



CURRICULUM VITAE

Name : Dr. Rabindra Kumar Pradhan
Designation : Professor
Qualification : Ph.D.
Specialization : I/O Psychology, OB & HR, Positive Psychology,
Research Areas : Leadership, Employee Engagement, OCB, Emotional Intelligence, Employee Wellbeing, Workplace Spirituality, Happiness at work, Employee Performance, Resilience, T & D, HR Effectiveness
Current Employment: Professor, Department of Humanities & Social Sciences
Indian Institute of Technology Kharagpur, Kharagpur - 721 302,
District-West Medinipur, WB, India

My Orchid Id: <https://orchid.org/0000-0003-3437-5591>

My Institute Profile: <http://www.iitkgp.ac.in/departement/HS/faculty/hs-rkpradhan>

My Publications: https://www.researchgate.net/profile/Rabindra_Pradhan2/contributions

My Google Scholar Citations:

<https://scholar.google.co.in/citations?user=hVApTq4AAAAJ&hl=en>

Work Experience: More than 22 years of experience in teaching, training & research

1. Professor: Indian Institute of Technology Kharagpur, 2022 to till now.
2. Associate Professor: Indian Institute of Technology Kharagpur, From 2013 to 2022
3. Assistance Professor: Indian Institute of Technology Kharagpur, 2007 to 2013
4. Scientist-C: DIPR, DRDO, Delhi, 2006 to 2007
5. Scientist-B: DIPR, DRDO, Delhi, 2002 to 2006
6. SRF: DIPR, DRDO, Delhi, 1997 to 2001
7. Visiting Faculty: Indian Institute of Management Indore, July-September 2015
8. Adjunct Faculty: Indian Institute of Management Kozhikode, January-March 2018
9. Associate Faculty: Executive MBA-Vinod Gupta School of Management, IIT Kharagpur, 2012-13 Batch.
10. Associate Faculty of Parth Ghosh Leadership Academy, IIT Kharagpur

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AWARDS, HONOURS/ REWARDS AND OTHER RECOGNITIONS

Dr. Pradhan is the recipient of the following awards:

1. **Best EQ Professor Award (2022)** for Outstanding Contribution to the field of Emotional Intelligence in teaching, training and research presented in the International Conference On Emerging Issues and Challenges in Global Mental Health and Public Health For the 21 Century during 28-30 November 2022 Organized by National Association of Mental Health and Allied Health (NAMAHA) Foundation, at CIMS, Bhubaneswar, India.
2. **Best Research Paper Award (2015)** for the empirical paper titled Role of Psychological Contract between Organizational Commitment and Employee Retention: Findings from Indian Manufacturing Industries, presented in the ICOM-2015, during 22-23, November 2015, organized by Asia Academy of Management and Abu Dhabi University, Abu Dhabi, UAE.
3. **Best Research Paper Award (2015)** for the empirical paper titled Effect of Work-life Balance on Organizational Citizenship Behavior: Role of Organizational Commitment presented in the IBRC-2015, organized by IMI, Bhubaneswar, India, 2015.
4. **Best Trainer Award for Excellence in Human Resource Development - 2012** by Indian Society for Training and Development, Hyderabad, India.
5. **Best Teacher Award-2013** for Outstanding Contribution in Teaching, Training and Research in HR Training and Development by Indian Society for Training and Development, Kolkata, India.
6. **DRDO Senior Research Fellowship (1997-2001)** for doctoral research at DIPR, DRDO, Ministry of Defence, Govt of India, Delhi.
7. **Technology Group Award - 2003** for best research project of DIPR by DRDO, Min. of Defence, Govt. of India.
8. Certified as a **Trained Assessor/Psychologist (2005)** by DIPR, DRDO, Ministry of Defence, Govt. of India, Delhi for Personnel Selection.
9. **ARTS Fellowship -2012** jointly awarded by International Union of Psychological Sciences, International Association of Cross-Cultural Psychology, and International Association of applied Psychology at Stellenbosch University, South Africa.
10. Biography Selected and Published in REFERENCE ASIA: **Asia's Who's Who of Men & Women of Achievement-2014.**
11. Biography Selected and Published in **Emerald Who's Who in Asia-2014.**
112. **Rashtriya Gaurav Award-2014** for Excellent Service and Valuable contribution towards the Nation by IIFS, New Delhi at India International Centre, New Delhi on 24th November 2014.
13. **Sarvapally Guru Samman** by Odisha Shikshya Vikash Parishad, Cuttack, Odisha, India, 2015

TEACHING & TRAINING RESEARCH EXPERIENCE

Dr. Pradhan is teaching to students of B.Tech, M.Tech, M. Sc., MHRM/ MBA/EMBA, PGDBA, and Ph.D. at IIT Kharagpur. He teaches General Psychology, Positive Psychology, Organizational Behaviour, Emotional Intelligence at work, Human Resources Effectiveness, Leadership and Business Ethic, Personal Growth Lab, HRD Lab, and Psychological Testing and Measurement, and International HRM. His current research and training interests include Psychological Capital, Emotional Intelligence, Emotional Labour, Workplace Spirituality & Human Resource Effectiveness, Leadership & Teamwork, HR Flexibility and Employee empowerment, Organizational Health & Wellbeing, Personnel Selection, and Competence Building, Attitude Change and Development, Personality Development, Managerial Effectiveness, Stress management, Conflict Management, and Interpersonal Skills, etc. He has trained more than thousands of executives from different levels in different organizations such as in Indian Army, Navy & Air force personnel, teachers from academics, managers from industry, and professionals from NGO and other service sectors in the above mentioned areas.

Dr. Pradhan has completed 17 major research projects sponsored by various agencies Govt. of India both as Principal and Co-Investigator. 12 PhD Research Theses and more than 35

at Master level Dissertation have been awarded under Dr. Pradhan's supervision. He has published 05 books, 25 book chapters and more than 70 research papers. Many of his research works have been published in journals and books of Routledge, Emerald, Inderscience, Sage, Springer, Taylor & Francis, CRC Press, Apple Press, Lap Lambert and Person Education Publishers, etc. Currently, he is actively involved in multi-disciplinary research on the issues related to organizational behavior and human resources effectiveness, Training & development, applied psychology, management, human health, wellbeing, happiness, and flourishing.

MY ACADEMIC DISSERTATIONS

1. **Ph.D. Thesis:** Managing Organizational Change: A Comparative Study on Multinational Companies and Public Sector Undertakings, submitted in April 2001, Awarded on 26.2.2002.
2. **M. Phil Thesis:** Impact of Organizational Culture on Leadership and Power, 1997
3. **Master Thesis:** Organizational Role Stress and HRD Climate, 1996

PhD RESEARCH GUIDANCE

Doctoral Research Guidance for Ph.D. (Completed=12; Ongoing=10)

PhD Completed=11(Single) + 1 (Joint)

1. Dr. Shantanu Mazumder (Roll No. 08HS9502). Emotional Intelligence and Moral Intelligence influencing Leadership Effectiveness. (Joined on 14.01.2008 ; Ph.D. Awarded on 24.08.2012). **Working as Senior Officer in KMC, Kolkata, West Bengal**
2. Dr. Papri Nath (Roll No.09 HS9401). Dynamics of Positive Affect: Examining the immediate and long term functions (Joined in 05.01. 2009; Awarded on 29.11.2013). **Currently working as Assistant Professor, Indian Institute of Management(IIM) Trichy, Tiruchirappalli, TN, India**
3. Dr. Sajeet Pradhan (Roll No.10HS9501). The Effects of Transformational Leadership and Work values on job outcomes (Joined in Dec 2009; Awarded on 09.03.2015). **Currently working as Assistant Professor, Indian Institute of Management (IIM), Trichy, India.**
4. Dr. Eeman Basu (Roll No. 13HS92F01). Impact of Informal Networks on Organizational and Individual Performance (Joined 25th July 2012; Awarded on 16.11 2015). **Currently working as Assistant Professor, Indian Institute of Management(IIM) Raipur, CG, India**
5. Dr. Itishree Gita Kumari (Roll No. 12HS91F06). Human Resource Flexibility and Organizational Effectiveness: Role of Organizational Citizenship Behaviour and Employee Intent to Stay (Joined 18th July 2012; Awarded on 02.05.2017). **Currently Assistant Professor, PG Dept. of IR & PM, Berhampur University, Berhampur, Odisha, India.**
6. Dr. Ranjan Kumar Pattnaik (Roll No. 12HS91F03). Mental Health Status and Quality of Life of Diabetic Patients (Joined 25th July 2012; Awarded on 29.05.2017). **Working as Assistant Professor, Indian Institute of Public Health, Bhubaneswar, India.**
7. Dr. Sangya Dash (Roll No. 10HS9405). Determinants and Consequences of Organizational Citizenship Behaviour in Indian Public Sector Undertakings (Joined in Dec 2009; Awarded on 22.07.2017). **Working as Manager, HR, Damodar Valley Corporation (DVC), Corporate Office, New Delhi**
8. Dr. Lalatendu Kesari Jena (Roll No. 13HS92F01). Workplace Spirituality and Human Resource Effectiveness:Examining the role of Organizational citizenship Behaviour and Emotional Intelligence. (Joined on 23 December 2013; Awarded on 02.08.2017). **Assistant Professor, Xavier School of Management, Xavier University, Bhubaneswar, India**
9. Dr. Devakant Sarangi (Sambalpur University, Jyoti Vihar,Odisha). Emotional Intelligence, Organizational Role Stress and Coping among Private and Public Sector Executives. (Joined 17.03.2006; Awarded on 7th April 2017 from Sambalpur University). **Currently, Lecturer, Dept of Psychology, Kendrapada College, Govt of Odisha, India**
10. Dr. Pratishat Bhattacharya (Roll No. 13HS92R06). Cherishing: Antecedents and Consequences". (Joined on 23 December 2013; Awarded on 8th August 2019). **Currently, Assistant Professor, Xavier School of Human Resource Management, Xavier University, Bhubaneswar, Odisha, India**

