at par with International standard and improve my quality and Management skills considering overall growth of the Institute.

PROFESSIONAL SUMMARY

- Working as **Assistant Professor in P.G. Dept. of commerce & Management Studies at Ravenshaw University, Cuttack** since 3rd July 2015 to till date
- Worked as a Guest Faculty in the subject **OB** in **P.G.Dept. of PM & IR, Utkal University** in 2014-15 session
- Worked as an **Asst. Professor in PM&IR** at **Kushagra Institute of Information and Management Science(KIIMS)** ,Cuttack from 12th January 2012 to 2nd July 2015.

SPECIALISATION

- Human Resource Management.
- Organisation Behaviour
- General Management
- Employee Legislations

PROFESSIONAL QUALIFICATION

- **Ph.D in Management** from Ravenshaw University, Cuttack in 2025.
- **M.Phil.** in PM&IR from Utkal University in 2017 with **71%**
- Qualified **UGC NET** in December 2012
- Post Graduation in **PM & IR** from Utkal University in 2006 with **73%**)

ACADEMIC CAPACITY BUILDING

- Completed 3-credit Certificate Course in “**HRM Strategy Execution**” from **IIM Ahmedabad** with **SILVER** Medal in July-2024 (Certificate Received on 05.02.25)
- Successfully Completed the 4-Credit online certificate Course on **HR Analytics** with 88% from **IIT Roorkee** with **SILVER** Medal in (July-Oct 2025).
- Chaired the session as **Key-Note Speaker** in the National Conference on “ Smart Tech to Smart Planet : Neo Business Sustainability(STSP: NBS-2026)”, Organised by Department of Commerce, Ravenshaw University, Cuttack on April 12th and 13th 2026.

ACADEMIC QUALIFICATION

- **M.com** from IGNOU in 2018 with **First class (69.33%:B-Grade)**
- **B.Com** with Accounting Hons. from Bhadrak College, Bhadrak in 1999 with **First class Honours and Distinction**
- **+2 Commerce** from Bhadrak College, Bhadrak in 1996 with **First class**
- **10th** from Bhandari Pokhari High School, Bhadrak in 1993 with **First class**

ANNUAL REFRESHER PROGRAMME

- Completed Refresher Course in Management with ‘C’ grade conducted by Vanasthali Vidyapith, through SWAYAM ARPIT on 21.08.2021.
- Completed Refresher Course in Commerce with ‘C’ grade conducted by Shri Ram College of Commerce, University of Delhi through SWAYAM ARPIT on 16.02.2020.

PATENTS & PUBLICATIONS

PATENT PUBLISHED

1. “AI Based Faculty Stress Detection and HRM-Integrated System Using Behavioural and Psychological Data for Academic Performance Optimization in Higher Education”, Indian Patent Application No:202641021752, Filed on Feb. 24th ,2026 , Published on 06th March , 2026 in Indian Patent Office Journal.

TEXT BOOK

1. Authored and Published a Text Book titled “ Human Resource Management: With Indian Examples” , for undergraduate students , published by Kalyani Publishers, 2026.

INTERNATIONAL JOURNALS

1. A Study on Impact of Job Characteristics on Work-Life Balance: Evidence from Sales Executives of FMCG Sector, Splint International Journal of Professionals, Vol-11, Issue-4, 2024, pp. 342-354, ISSN (P) 2349-6045, ISSN (E) 2583-3561.
2. Social recruitment a credible alternative to traditional recruitment : A review, International Journal of Research in Human Resource Management, Vol-5, Issue-2, 2023, pp. 17-21, ISSN (P) 2663-3213, ISSN (E) 2663-3361.
3. Digital India Initiatives, Opportunities, Challenges and Road Ahead : an empirical study, International Journal of Humanities, Social Science and Management, Vol-3, Issue-3, May-June-2023, pp 558-562.
4. Gender Balance and its impact on WLB of Women workers in Indian Corporate : A Conceptual Study, International Journal of Advances in Engineering and Management, Vol-4, Issue-12, Dec 2022, pp-872-876, ISSN-2395-5252.
5. Work life balance issues of sales personnel in Telecom sector of Odisha, International Research Journal of Human Resources & Social Sciences, Vol-4, Issue-8, August 2017, pp 24-32, ISSN(P)-2394-4218, ISSN(O)-2349-4085.
6. A Literature Review on Work Life Balance, International Journal of Research in Economics and Social Sciences, Vol-7, Issue-8, August-2017, pp-96-104, ISSN (O)-2249-7382.