11. Dr. Madhusmita Panda (Roll No. 13HS92S04). Human Resource Empowerment: Antecedents and Consequences. She has successfully completed her registration seminar and now engaged in data collection for thesis work (Joined on 23 December 2013; Awarded on 13th January 2020). **Worked as HR Manager in an MNC “Country Garden” Gurgaon, India. Currently Adjunct/Visiting Faculty at School of Commerce, Xavier University, Bhubaneswar, Odisha, India**
12. Ms Lopamudra Hati (Roll No. 13HS92S02). Employee Wellbeing: Antecedents and Consequences”. (Joined on 23 December 2013; successfully defended her Thesis on 20th July 2021). **Currently working as independent researcher and management consultant, USA.**

PhD Ongoing

1. Ms Subhangi Goswami (Roll No. 16HS92S04). Working on “Academic Resilience”. After course work and comprehensive viva, she has completed registration and enhancement seminar of her research. She will submit her thesis in Sept 2023 (joined on 12 July 2016).
2. Ms Priyashree Roy (Roll No. 17HS91R01) Working on “Positive Leadership and Organizational Effectiveness”. Currently she is undergoing course work required for her doctoral research (joined on 17 July December 2017).
3. Ms Poonam Kumari (RollNo.18HS91F08), Working on Techno-Stress and its Consequences. After course work and Comprehensive Viva, She has successfully completed registration seminar (joined on 10 July 2018).
4. Mr Kailash Jhandu (Ro No.18HS92F06), Working on “Grit: Antecedents and Consequences”. After Course work and Comprehensive viva, he has completed his registration seminar (joined on 2 January 2019).
5. Mr Adnaan Ahmad (Roll No. 19HS 92F01), Working on Positive Organizational Behaviour. Currently he is doing his course work (joined on 02 January 2020).
6. Mr Shagnik Saha (Roll No. 19HS92F01), working on “Understanding Gender: A Multi-dimensional approach”. Currently doing his course work (joined on 02 January 2020).
7. Mr Aneerban Roy (20HS91R01), Working on Strategic Human Resources Development. Currently doing his course work (Joined on 8th September 2020).
8. Mr Peeyush Anand (20HS92F06), Working on “Dynamics of Emotional Intelligence”. Currently doing his course work (Joined on 6th January 2021).
9. Shilpa Sabu, (21HS92F01), Working on applied positive organizational behavior area. Joined 4th January 2022. Currently doing her course work.
10. Sureswari Gupta (23HS1A01), joined 10 August 2023. Working on Applied Psychology. Currently pursuing course work.

SPONSORED RESAERCH PROJECTS

AS PRINCIPAL INVESTIGATOR

1. Assessment Product for Duncans Tea Limited (2021-2023). Sponsored by Duncans Tea limited. India (Project Value: Rs. 5, 82,625.00).
2. The Impact of Workplace Spirituality on Job outcomes (2013-2015). Sponsored by ICSSR, New Delhi, India (Project Value: 05 Lakh).
3. Impact of Emotional Labour on Psychological Health & Job outcomes: A study on Indian Service Industry (2009-2012), Sponsored by Indian Council of Social Science Research, New Delhi, India (Project Value: 04.25Lakh).
4. Personality Profiling of Hackers (2005-2007), Sponsored by DRDO and NTRO, PMO, New Delhi, (Project Value: 15Lakh).
5. Development of an Emotional Intelligence Test for the Selection of Airmen in Indian Air Force (2002-2005). Sponsored by Min of Defence, DRDO, New Delhi, India, (Project Value: 05Lakh)
6. EQ Assessment at High Grounds TETRA School, Chandigarh (2002), Sponsored by DRDO, Min of Defence, New Delhi, India, (Project Value: 2.5Lakh).

AS CO- INVESTIGATOR

1. Development of objective type projective personality Test (1997-1998), Sponsored by DRDO, Min of Defence, New Delhi, (Project Value: 02Lakh).
2. Development of an Additional Set of Intelligence Tests (Bilingual) for Selection of PC (SL) & SCO Candidates (2001-2002), Sponsored by DRDO, Min of Defence, New Delhi, (Project Value: 2.5Lakh).
3. Development of an Additional Set of Intelligence Tests (Bilingual) for Selection of PC (SL)/SCO & SD Candidates (2001-2002), Sponsored by DRDO, Min of Defence, New Delhi, (Project Value: 2.5Lakh).
4. Preparation of Entry Wise Norms of Newly Developed Battery of Intelligence Test No. 202 (Verbal) and 203 (Non-Verbal) for Officers Selection in Armed Forces (2002-2003) Sponsored by DRDO, Min of Defence, New Delhi, (Project Value: 3Lakh).
5. Development of Aptitude Test Battery for the Trade allocation of Airmen in Technical Trades (2004-2005), Sponsored by DRDO, Min of Defence, New Delhi, (Project Value: 2.5Lakh).
6. A Study on JCOs as Effective Leaders: Phase-II (2003-2004), Sponsored by DRDO, Min of Defence, New Delhi, (Project Value: 05Lakh).
7. Cross Validation of New Language Aptitude Test Battery (2003-2004), Sponsored by DRDO, Min of Defence, New Delhi, (Project Value: 05 Lakh).
8. Development Of New Psychological Battery For The Selection And Trade Allocation of Other Ranks In Indian Army (2003-2006), Sponsored by DRDO, Min of Defence, New Delhi, (Project Value: 05Lakh).
9. Development of a Comprehensive Battery of Cognitive Abilities for the selection of officers in the Armed Forces (2004-2007), Sponsored by DRDO, Min of Defence, New Delhi, (Project Value: 05Lakh).
10. Factors Influencing Knowledge and Skills Updating among DRDO Scientists (2006-2007), Sponsor - DRDO, Min of Defence, New Delhi, (Project Value: 12 Lakh).
11. Coping with Changing Climate: The Role of Sustainable Use and Management of Traditional Water Harvesting Systems in Odisha and West Bengal, (2015-2017), Sponsored by ICSSR, New Delhi, (Project Value: 08 Lakh).
12. An Innovative C- 4 Model for High School Students (HMS), 2016-2018, Sponsored by Technip India Limited, (Project Value: 10 Lakh).

OTHER ACADEMIC WORKS

1. Preparation of model question paper for GATE-2021, 2022 (Psychology).
2. Preparation of Fire Safety Manual for NDMA, New Delhi, 2011-2012.
3. Question Paper Setter and Evaluation of Answer Sheets for Graduate Examination at Indian Institutions of Industrial Engineering (IIIE), Navi Mumbai, India, 2010-2013.
4. Evaluation of PhD Thesis of IIT Madras, IIT Bombay, IIT Guwahati, MDI Gurgaon, NIT Bhopal, Central University, Hyderabad, Ravenshaw University, Utkal University, HITS, Chennai, and Sambalpur University.
5. Evaluation of Master Thesis of many institute and University.
6. Member, Board of Studies of a number of colleges, institutes, and university

RESEARCH GUIDANCE AT MASTER LEVEL **MTech in HRDM IIT Kharagpur (As Supervisor)**

1. Mr. Rahul Raj (2009). Employee Satisfaction Survey & Stay / Exit Interviews – Tools for Employee Retention. Report submitted to Dept of HSS, IIT, Kharagpur
2. Mr. Ture Rameshwar Shivadas (2009). Impact of Organizational Climate on Motivational Behaviour and Organizational Effectiveness. Report submitted to Dept of HSS, IIT, Kharagpur
3. Mr. Pradip Kumar Nayak (2010). Performance Appraisal System in Neelachal Ispat Nigam Limited, Orissa. Report submitted to Dept of HSS, IIT, Kharagpur
4. Mr. Soutik Roy (2010). Human Resource Practices in Neelachal Ispat Nigam Limited, Orissa. Report submitted to Dept of HSS, IIT, Kharagpur

5. Mr. Kishore Kadam (2011). Mapping Emotional Intelligence of Executives of Jayshree Textiles, An Unit of Birla Group, Howrah District, West Bengal. Report submitted to Dept of HSS, IIT, Kharagpur

MHRM, IIT Kharagpur (As Supervisor)

1. Ms. Neha Agarwal (2012). Impact of Affect and Emotional Intelligence on Psychological Wellbeing and Employee Engagement
2. Ms. Neha Agarwal (2012). Exit Analysis and Organizational Development. A project of Jindal Steel and Power Ltd, Raigarh
3. Mr. N. Pandu Rangam (2012). Workers Opinion Survey and Organizational Development: A Study of Jindal Steel and Power Ltd, Raigarh
4. Mr. Krishna Vamsi (2013). Revamping Automation of Careers Section-ING Vysya Bank
5. Ms. Ritika Tiwari (2013). Social Media Hiring - Trends in India
6. Ms. Ritika Tiwari (2013). Job Analysis of Executive Assistants of PwC India
7. Mr. Gaurav Jain (2015). Job Evaluation and Salary Determination
9. Mr. Pratik Chakraborty (2015). Employee Attrition in the Indian IT Industry
10. Mr. Akash Bhatia (2017). Twitter Employee Engagement Campaigns: A L'Oreal Saga
11. Ms. Shefali (2017). A Study of Relationships between performance appraisal and employee performance of employees in the Information Technology industry
12. Ms. Shivangi Gupta (2017). A study of competency mapping of the employees at Artson Engineering Ltd
13. Mr. Ashish Pathak (2017). Competency mapping and gap analysis at Anand I-Power Ltd
14. Mr. Himansu Verma (2017). Identifying Factors of Employee attraction
15. Akhilesh Gnaeshrao Wandhare (2019). A Study of relationship between Ethical Climate and Employee Performance
16. Ankita Chakrabarty (2019). Entrepreneurial Leadership and Conflict Management in Startups: A Study on the Future Techno-managers
17. Aiswariya Priyam (2019). Impact of Abusive Supervision on knowledge sharing and workplace deviance behaviour
18. Uzma Hoosain (2019). Green HRM practices in various organizations in India
19. Anupam Dash (2020). A Study on Multi-generational diversity in workplace
20. Poorva Shirish Chaudhary (2020). Effect of Employer Branding on Employees' Attitude
21. Thorat Akshay Vijay (2020). Effect of stress, role conflict and interpersonal relationships on work life balance
22. Sukanya Sensharma (2021). Impact of Organizational Virtuousness on Innovation, Readiness to Change, and Performance
23. Ayush Agarwal (2021). Impact of Empathy on Supervision Outcomes
24. Priyanka Barman (2021). A Study on Multi-Generational Diversity in the Workplace.
25. Pratheeksha Johnz Plasser (2021). Impact of Shared Leadership on Employee Satisfaction
26. Ratul Majumdar (2021). Corporate Social Responsibility and Corporate Performance: A relational Perspective
27. Manish Kumar (2022). A study of Employee Networking Behavior and Perceived Organizational Support and the effects of Emotional Intelligence
28. Mili Jain (2022). Impact of training & development and performance appraisal on employee performance
29. Sakshi Agrawal (2022). The Impact of Human Resource Management Practices, Organisational Culture and knowledge Management on Employee Satisfaction
30. Sankalp Sharma(2022). Measuring the Effect of Occupational Burnout on Employee Performance and Well Being: Mediator Moderation Model
31. Udit Gour (2022). Impact Of Emotional Intelligence On Adoption Of Learning Management System In Organization.
32. Upashana Upadhyaya(2023). The Impact of Working Space on Workspace Social Capital; Task Productivity; Organizational Citizenship Behavior and Mediating Role of Transformative Leadership

33. Arjit Banik (2023). Role of Emotional Intelligence in Employee Engagement and Employee Performance: Examining the Role of Happiness and Team Communication in Indian IT Industry
34. Nirmalya Bose (2023). Role of emotional intelligence on employee engagement: Examining the mediating role of work satisfaction and Moderating role of work pressure
35. K. Sai Pranav (2023). The Impact of Servant Leadership on Corporate Competitiveness and Corporate Sustainability

Summer Interns at IIT Kharagpur

1. Ms. Priyasha Panda, Student, XIMB, Xavier University, Bhubaneswar, June-July 2016
Project Title: Purpose, Passion, and Performance: Exploring the nature, structure, and relationships
2. Mr. Survi Binay Bhaskar (Roll No. 12BT10021), B.Tech, Biotechnology, IIT Kharagpur, 2016. **Project Title:** Internet Usage Behaviour among Technical Students: Role of Personality Attributes
3. Ms Ashritha Bagati, Student, Osmania University, Hyderabad, Telengana, India, June-July 2017. **Project title:** Work values and work engagement: An analysis of Millenials' perception
4. Mr. Pankaj Sutar (Roll No.14HS20042), Dept of HSS, IIT Kharagpur
Project title: Spending Behaviour of Millenials and their Wellbeing, July-December 2017
5. Himaja Boinapalli (Stella Marris College, Chennai; May-June 2019).
Project: Authentic Leadership in Indian Service Industry
7. Shreelekha Mahi (Osmania University, Hyderabad; May – June 2019).
Project: Impact of Personality, Emotional Intelligence, and Cherishing in Predicting Flourishing of University Students
8. Dakshi Walia, Central University, Hyderabad, May-June 2019), Ongoing.
Project: Applied Positive Psychology
9. Saumalya Nandi (ISET, Shibpur, Kolkata; May – June 2019).
Project: Behavioral Dimensions of Consumer and Organizational Buyers
10. Pravisha Santra (Bethany College, Calcutta University, 2021).
Project: Servant Leadership and its Consequences

MSc Economics Dissertation, IIT Kharagpur(As Supervisor)

1. Mr. Himanshu Singh (Roll No. 12HS20020). Indicators of Happiness, 2016-17.

MBA in HR / Diploma in T & D at IIT Kharagpur (As Supervisor)

1. Ms Rama Pullabhotla (2009). Impact of Organizational Health on Organizational Effectiveness, **A thesis** submitted to *IGNOU*, New Delhi, for award of MBA.
3. Ms Rama Pullabhotla (2009). Assessments and Evaluation of Training Tools. **A project** report submitted to Indian Society for Training and Development (ISTD), New Delhi for award of Diploma in T&D.

Post Graduate Students of Psychology (Project work and Dissertation/Theses) at DIPR, DRDO, Delhi (As Supervisor)

1. Ms Dolly. Bansal- Emotional intelligence and personal effectiveness, Jabalpur University, MP, India, 2003-04 (Summer Project).
2. Ms Dolly Bansal - Stress and job satisfaction among scientists and technical staff in R & D organizations, Jabalpur University, MP, India, 2003-04 (Master Dissertation).
3. Mr. Dilshad - Organizational Commitment and Job Satisfaction, Jammia Millia Islamia University, New Delhi, 2003-04 (Summer Project)
4. Ms Nafisha - Emotional Intelligence and Organizational Role Stress, Jammia Millia Islamia University, New Delhi, 2003-04 (Summer Project).

5. Ms Nafisha - Organizational Role Stress among Career Couples, Jammia Millia Islamia University, New Delhi, 2003-04 (Master Dissertation).