NATIONAL JOURNALS

1. The Ever Increasing Importance of Strategic Leadership in Today's Business World: A Conceptual Study, Siddhant : A Journal of decision making, vol-19, Issue-1, Jan-Mar, 2019, pp-24-30, ISSN (P)-2231-0649, (O)-2231-0657.
2. Interstate Migrant Workmen in the State of Odisha: Issues , Challenges and Action Plans, Siddhant : A Journal of decision making, vol-17, Issue-2, Apr-June-2017, pp-142-147, ISSN (P)-2231-0649, (O)-2231-0657
3. Human Capital Management Practices in Indian IT sector: A Case Study on TCS, Intercontinental Journal of Human Resource Research Review. Vol-4, Issue-2, Apr-June-2016, pp 139-143, ISSN No-2320-9704(O), 2347-1662(P).
4. Talent Management As Innovative HRM Tool: An Empirical Evidence from Indian IT sector, IPSAR Management Review-Quest for Wisdom, Vol-XIV, No-1, Jan-June-2016, pp.78-82, ISSN No-0976-2027.

CHAPTERS IN EDITED BOOKS

1. Workplace Happiness : A Conceptual Examination of its Determinants, Dimensions, and Organisational Impact, Employee Relations: Context, Content and Emerging Paradigms, P.G. Department of PM & IR, Utkal University, Vani Vihar, BBSR,2026, pp 22-33, ISBN: 978-93-5655-442-9.
2. Social Media Marketing as New Age Marketing Tool: A conceptual Study, Two day National Seminar on Business in Digital Era: Opportunities & Challenges, Organised by Astha School of Management, BBSR, on 13 & 14 October ,2023, pp. 119-125,ISBN:978-93-5996-741-7
3. Articles on Workplace Happiness Optimisation- A new thrust for sustainability, Gender Balance a Hindrance to Workplace Happiness and its impact on WLB of Women workers: Review of evidence from Indian Corporate Sector. ASTHA School of Management, Bhubaneswar, 1st edition 2022, pp. 40-47, ISBN-978-93-5679-943-1
4. Economic Policy : Issues and Challenges, A Study on the Impact of Economic Policies on Women Empowerment in India, Kunal Books,New Delhi,2018 Ed.pp.235-247,ISBN No-978-93-86714-94-7
5. Corporate Social Responsibility : A Prelude to India Corporate Sector Reform,The Relevance and Practices of CSR in India, Kunal Books ,New Delhi,2015 Ed.pp.171-181,ISBN No-978-81-932322-0-0
6. Insurance Sector in India-A way Forward, Contemporary HRD initiatives in Insurance Sector, Kunal Books,New Delhi,2015 Ed.pp.22-41,ISBN No-978-81-932322-1-7

FDP

- Successfully Completed the 4-Credit online certificate Course / FDP on **HR Analytics** with 88% from **IIT Roorkee** with **SILVER** Medal in (July-Oct 2025).
- Completed UGC-approved short term PDP on implementation of NEP-2020 for University and College Teachers under PMMNMT organized by IGNOU held from 07-15 October,2022
- Participated in 7days FDP on “ Contemporary Issues in Leadership” Organised by IBCS, SOA (Deemed to be University) from 10th March to 16th March 2022 in Virtual Mode.
- Participated in the FDP on “ Contemporary Issues in Marketing Management” Organised by the Department of Commerce, Ravenshaw University from 7th February to 11th February 2022 in Virtual Mode.

- Participated in SEBI sponsored 6day National FDP on Investors Awareness on Stock Market, Organised by PG Department & Research Centre in Commerce in association with IQAC of Rajapayalam Rajus' College, Rajapayalam. from 02.08.21 to 07.08.2021.
- Participated in the 5 days online Internatioanl Professional Development Programme on 'Scholarly Publishing "Swirls Unfurled"' held from 14th June to 18th June 2021 Organised by the Delany Library, Patrician College of Arts & Science , Chennai, Tamilnadu.
- Participated in the AICTE sponsored 6 days online Short Term Training Program (STTP) on "Contemporary Topics in Marketing" held from Dec. 14-19, 2020 organised by the Dept. of MBA of ABIT, Cuttack.
- Participated in 1day FDP on "International Webinar on the Topic " Introduction to E-learning and it's challenges" conducted by the Department of Corporate secretary ship (shift-II) Patrician College of Arts & Science, Adyar, Chennai-20 on 28.06.2020.
- Participated in the National level on line FDP on " New Normal- The Paradigm shift in Teaching and Learning" organized by Dept. of Commerce & Management studies of St. Peters Institute of Higher Education & Research, Avadi, Chennai, held between 15th June-20th June 2020.
- Attended in International E-Faculty Development Programme on " Research Indicators, Resources, Plagiarism and Academic Integrity, Organised by the knowledge resource centre of Patrician College of Arts & Science, Chennai, Tamilnadu from 22nd-26th June 2020.
- Participated in National level online FDP program on "Innovation, Incubation & Entrepreneurship" organized by the P.G. Department & Research Centre in Commerce, Rajapayalam Rajus' college on 05.06.2020
- Participated in 1 day FDP on "Education- Past, Present & Future" organized by the IQAC ,Rajapayalam Rajus' College, Rajapayalam.on 28.05.2020
- Participated in the one week FDP on Mixed Methods for Research held from 17th to 22nd June,2019 at Srusty Academy of Management, Bhubaneswar.
- Participated in the FDP on Theory and Practice of Industrial & Labour Laws organized by P.G. Department of PM & IR, Utkal University, Bhubaneswar, during 16th to 22nd April 2016