BOOK PUBLICATIONS

1. **Emotion, Well-Being, and Resilience:** Theoretical Perspectives and Practical Applications by *Rabindra Kumar Pradhan and Updesh Kumar*, *Apple Academic Press in Association with CRC Press: Canada/USA/UK, February 2021*. ISBN: 978-1-77188-890-5 (hbk) ISBN: 978-1-00305-780-2 (ebk)
2. **Human Resources Management in India: Emerging Issues & Challenges** by *Rabindra Kumar Pradhan and C. K. Podder*. Published by New Century Publications, New Delhi, 2013. ISBN:978-81-7708-364-4.
3. **Emotional Intelligence: Optimizing Human Performance at Work** by *Rabindra Kumar Pradhan* and N K S Thingujam, Published by LAP Lambert Publisher, Germany, 2012. ISBN:978-3-8473-7530-2
4. **Value Creation through Human Development: The Emerging Dimensions** by Uday Kumar Haldar, *Rabindra Kumar Pradhan*, Arun Roy Chaudhury and Juthika Sarkar, Published by Indian Society for Training & Development (ISTD), Kolkata Chapter, 2012.
5. **Emotional Intelligence: Perspectives in Organization** by *Rabindra Kumar Pradhan* and Purnima Mathur, Published by Academic Excellence, New Delhi, 2008. ISBN: 978-81-89901-32-5

UPCOMING BOOKS

1. **Yoga: Past & Present Evidences** by S N Mohanty, R K Pradhan & S. Priyadarshini (2023). AAP/CRC Publisher in Association with Taylor & Francis (In Press)
2. **Handbook of Applied Positive Psychology** by R. K. Pradhan (2024). Springer Nature

BOOK CHAPTERS

1. Priyashree Roy and Rabindra Kumar Pradhan (2022). Positive Leadership and Organisational Effectiveness: Developing a Comprehensive Conceptual Framework for Indian Organizations. In Surendra Kumar Sia, Lauren S.Crane, Ajay K.Jain and Shabana Bano (Eds), *Understanding Psychology in the Context of Relationship, Community, Workplace and Culture* (page 189-206). Springer Nature Singapore Pte Ltd.
2. Papri Nath, Rabindra Kumar Pradhan, and S. N. Mohanty (2021). Are Positive People More Flexible in Cognitive Processing? Addressing the Conceptual and Empirical Inconclusiveness. In S. N. Mohanty (Ed), *Decision Making and Problem Solving: A Practical Guide for Applied Research*, pp.13-25. **Germany: Springer Nature**, ISBN: 978-3-030-66868-6 (Hard Cover).
3. Pratishtha Bhattacharyya and Rabindra Kumar Pradhan (2021). Cherishing and Psychological Well-Being: Some Empirical Observations. In R. K. Pradhan and U. Kumar(Eds), *Emotion, Well-Being, and Resilience: Theoretical Perspectives and Practical Applications* (Page No. 51-60), **Apple Academic Press, Inc./CRC Press USA/UK**. ISBN: 978-1-77188-890-5 (hbk), ISBN: 978-1-00305-780-2 (ebk).
4. Shubhangi Goswami and Rabindra Kumar Pradhan(2021). Resilience and Successful Aging in the Elderly: Exploring the Indian Scenario. In R. K. Pradhan and U. Kumar(Eds), *Emotion, Well-Being, and Resilience: Theoretical Perspectives and Practical Applications* (Page No. 209-228), **Apple Academic Press, Inc./CRC Press USA/UK**. ISBN: 978-1-77188-890-5 (hbk), ISBN: 978-1-00305-780-2 (ebk)
5. Monalisa Mahapatra, Surya Prakash Pati, and Rabindra Kumar Pradhan (2021). Can Meaningful Work Mitigate the Impact of Technostress Creators? Evidence from India. In R. K.Pradhan and U. Kumar(Eds), *Emotion, Well-Being, and Resilience: Theoretical Perspectives and Practical Applications* (Page No. 359-378), **Apple Academic Press, Inc./CRC Press USA/UK**. ISBN: 978-1-77188-890-5 (hbk), ISBN: 978-1-00305-780-2 (ebk)

6. Pradhan, R. K. (2017). Building resilient organizations: Introspection through the lens of psychological resiliency. In Updesh Kumar (Ed), *The Routledge International Handbook of Psychological Resilience* (Page no. 391- 401), **Routledge**, UK. ISBN 978-1-138-95487-8
7. Pradhan, R. K., Jena, L.K. & Pattnaik, R. (2017). Employee Retention Strategies in Service Industries: Opportunities and Challenges. In A. Birdie (Ed), *Employees and Employers in Service Organizations: Emerging Challenges and Opportunities* (Page no. 53- 70), Apple Academic Press, **Taylor and Francis Group**, USA. ISBN:978-1-31536-585-5
8. Pradhan, R. K, & Jena, L. K. (2017). Workplace Spirituality and Employee Engagement: A study in Indian Service Industry. In A. Birdie (Ed), *Employees and Employers in Service Organizations: Emerging Challenges and Opportunities* (Page no. 223- 246), Apple Academic Press, **Taylor and Francis Group**, USA. ISBN: 978-1-31536-585-5
9. Pattnaik, R., Pradhan, R. K. & Jena, L. K. (2016). Examining the role of emotional intelligence, occupational role stress and work-life balance among Indian Healthcare Professionals, In U.K. Bamel, A Sengupta, and P. Singh (Eds), *Emerging Challenges in HR VUCA Perspective*(pp. 258-273), **Emerald Publishers**, UK, ISBN: 978-0-9926800- 8-4.
10. Jena, L.K., Pradhan, R.K. & Basu, E. (2016). Employee engagement and citizenship behavior: The mediating role of organizational commitment in Indian manufacturing industries, In U.K. Bamel, A Sengupta, and P. Singh (Eds), *Emerging Challenges in HR VUCA Perspective* (pp. 53-68), **Emerald Publishers**, UK, ISBN: 978-0-9926800- 8-4.
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1. Pradhan, S. & Pradhan, R. K. (2013). Spirituality and organizational commitment: A conceptual discourse. Paper published in the *Proceedings of National Seminar on "A Symbiosis of Ethical Integrity and Corporate Excellence: A Step Ahead"* organized by at the NIIS Insti-

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1. **Pradhan, R. K.** (2012). HR has to excel in applied domains. *Business Manager*, 15(5), 24.
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1. Pradhan, R. K. Bano, S. (Oct.14 - 20. 2000). The Credo of Emotional Intelligence. **Employment News, Weekly, Govt. of India. New Delhi.**
2. Pradhan, R. K. (29 June 2000). Introspect Now: How to Develop Self -Awareness. The **Hindustan Times, HT Career. New Delhi**
3. Emotional Quotient Reigns - An interview article published in **Hindustan Times Live, Kolkata, 16th April 2008.**
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GUSET EDITOR

Journal: **Gender Issues in Management, Emerald Publisher, Scopus Indexed and ABDC-B Rated**

Special Issue: Gender Issues in Management in Emerging Economies, 2017.

Editors: Sanjay Kumar Singh, Abu Dhabi University & Rabindra Kumar Pradhan, IIT Kharagpur

Published: 2017

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15. Int. J. of Indian Culture and Business Management, Inderscience Publication
16. Journal of Indian Business Research, Emerald Publication
17. Sage Open, Sage Publisher
18. International Journal of Work, Emotion and Organization, Inderscience Publisher
19. Academy of Management, USA, Annual Meeting, 2016
20. International journal of Productivity and Performance Management, Emerald Publication
21. Journal of Applied Research in Higher Education, Emerald Publication, 2015-16
22. Paradigm: A Business Management Journal, Sage Publication, 2015
23. Journal of Entrepreneurial Venturing, Emerald Publication
24. International Journal of Organizational Analysis, Emerald Publication
25. 28th International Congress of Applied Psychology, Paris, France, 2014
26. International Journal of Entrepreneurial Behaviour & Research (IJEER), Emerald Publication
27. 3rd Indian Academy of Management Conference, 12-14 December 2013
28. Journal of Business Management and Administration, Malaysia,
29. Journal of Rural and Industrial Development
30. Indore Management Journal, IIM, Indore

LIST OF PAPERS PRESENTED IN NATIONAL AND INTERNATIONAL SEMINARS/CONFERENCES AND ABSTRACTS PUBLISHED

1. Paper entitled “Influence of Employee Wellbeing on Employee Performance and Employee Retention: Examining the Moderating Role of Role Clarity” by Rabindra Kumar Pradhan & Lopamudra Hati, presented in 31st Annual Convention of **National Academy of Psychology, organized by IIT Bombay during 4-6 March 2022.**
2. Paper entitled “Grit Leads to Well-being through Need Satisfaction: Role of Psychological Empowerment - A Moderated Mediation Study” by Rabindra Kumar Pradhan, Kailash Jandu, Lopamudra Hati, & Madhusmita Panda, presented in **31st Annual Convention of National Academy of Psychology, organized by IIT Bombay during 4-6 March 2022.**
3. Chaired in the Technical Session –II, Track-II, titled “Trans-generational trauma in therapeutic practice” at the **International Conference on Applied Psychology- Psychological Trauma and Conflict Resolution in the Present Times** 24 February 2022, organized by Amity Institute of Psychology, India.
4. Chaired in the Technical Session-titled **Indian Culture, Philosophy & Spirituality at the INDAM Conference 2022**” on 7 January 2022, hosted by Indian Institute of Management Rohtak, India
5. Chaired in the Technical Session-XI titled **Organisational Behaviour and Human Resource Management** at the **ISDSI-Global Conference 2021: Leading Business in a Fluid World**”, 27-30 December 2021, hosted by Indian Institute of Management Nagpur, India
6. Chaired in the Technical Session-I titled **Leadership in the Post Pandemic World** at the **ISDSI-Global Conference 2021: Leading Business in a Fluid World**”, 27-30 December 2021, hosted by Indian Institute of Management Nagpur, India

7. Paper entitled “Being nice goes long way: Manifesting compassion for others enacts in experiencing positive emotions and workplace happiness for the employees” by Rabindra Kumar Pradhan, Kailash Jandu, Lopamudra Hati, and Madhusmita Panda, presented in the **9th International HR Conference 2022**, 3-5 February 2022, organised by K. J. Somaiya Institute of Management, Mumbai, India.
8. Paper entitled “Transformational leadership and Organisational performance in the time of crises: Moderating role of Intellectual capital” by R K Pradhan, Madhusmita Panda and Lopamudra Hati, presented in the “**ISDSI-Global Conference 2021: Leading Business in a Fluid World**”, 27-30 December 2021, hosted by Indian Institute of Management Nagpur, India
9. Paper entitled “Does resilience moderate the relationship between trait emotional intelligence and self-leadership among Techno-Management Students?” by Rabindra Kumar Pradhan Aneerban Roy, and Peeyush Anand, presented in the “**ISDSI-Global Conference 2021: Leading Business in a Fluid World**”, 27-30 December 2021, Hosted by Indian Institute of Management Nagpur, India
10. Paper entitled “Does Flexible Human Resource Management Practices predict Employee Performance? Testing the Mediating effect of Employee Wellbeing” by R K Pradhan, Lopamudra Hati and Madhusmita Panda, presented in the **7th Global Business Environment International Conference On "Inclusive Businesses in Developing Economies: Converging People, Profit, And Corporate Citizenship"**, 10-11 December 2022, organised by International Management Institute, Bhubaneswar, India
11. Pradhan, R.K. (2021). Delivered Keynote address on” **Psychological resources for enhancing wellbeing**” in the **National Seminar on “Happiness and Wellbeing at Workplace**” organized by Indian Institute of Management, Sirmour, HP, India on 20th March 2021.
12. Pradhan, R.K. (2021). Chaired a scientific session on “Organizational Behaviour” in the **International Conference on Changing Business Paradigm (Theme-Contemporary Issues and Challenges in Business Management: Post-Covid 19, 19-21 March)**, Organized by MDI, Murshidabad, WB, India, 21 March 2021.
13. Pradhan, R.K. (2021). Delivered Keynote address on” **Academic Stress and Perspectives in Psychology**” in the **National Seminar** organized by Department of Psychology, Kendrapara College(Autonomous), Govt of Odisha. India on 27th January 2021.
14. Pradhan, R.K. (2021). Delivered a Guest Lecture on “**Coping with Covid -19: Role of Emotional Resilience** ” in the **National e-Conference on "Mental Health Challenges and psychosocial interventions amidst Covid-19 Pandemic**, at Department of Psychology, Sidho Kanho Birsha University, Purulia, West Bengal, India, 29th August 2020.
15. Pradhan, R.K. (2021).Delivered a Guest Lecture on “**Leadership Challenges during Pandemics**” in the **National e-Conference on "New Challenges in the Changing Scenario, 2020-21”** at Dhenkanal Autonomous College, Govt. of Odisha, India, 7th November 2020.
16. Pradhan, R.K. (2020). Delivered Keynote address on” **Couselling care for tomorrow’s well-Being-Role of Emotional intelligence**” in the **National Workshop on “Counselling Care for Tomorrow’s Wellbeing organized by PG Department of Psychology, Panchayat College, Bargarh, Odisha on 13th March 2020.**
17. Pradhan, R.K. & Boinapalli, H. (2019). Presented a paper entitled “Impact of Authentic Leadership on Normative Commitment: Role of Moral Reasoning” under the symposium “Emerging forms of Leadership in work organizations” in the **29th Annual Congress of National Academy of Psychology, India, organized by Pondicherry University, 20-22 December 2020.**
18. Boinapalli, H. & Pradhan, R. K. (2019). Presented a paper entitled “Impact of Authentic Leadership on Ethical Decision Making: Mediating Role of Moral Reasoning” in the **29th Annual Congress of National Academy of Psychology, India, organized by Pondicherry University, 20-22 December 2020.**
19. Pradhan, R.K. & Bhattacharyya, P. (2019). Presented a paper entitled “Cherishing as a mediator between emotional stability and subjective happiness” in the **54th National and 23rd International Conference of Indian Academy of Applied Psychology (IAAP)**, 14-16 February, 2019.

20. Goswami, S. & Pradhan, R. K. (2019). Presented a paper entitled “The perception of failure among students: A qualitative study” in the **54th National and 23rd International Conference of Indian Academy of Applied Psychology** (IAAP), 14-16 February, 2019.
21. Roy, P. & Pradhan, R. K. (2019). Presented a paper entitled “Positive Leadership and Organizational Effectiveness: Role of Organizational Citizenship Behaviour and Emotional Intelligence”, in the **54th National and 23rd International Conference of Indian Academy of Applied Psychology** (IAAP), 14-16 February, 2019.
22. Bhattacharyya, P. & Pradhan, R. K. (2019). Presented a paper entitled” Exploring the factor structure of Cherishing as a Psycho-social construct, in the **54th National and 23rd International Conference of Indian Academy of Applied Psychology** (IAAP), 14-16 February, 2019.
23. Pradhan, R.K. (2019). Chaired a scientific session on “Organizational Behaviour” in the **28th Annual Congress of National Academy of Psychology, India.**
24. Pradhan, R.K. (2019). Presented a paper entitled “Positive Organisational Behaviour: Implications and Applications” under the symposium “Positive Psychology-Applied Aspect” in the **28th Annual Congress of National Academy of Psychology, India.**
25. Pradhan, R. K. (2019). Co-organized symposium on “Positive Psychology: Applied aspects” in the **28th Annual Congress of National Academy of Psychology, India, organized by University of Delhi., 18-21 December 2018.**
26. Pradhan, R. K. (2018). Organized a Symposium on “Positive Organizational Behaviour Research in India” in **1st Indian Congress of Industrial and Organizational Psychology** during 30-31 January 2018, organized by Department of Psychology, University of Rajasthan, India.
27. Pradhan, R. K. (2018). Presented a paper entitled “Positive organizational leadership and emotional intelligence: A framework for research and practice” in the Symposium on “Positive Organizational Behaviour Research in India” in **1st Indian Congress of Industrial and Organizational Psychology**, 30-31 January 2018, organized by Department of Psychology, University of Rajasthan, India.
28. Pradhan, R. K. (2018). Chaired a Scientific Session on “Citizenship Behaviour, Job Performance and Management” **1st Indian Congress of Industrial and Organizational Psychology**, 2018, 30-31 January 2018, organized by Department of Psychology, University of Rajasthan, India.
29. Pradhan, R. K. (2017). Chaired a Scientific Session on Organizational Behaviour (Track-8, Session-9) in the **27th Annual Conference of National Academy of Psychology Conference**, 22-24 December 2017 organized by Department of HSS, IIT Kharagpur
30. Panda, M., & Pradhan, R. K. (2017). Presented a paper entitled Psychological empowerment and workplace well-being: Examining the role of emotional intelligence” in the **27th Annual Conference of National Academy of Psychology Conference**, 2017, 22-24 December 2017 organized by Department of HSS, IIT Kharagpur
31. Hati, L., & Pradhan, R. K. (2017). Presented a paper entitled “Assessment of structural dimensions of employee well-being using analytical hierarchy process” in the **27th Annual Conference of National Academy of Psychology Conference**, 2017, 22-24 December 2017 organized by Department of HSS, IIT Kharagpur
32. Bhattacharyya, P., Pradhan, R. K., & Goswami S. (2017). Presented a paper entitled “Effectiveness of brief self compassion written exercise: A Pre-post analysis” in the **27th Annual Conference of National Academy of Psychology Conference**, 2017, 22-24 December 2017 organized by Department of HSS, IIT Kharagpur
33. Goswami, S., & Pradhan, R. K. (2017). Presented a paper entitled “Money matters: Spending Behaviour of students in a college campus and their psychological well-being: A Pilot Study” in the **27th Annual Conference of National Academy of Psychology Conference**, 2017, 22-24 December 2017 organized by Department of HSS, IIT Kharagpur
34. Pradhan, R K (2017), Organized the **27th Annual Conference of National Academy of Psychology Conference**, 2017, 22-24 December 2017 at IIT Kharagpur as **Organizing Secretary.**
35. Organized a symposium on stress, health and wellbeing in Indian organizations in the **52nd National and 7th International Conference of Indian Academy of Applied Psychology** at Rajasthan university, Jaipur, India , 23-25 February 2017.