CONFERENCES/ SEMINARS/ WEBINARS/ QUIZZES ATTENDED/ PAPERS PRESENTED

PAPERS PRESENTED

1. Traditional HRM to Green HRM a way forward: Evidence from Selected PSU of Public Sector, National Conference on “ Smart Tech to Smart Planet : Neo Business Sustainability(STSP: NBS-2026)”, Organised by Department of Commerce, Ravenshaw University, Cuttack on April 12th and 13th 2026.
2. Workplace Happiness: A Conceptual Examination of its Determinants, Dimensions, and Organisational Impact, National Seminar on “Employee Relations: Context, Content and Emerging Paradigms” organized by Department of PM & IR, Utkal University, BBSR, on 14th February 2026.
3. Freebies vs Welfare: Evaluating the Impact of Populist Schemes on India’s Economy, 45th Annual Conference, Orissa Commerce Association & International Seminar on “ Building Sustainable Future: Integrating Innovation & Technology in Commerce & Management Education’ Organised by Department of Commerce, Ravenshaw University , Cuttack, Odisha on 2nd & 3rd November,2025.
4. Are Remote work technologies a panacea for modern corporate volatility? A Review., National Conference on “ Navigating the Future of Business : Emerging Trends in Commerce & Management (NFB ETCM-2024), Organised by Department of Commerce, Ravenshaw University, Cuttack on 8-9th December 2024.
5. Linking Strategic Human Resource Management and Organisation Agility: A Review, WB-OHEPEE Sponsored National Seminar on “ Embracing Organisational Agility and HRM Strategies for Organisational Competitiveness” Organised by Department of PM & IR , Utkal University, BBSR, on 21st September, 2024.
6. Social Media Marketing as New Age Marketing Tool: A Coneptual Study, National Seminar on “ Business in the Digital Era: Opportunities & Challenges” Organised by ASTHA School of Management, BBSR, Odisha, on 13&14 October 2023.
7. Gender Balance a Hindrance to Workplace Happiness and Its Impact on WLB of Women Workers: Review of Evidence from Indian Corporate Sector, Two day National Seminar, “Workplace Happiness Optimisation(WHO)- A New Thrust for Sustainability”, Organised by ASTHA School of Management, BBSR, Odisha on 29 & 30 August 2022.
8. Gender Balance and Its Impact on WLB of Women Workers in Indian Corporate: a Conceptual Study, Two day International Young Scholars Conference on Business and Economics held virtually at the School of Commerce and Economics, Presidency University, Bengaluru on 27th & 28th May, 2022.
9. Startups-An Entrepreneurship Initiative and HR Intervention, National Seminar on “ Banking and Enterpreneurship:2017” organized by School of Commerce Ravenshaw University, Cuttack, Odisha on 14th & 15th May , 2017.

10. The Ever Increasing Importance of Strategic Leadership: The Need of Today's Business World, International Seminar on "Strategic Human Resource Management" Organized by P.G.Deptt. of PM & IR,Utkal University, BBSR, Odisha on 13th & 14th May 2017.
11. Human Capital Management Practices in Indian IT industry: A Case Study of TCS, National Seminar on "Human Resource Management to Human Capital Management: A Paradigm Shift" Organized by P.G.Deptt. of PM & IR,Utkal University, BBSR, Odisha on 14th & 15th May 2016.
12. Talent Management As Innovative HRM Tool: An Empirical Evidence from Indian IT sector, National Seminar on "Emerging Trends & Innovations in Management", Organised by IPSAR,Cuttack,Odisha on 5th March,2016.
13. Talent management Practices in IT Sector, National Seminar on Issues and Challenges in Business Management, organized by Institute of Business and Computer Studies, SOA University, BBSR on 2nd March 2016.
14. Contemporary HRD initiatives in Insurance Sector, National Seminar on Insurance-2015 "Emerging Trends, Challenges and Opportunities" Organized by School of Commerce, Ravenshaw University, Cuttack,Odisha on 29-30 Nov-2015.
15. Education system in India, National Seminar Organised by IQAC on "Tools and Techniques to improve Quality in Higher education" at Remuna Degree College, Baleswar on 26th august,2015.

WEBINARS ATTENDED

1. Participated in the International Research Summit AVLOKAN 2021 titled "Redefining Social Responsibility and Ethical Leadership" from 2nd – 10th August 2021 organised by Faculty Research Cell – Gyanidhi & SRDC – Vidhyanidhi, CMS, JAIN (Deemed-to-be University).
2. Participated in a 2 day International Symposium on " Education in Digital Mode- Opportunities and Challenges in Post Covid-19 World" organized by Department of Computer Applications, Gujranwala Guru Nanak Institute of Management & Technology, Ludhiana, held on 26-27 June, 2021.
3. Attended the International Webinar on "Challenges and Opportunities for Business and Economics Worldwide Post Covid-19" held on 07.06.2020 organised by Govt. Raza P.G.College, Rampur, UP,India.
4. Attended International webinar titled " Entrepreneurship & MSMEs in the context of Covid-19 Pandemic" organized by Global College International Mid Baneshwar, Kathmandu, Nepal on 06.06.2020

5. Attended 1 day International virtual Conference on “Novel Corona and Novel Challenges: Life ahead with Covid-19 organised by UGC cell, Sri Guru Govind Singh College, Chandigarh held on 03.06.2020.
6. Attended the webinar “ Literature and Pandemic-An overview” organized by the Department of English and other Languages, Bharata Mata College of Commerce & Arts, Aluva, Kerala on 25.05.2020
7. Participated in the International Webinar on “ Business, Education & Research in Digital Era” organized by IAA, BBSR, Branch in collaboration with P.G. Department of Commerce, Utkal University, BBSR on 02.08.2020.
8. Participated in 2day International Symposium on “Education in Digital Mode-opportunities and challenges in post Covid-19 world” held on 26-27 June 2020 organised by Department of Computer Applications Gujranwalla Guru Nanak Institute of Management & Technology, Ludhiana.
9. Participated in the Webinar presented by NAAC Experts- Prof. Amiya Kumar titled “Quality Research and its Output” and Dr. B.S. Ponnudiraj titled “Paradigm Shift in Teaching Pedagogy- Post Covid-19 on 19.06.2020 organised by Jain (Deemed-to-be-University), Bengaluru.
10. Attended Leadership talk with Shri Subramanyam, IAS, (Secretary Ministry of Social Justice & Empowerment) held on 13.06.2020 by MHRD’s Innovation Cell.
11. Attended webinar on “Learning, Unlearning and Relearning for Sustained Employability in the New Age” on 19.06.2020 organised by NIIS Institute of Business Administration, BBSR.
12. Participated in National Webinar on “Revival of Indian Economy in the Post Covid-19-Issues, Challenges” on 01.06.2020 organised by NSCB Govt. College, Sambalpur, Odisha.
13. Participated in National Webinar on “Indian Ethos on Citizens Social Responsibility for Managing Present Global Crisis held on 29.06.2020 organised by SOA University, BBSR, Odisha.
14. Participated in National Webinar on “ Empowering Myself to Frame the Future World (Life of a Teacher to be Redefined)” Organised by IQAC Cell, S.R. Kanthi College of Education, ILKAL on 30.05.2020.
15. Participated in online Webinar on “ Crafting a Successful Start-up Story” Organised by Department of Management Studies, Thakur College of Science & Commerce on 30.05.2020

16. Participated in online Webinar on “ Scratch to Success-Service Powered Start-ups” Organised by Department of Management Studies, Thakur College of Science & Commerce on 29.05.2020
17. Participated in online Webinar on “Startup Insights” Organised by Department of Management Studies, Thakur College of Science & Commerce on 03.06.2020.
18. Participated in the E-Conclave on “Managers For the New Normal” held from 29.05.2020 to 31.05.2020 organised by Faculty of Management Vivekananda Global University, Jaipur.