36. Pradhan, R. K., Panigrahi, N., Jena, L. K. (2017). Paper entitled “Self-Efficacy and workplace wellbeing: Moderating role of sustainable practices in Indian Manufacturing industries” presented in the **3rd International Conference of Organization and Management** during 19-20 November 2017, organized by Asia Academy of Management and College of Business, **Abu Dhabi University, Abu Dhabi, UAE**
37. Panda, M. & Pradhan, R. K. (2017). Paper entitled “Impact of Organizational culture on Expatriate Job Performance; Role of Psychological empowerment: An Indo-China Study” presented in the **3rd International Conference of Organization and Management** during 19-20 November 2017, organized by Asia Academy of Management and College of Business, **Abu Dhabi University, Abu Dhabi, UAE**
38. Gita Kumari, I., & Pradhan, R. K. (2017). Paper entitled Influence of flexibility of skill, behaviour and HR practice on organizational citizenship behaviour” presented in the **3rd International Conference of Organization and Management** during 19-20 November 2017, organized by Asia Academy of Management and College of Business, **Abu Dhabi University, Abu Dhabi, UAE**
39. Presented a paper on self-efficacy and wellbeing at work in the **52st National and 7th International Conference of Indian Academy of Applied Psychology** during 23-25 February 2017, Rajasthan University, Jaipur , India
40. Paper on Workplace Spirituality, Organizational Commitment and Job Satisfaction: A Study by Rabindra Kumar Pradhan, Indian Institute of Technology, Kharagpur; Sanjay Kumar Singh, Abu Dhabi U.; Lalatendu Kesari Jena, Indian Institute of Technology, Kharagpur presented in the **76th Annual Meeting of Academy of Management (5-9 August 2016)** at Anaheim, California, USA.
41. Paper entitled “Psychological Capital and Organisational Citizenship Behavior: *Role of Emotional Intelligence in Indian Industries*” by Lalatendu Kesari Jena, and Rabindra Kumar Pradhan presented in the **31st International Congress of Psychology during 23-31 July 2016, Yokohama, Japan.**
42. Paper entitled “Subjective Wellbeing as a Potential Psychological Capital: An Emphasis on the State-Like Criterion in Developing Subjective Wellbeing” authored by Pratishtha Bhattacharyya and Rabindra Kumar Pradhan presented in the **31st International Congress of Psychology during 23-31 July 2016, Yokohama, Japan.**
43. Paper entitled “Workplace Spirituality and Job Outcomes in Indian Service Industry ” authored by Rabindra Kumar Pradhan and Lalatendu Kesari Jena presented in the **31st International Congress of Psychology during 23-31 July 2016, Yokohama, Japan.**
44. Paper entitled “Psychological Empowerment and Employee Engagement: Examining the Mediating Role of Resilience in Indian Manufacturing Industry ” authored by Rabindra Kumar Pradhan and Pratishtha Bhattacharyya presented in the **31st International Congress of Psychology during 23-31 July 2016, Yokohama, Japan.**
45. Paper entitled “Psychological empowerment and Organizational commitment: Moderating effect of Employee engagement in Indian IT industry” by Madhusmita Panda, Rabindra Kumar Pradhan and Pratishtha Bhattacharyya presented in the **31st International Congress of Psychology during 23-31 July 2016, Yokohama, Japan.**
46. Paper entitled “Skill Flexibility and Employee Performance: Mediating Role of Organizational Citizenship Behavior ” by Itishree Gita Kumari and Rabindra Kumar Pradhan presented in the **51st National and 5th International Conference of Indian Academy of Applied Psychology** during 8-10 May 2016, Bangalore University, Bangalore , India
47. Paper entitled “Friendship Quality and Life Satisfaction: Moderating Role of Emotional Intelligence” by Pratishtha Bhattacharyya, Rabindra Kumar Pradhan, and Lalatendu Kesari Jena presented in the **51st National and 5th International Conference of Indian Academy of Applied Psychology** during 8-10 May 2016, Bangalore University, Bangalore , India
48. Paper entitled “Psychological Empowerment and Employees Engagement: Moderating Role of Psychological Contract” by Rabindra Kumar Pradhan, and Pratishtha Bhattacharyya presented in the **51st National and 5th International Conference of Indian Academy of Applied Psychology** during 8-10 May 2016, Bangalore University, Bangalore , India
49. Paper entitled “Does Sustainability Practices buffer the impact of Self-efficacy on Organisational Citizenship Behavior? : Conceptual and Statistical Considerations” by Lalatendu Kesari, Rabindra Kumar Pradhan, and Nrusingh Prasad Panigrahy presented in the **26th Annual**

Conference of National Academy of Psychology, India during 29-31 December 2016, IIT Madras, TN , India

50. Paper entitled “Self-efficacy and Innovative Work Behavior: Role of Resilience among Executives of Manufacturing Organisations ” by Rabindra Kumar Pradhan, Nrusingh Prasad Panigrahy and Lalatendu Kesari, presented in the **26th Annual Conference of National Academy of Psychology**, India during 29-31 December 2016, IIT Madras, TN , India
51. Paper entitled “Resilience as a moderator between Self-efficacy and Workplace well-being among executives of Indian Manufacturing Industries” by Pratishtha Bhattacharyya, Rabindra Kumar Pradhan, and Lalatendu Kesari, presented in the **26th Annual Conference of National Academy of Psychology**, India during 29-31 December 2016, IIT Madras, TN, India
52. Paper entitled “Resilience in the Indian Elderly - Exploring Successful Ageing” by Shubhangi Goswami and Rabindra Kumar Pradhan presented in the **26th Annual Conference of National Academy of Psychology**, India during 29-31 December 2016, IIT Madras, TN , India
53. Employee Retention Strategies in Indian Organizations by R. K., Pradhan, L. K., Jena, & A. Mohanty, *International Conference on Organization and Management, 22-23 November 2015, Abu Dhab, UAE*
54. Creating Competitive Advantage through Informal Networks: Evidence from Indian Health Industries by R.K., Pradhan, E. Mallick, & H. R. Tewari, *International Conference on Organization and Management, 22-23 November 2015, Abu Dhabi University, Abu Dhabi, UAE*
55. Building Organizational Resilience: Role of Cherishing at Work by P. Bhattacharyya, & R. K. Pradhan, *International Conference on Organization and Management, 22-23 November 2015, Abu Dhabi, UAE*
56. Transformational leadership and psychological empowerment: Mediating effect of Organizational culture in Indian retail industry by M. Panda, R. K., Pradhan, & A. Kar, *International Conference on Organization and Management, 22-23 November 2015, Abu Dhabi University, Abu Dhabi, UAE,*
57. Impact of Employee Wellbeing on Empowerment: Mediating Role of Subjective Happiness by Lopamudra Hati,, Madhusmita Panda, & R.K. Pradhan, *International Conference on Organization and Management, 22-23 November 2015, Abu Dhabi University Abu Dhabi, UAE*
58. Role of Psychological Contract between Organizational Commitment and Employee Retention: Findings from Indian Manufacturing Industries by L. K. Jena, R. K. Pradhan, & Sajeet Pradhan. *International Conference on Organization and Management- 2015, Abu Dhabi University Abu Dhabi.*
59. Human Resource Flexibility and Organizational Effectiveness: A Study on Indian Manufacturing Industries by Kumari. I. G., & Pradhan, R. K. *International Conference on Organization and Management, 22-23 November 2015, Abu Dhabi University Abu Dhabi, UAE,*
60. Impact of Organizational Citizenship Behavior on Job Performance in Indian Healthcare Industries: The Mediating Role of Social Capital by Mallick, E., Pradhan, R.K. & Tewari, H. R. *International Conference on Organization and Management, 22-23 November 2015, Abu Dhabi University, Abu Dhabi, UAE*
61. Does Emotional Intelligence contribute to Contentment? Exploring the association between Work-life balance and Job Satisfaction by Pattnaik, P., Pradhan, R .K. & Jena, L. K. *International Conference on Organization and Management, 22-23 November 2015, Abu Dhabi University Abu Dhabi, UAE*
62. The Study of Workplace Spirituality and Job Outcomes in Indian Information Technology Industry by S. Pradhan, R. K. Pradhan, & L. K. Jena, *International Conference on Organization and Management, 22-23 November 2015, Abu Dhabi University Abu Dhabi, UAE*
63. Employee Engagement and Citizenship Behaviour: The mediating role of Organizational Commitment, by Lalatendu Kesari Jena, Rabindra Kumar Pradhan and Eeman Mallick, *2nd HR Summit and International Conference, August 21-22, 2015, IIM, Raipur, India*