SEMINARS ATTENDED

1. Participated in the National Workshop on GST: Achievement on its 4th Anniversary (funded under OURIP of OSHEC), organized by Department of Commerce, Ravenshaw University, Cuttack on 8th January, 2022.
2. Contemporary economic Challenges in front of India, International seminar on Economic Ascendancy of India: Issues & Challenges , Organised by P. G. Department of Commerce, Utkal University on 28th June, 2019.
3. Completed 2 days boot camp at Ravenshaw University,Cuttack, on E-Start,Boot Camp on Innovation, Entrepreneurship & Startup, organized by Dept. of ITM in association with Carve Startup labs & Startup Odisha 10 & 11 April, 2019.
4. Participated in National Level Commerce Conclave, organized by NIIS group of institutions, Bhubaneswar, on 27th January ,2019
5. Participated in XXXVIII Odisha Commerce Conference ,Organized by School of Commerce Ravenshaw University, Cuttack on 4th & 5th February 2018
6. Participated in National workshop on “GST- One Nation, One Tax: Challenges and Opportunities” organized by Department of Commerce , Ravenshaw University, Cuttack in association with ICAI, OSSIA and Ravenshaw Commerce alumni on 03rd April, 2017
7. Participated in ICSSR-Sponsored National seminar on” Gender Discrimination in Rural Labour Market in India” organized by the department of Economics,Ravenshaw University Cuttack,28-29th March 2017.
8. Participated in UGC sponsored International Symposium on “Changing Paradigms of Accounting Standards” Organised by Department of Commerce, Ravenshaw University, Cuttack on 25th march ,2017.
9. Participated in UGC sponsored National Workshop on “Emerging Technologies: The Demand on Talent and skills” organized by School of Management Studies, Ravenshaw University, Cuttack on March 25, 2017.

10. Participated in UGC sponsored national Conference on Special Economic Zones in India- Emerging issues, benefits and bottlenecks, organized by U.N.S. Mohavidyalaya, Jajpur on 24th & 25th January 2016.
11. Participated in AICTE sponsored National Seminar on “Strategic E-Commerce in Emerging Economies” held at Kushagra Institute of Information & Management Science on 21st & 22nd April, 2012.
12. Participated in Bankers Meet, 2012 An Innovative Workshop on “Banking in 21st century : Issues and Challenges” held at Hotel Arya Palace, BBSR on 21st January, 2012.
13. Participated in National Seminar on “Industrial relations in Emerging Scenarion” organized by P.G Department of PM & IR ,Utkal University ,BBSR on 8th & April 2005.

PARTICIPATION IN QUIZZES

1. Participated in National Level On-line Quiz on “ Consumer Protection Awareness” organized by Govt. Ramnarayan Chellaram College of Commerce & Management in association with KILPAR & CREAT held in the month of June-2020 and Secured 64%.
2. Participated in National Level On-line Quiz on “ Research Quest-2020” Organised by the Department of Commerce & IQAC Cell, Department of Collegiate Education, Govt. First Grade College, Mudipa, Karnataka on 02.07.2020.
3. Successfully Completed “ A General Awareness Programme on vocabulary in Covid-19” organized by Department of English in Collaboration with NSS, Glagotias University, Greater Noida held on 30.05.2020.
4. Participated in the Common Awareness Programme on “Goods and Services Tax” for Promoting and Familiarizing Digital Learning/ Assessment System during Post Covid era organized by Department of Commerce, Ravenshaw University, Cuttack, Odisha held on 31.05.2020 and secured 80%.

ACADEMIC PROJECTS

- Thesis Submitted on “ **Impact of Work Life Balance on Employees’ Satisfaction- A Study on Sales Executives of Pharmaceutical Industry in Odisha**” for degree of **Ph.D**
- Thesis Submitted on “ **Work Life Balance- A Study on Telecom Sector**” for degree of **M.Phil**
- A Dissertation program on “**Absenteeism**” in **HINDALCO**, Hirakud, Sambalpur for a period of 30 days.
- Summer Training programme on **HR & IR scenario** in **NTPC**, Kaniha, Talcher for a period of 45 days.

- **REFERENCES**

- Prof. (Dr.) Kishore Kumar Das
Professor & Dean, Department of Commerce, Ravenshaw University
Cell- 8249766473. Mail Id: drkkdasru@gmail.com
- Dr. Suprava Sahu
Asst.Professor (Stage-III), Department of Commerce, Ravenshaw University.
Cell- 9668665062. Mail Id- suprivasahu1@gmail.com

PERSONAL DETAILS

Date of Birth : 11 April 1979

Gender : Male

Marital Status : Married

Date :

Place :

Prakash Ranjan Parida