64. Examining the role of Emotional Intelligence, Occupational Role Stress and Work life Balance among Indian Healthcare Professionals by Ranjan Pattnaik, Rabindra Kumar Pradhan and Lalatendu Kesari Jena, **2nd HR Summit and International Conference, August 21-22, 2015, IIM, Raipur, India**
65. Social Capital and Job Performance: The moderating role of HR Practices by Eeman Mallick, Rabindra Kumar Pradhan and Lalatendu Kesari Jena, **2nd HR Summit and International Conference, August 21-22, 2015, IIM, Raipur, India**
66. Antecedents and Consequences of Employee Wellbeing at Workplace: A theoretical framework, Lopamudra Hati, Rabindra Kumar Pradhan, and Padmalita Routray, **2nd HR Summit and International Conference, August 21-22, 2015, IIM, Raipur, India**
67. Promoting Organizational Citizenship Behaviour through Human Resource Empowerment: Empirical evidence from Indian Service Industries by Madhusmita Panda, Rabindra Kumar Pradhan and Aurobindo Kar, **2nd HR Summit and International Conference, August 21-22, 2015, IIM, Raipur, India**
68. Teacher's effectiveness, student engagement and educational leadership: A conceptual framework, by L K Jena, & R K Pradhan, Paper presented on June 2015 in the **National Seminar on Educational Leadership, Center for Educational Technology, IIT Kharagpur.**
69. Workplace spirituality: Enhancing Employees emotional and moral competencies for better performance by L K Jena & R K Pradhan, **National Conference on Novelty and Challenges in Management, Ravenshaw Business School, Cuttack, 14 March 2015.**
70. Role of Human Resource Professionals in Managing Healthcare Institution” by Ranjan Pattnaik & R K Pradhan, , paper presented at **National Conference on “Novelty and Challenges in Management”** organized on 14th March, 2015 by Ravenshaw Business School, Ravenshaw University, Cuttack, Odisha, India
71. Creativity and Innovation: Exploring the Role of HR Practices At Workplace, by Nrusingh Panigrahi and R K Pradhan, **National Conference on Novelty and challenges in Management, Ravenshaw University, Cuttack, India, 14 March 2015.**
72. Developing psychological capital towards achieving Business Excellence: Role of HR professionals, presented by R K Pradhan at the **44th ISTD National Convention, Bhubaneswar, India, 19-21 Feb 2015.**
73. Ranjan Pattnaik & R K Pradhan, Issues and Challenges in Managing Healthcare Institution: Role of Human Resource Professionals, by Madhusmita Panda, Pratistha Bhattacharya and R K Pradhan, **44th Annual Convention of ISTD, Bhubaneswar -2015, India, Bhubaneswar, 19-21 February (2015).**
74. Empowering HR through Workplace Spirituality, by Madhusmita Panda, Lopamudra Hati, and R K Pradhan, **50th National & International Conference of IAAP, Tirupati, India, 23-25 February 2015.**
75. Workplace Spirituality, Organisational Citizenship Behaviour and Employee Performance: Exploring its functionality, by Nrusingh Panigrahi, L. K. Jena & R. K. Pradhan, **50th National and International Conference of IAAP, Tirupati, India, 23-25 February 2015.**
76. Cherishing Happiness at Work: An investigation on cherishing as a psychological construct, by Pratistha Bhattacharya & R K Pradhan, **50th National & International Conference of IAAP, Tirupati, India, 23-25 February 2015.**
77. Dynamics of Workplace Spirituality & Organizational Commitment: The role of Emotional Intelligence, L. K. Jena & R. K. Pradhan, **8th National Management Convention** on “The Endless pursuit of winning in VUCA Environment,, KIIT School of Management, Bhubaneswar,, 30-31 Jan 2015.
78. “Effectiveness of Human Resource Management in managing Healthcare Institution” by Ranjan Pattnaik & R K Pradhan, **8th National Management Convention – The Endless Pursuit of Winning in the VUCA Environment organized** on 30th – 31st January, 2015 by KIIT School of Management, Bhubaneswar, Odisha, India
79. Effect of Work-life Balance on Organizational Citizenship Behavior: Role of Organizational Commitment, by L. K. Jena, R K Pradhan & Itishree Geetakumari, International Business Research Conference, **International Management Institute (IMI), Bhubaneswar, India, Bhubaneswar, India, 6 - 7 February, 2015.**
80. Nrusingh Panigrahi, L. K. Jena and Dr. R. K. Pradhan, Enhancing Performance through Spirituality at Workplace and Citizenship Behaviour: A review, **50th National and International**

Conference of Indian Academy of Applied Psychology, Tirupati, India, 23-25 January, 2015.

81. L. K. Jena & R. K. Pradhan, Workplace Spirituality and Employee Engagement: Issues and Application,, **50th National and International Conference of Indian Academy of Applied Psychology, Tirupati, India, 23-25 January, 2015**
82. Sajee Pradhan & Rabindra Kumar Pradhan, An empirical investigation of workplace spirituality and job outcomes in Indian IT Industries, **50th National and International Conference of Indian Academy of Applied Psychology,, Tirupati, India, 23-25 January, 2015.**
83. Rabindra Kumar Pradhan, Workplace Spirituality and Job outcomes: Some Evidence from Indian Manufacturing Industry, **50th National and International Conference of Indian Academy of Applied Psychology,, Tirupati, India, 23-25 January, 2015.**
84. Ranjan Pattnaik and R K Pradhan, Assessing Emotional Intelligence and Anxiety at Workplace: A Study on Security persons at an Academic Institute Trends and Directions, **50th National and International Conference of Indian Academy of Applied Psychology,, Tirupati, India, 23-25 January, 2015.**
85. R K Pradhan (2014) Impact of Emotional Labour on Psychological Health and Job Outcomes: Some Evidence from Indian Service Industry, **International Congress of Applied Psychology, Paris, 8-13 July 2014**
86. Symposium Co-organizer of : Emotion as workplace evidence from Indian Industries”, **International Congress of Applied Psychology, Paris, 8-13 July 2014**
87. Pratistha Bhattacharya & R K Pradhan, Impact of Parenting Style on Adolescent Coping, **24th Annual Convention of National Academy of Psychology, IIFM, Bhopal, India, 12-14 November 2014.**
88. R. K. Pradhan and L. K. Jena, Workplace spirituality and Employee engagement: Some empirical findings,, **24th Annual Convention of National Academy of Psychology (NAOP), IIFM, Bhopal, India, 12-14 December 2014.**
89. Chaired 03 Scientific Sessions during **24th Annual Convention of National Academy of Psychology (NAOP), IIFM, Bhopal, India, 12-14 December 2014.**
90. Nrusingh Panigrahi, L . K. Jena and Dr. R. K. Pradhan, “Effect of Workplace Spirituality towards Human Capital Formation: A conceptual review, **National Seminar on “Perspectives on Human Capital Formation & Utilization in India”**, Berhampur University, Orissa, India, Berhampur University, Odisha, India, 20-21, Dec 2014.
91. Spirituality and organizational commitment: A conceptual discourse. Paper presented in the **National Seminar on a Symbiosis of Ethical Integrity and Corporate Excellence: A Step Ahead**, at the NIIS Institute of Business Administration, Bhubaneswar, 18 May 2013.
92. Karma-Yoga (Spirit at work) and job attitudes: Applying Indian wisdom to today’s business problems. Paper presented in **IIM Kozhikode’s HR Summit, 8-10 February 2013.**
93. Workplace spirituality and deviant workplace behaviour: Lessons from age old wisdom. Paper presented in the **Fourth International Conference on Integrating Spirituality and Organizational Leadership, XIM, Bhubaneswar, 10-12 January 2013.**
94. Examining the Influence of Positive Emotions on Cognitive Flexibility. Paper presented in the **National Conference on Positive Behaviour: Perspective and Applications (NCPBPA), 21-22Sept 2012, Organized by the Dept. of Applied Psychology, Pondicherry University, India**
95. Exploring Positive Supportive Mechanism in Inducing Positive Health Factors among People Living with HIV/AIDS. Paper presented in the **National Conference on Positive Behaviour: Perspective and Applications (NCPBPA), 21-22Sept 2012, Organized by the Dept. of Applied Psychology, Pondicherry University, India**
96. Positive Affect and Psychological Well Being: Examining the moderating role of personality factors. Paper presented in the **National Conference on Positive Behaviour: Perspective and Applications (NCPBPA), 21-22Sept 2012, Organized by the Dept. of Applied Psychology, Pondicherry University, India**
97. Chaired a scientific session on “**Youth and Sports**” in the **National Conference on Positive Behaviour: Perspective and Applications (NCPBPA), 21-22Sept 2012, Organized by the Dept. of Applied Psychology, Pondicherry University, India**

98. Emotional Intelligence and Leadership Effectiveness: Some Evidence from India. Paper presented in the **30th International Congress of Psychology**, 22-27 July 2012, Cape Town, South Africa
99. Dynamics of Positivity and Positive Wellbeing. Paper presented in the **30th International Congress of Psychology**, 22-27 July 2012, Cape Town, South Africa
100. Emotional intelligence, Transformational leadership and work attitudes: Some Evidence from Indian Service Sector. Paper presented in **21st Annual convention of National Academy of Psychology**, IRMA, Anand, Gujarat, 12-14 December, 2011
101. Conducted a **Symposium** titled “Exploring Work Attitudes in Indian Organizations” in the Annual Conference of **National Academy of Psychology, IRMA, Anand, Gujarat, 12-14 December, 2011**
102. Does Emotional Intelligence influence employees’ job outcomes? Some Evidence from Indian Information Technology Industry. Paper presented in the **27th International Congress of Applied Psychology, 11-16 July 2010, Melbourne, Australia**
103. Positive emotions, positive strength and creative potential. Paper presented in **20th Annual convention of National Academy of Psychology, 12-15 December 2010, Jawaharlal Nehru University, New Delhi.**
104. Emotional intelligence and entrepreneurial Orientation among future techno-managers in India. Paper presented in **8th Biennial Conference of the Asian Association of Social Psychology, 11-14 December 2009, Delhi, India**
105. Can emotional intelligence promote good mental health and wellbeing? Understanding a new approach in restoration of human health and happiness. Paper presented in the **RF ASPAC Conference on “Psychological Intervention across Culture”**, Bangalore, India, 20-22 Nov 2008.
106. Paper titled “Emotional Labour: A Critical Review” presented in **XVIII Annual Conference of NAOP**, IIT Guwahati, India, 14 -17 Dec 2008.
107. Paper titled “ Quality of life, health behavior status and mental health: Some Empirical Observation” presented in the **International Conference on “ Global perspective on psychology in Mental Health**, NIMHANS, Bangalore, India, July, 2007
108. Health and Wellbeing Issues in EI Research: Recent Trends and future Directions. Paper presented in the **National Seminar on "Psychological Well-Being: Assessment and Issues"** , 15-17, Jan 2007, Centre of Advanced Study in Psychology, Utkal University, Vani Vihar, Bhubaneswar, India
109. Psychometric Status of Emotional Intelligence Tests. Paper presented in the **National Seminar on "Emerging Paradigms in Psychology"**, 20-22 Sep 2006, Organized by DIPR, DRDO Delhi, India
110. Paper titled “Psychological Effects on Soldiers in Low Intensity Conflicts Environment”. Paper presented in the **National Seminar on "Emerging Paradigms in Psychology"** , 20-22 Sep 2006, Organized by DIPR, DRDO Delhi, India
111. Form IQ to Cognitive Profiling: A paradigm shift in the Assessment of Intelligence. Paper presented in the **National Seminar on "Emerging Paradigms in Psychology"** , 20-22 Sep 2006, Organized by DIPR, DRDO Delhi, India
112. Development and Validation of an Emotional Intelligence test in India. Paper presented in the **26th International Congress of Applied Psychology, Athens, Greece, 16-21 July 2006.**
113. Emotional Intelligence: A Remedial Measure for Organizational Neurosis”. Paper presented in the **National Seminar** on ‘Issues and Problems in Human Resources Development: A Psychological Perspective, Jan 30,31 an Feb1, 2006, ICSSR and UGC Seminar Organized by Dept. of Psychology, Pune University, Pune, India
114. Optimizing Human Performance in Neurotic Organization: Role of Emotional Intelligence. Paper presented in the **National HR Conference on “ Organizational Excellence through Emotional Intelligence**, 25 Feb 2006, at Lal Bahadur Shastri Institute of Management, New Delhi, India
115. Is EI an Indicator of Mental Health? Paper presented in the **National Seminar on “Psycho-Physiology of Well being”**, 28-29, Mar 2006, MD University, Rohtak, Haryana, India
116. Role of Emotional Intelligence on Organizational Commitment and Conflict Management. Paper presented in the **International Conference on Applied Community Psychology: Trends and Directions**, 26-28 Feb, 2005, Haridwar, India

117. Gender Difference in Role Stress: A Study on Middle Level Managers in Indian Organizations. Paper presented in the **International Conference on "Enrichment of Human Life: Issues and Challenges"**, Organized by ASTHA, 19-20 Feb 2005, Delhi, India
118. Emotional Intelligence, Stressful Events and General Health: Some Empirical Observations. Paper presented in the **National Seminar** on "Depression: Causative Factors and Remedies", 23-27 Oct 2004, Digamber Jain College, P.G. Dept. of Psychology, Braut (Baghpat) UP, INDIA
119. Employee Empowerment for Organizational Productivity. Paper presented in the **8th International and 39th National Conference of the Indian Academy of Applied Psychology**, July 15-17, 2004, M D University, Rohtak, Haryana, INDIA
120. Organizational Citizenship Behaviour: A Developmental Perspective. Paper presented in the **8th International and 39th National Conference of the Indian Academy of Applied Psychology**, July 15-17, 2004, M. D. University, Rohtak, Haryana. India
121. R K Pradhan, Empowering Organization through Knowledge Management. Paper presented in the **8th International and 39th National Conference of the Indian Academy of Applied Psychology**, July 15-17, 2004, M D University, Rohtak, Haryana, India
122. R K Pradhan, Role of EQ in Personnel Selection. Paper presented in the **Life Science Scientists Conference, DFRL, DRDO, Mysore**, 15-17 April 2004.
123. U Kumar & R K Pradhan, Leadership Effectiveness among Junior Leaders. Paper presented in the Annual **NAOP Conference**, 26-28, Feb, 2004. at IIT, Kharagpur, India
124. R K Pradhan, et al., Emotional Intelligence and Personal Effectiveness. Paper presented in the Annual **NAOP Conference**, 26-28, Feb, 2004 at IIT, Kharagpur, India
125. R K Pradhan et al. Military Psychology for the 21st Century: Problem and Prospects. Paper presented in the **National Seminar on Psychology Vision-2010**, organized by Orissa Psychological Association on the occasion of 50 years psychology in Orissa on 22nd Feb.2004, India
126. Attended **World Conference on Disaster Management Infrastructure and control System (DMIC-2003)** at National Academy of Construction, Hyderabad, 10-12, Nov. 2003, jointly organized by JNT University Hyderabad and SCHANISJ, Hyderabad, India.
127. R K Pradhan, Cultural Influence on Managerial Thinking: Implications for Executive Effectiveness. Paper Presented in the *Young Scientist Session* of the **7th international & 38th national conference of IAAP** held at JNV University, Jodhpur, 10-13 Oct, 2003, India
128. R K Pradhan, A Comparative Analysis of Organizational Climate in India. Paper Presented in the **7th International & 38th National Conference of IAAP** held at JNV University, Jodhpur, 10-13 Oct, 2003, India
129. R K Pradhan, Emotional Intelligence as Tool for Enhancing Organizational Effectiveness. Paper Presented in the **young scientist session of NAOP congress** held at Utkal University, Bhubaneswar, Jan-Feb, 2003, India
130. R K Pradhan et al., Computer Adaptive Testing. Paper presented in the National Seminar & **6th National Conference Of Prachi Psycho-Cultural Research Association, 2002**, at MD University, Rohtak, Haryana, India
131. R K Pradhan, Operating Effectiveness in Organization through Emotional Intelligence. Paper Presented For **S K Mazumdar Memorial Young Scientist Award-2002**, At INMAS, DRDO, Delhi
132. Emotional Intelligence as a Tool for Managing Workforce Diversity". Presented in the **National Seminar on Management of Diversity: Feedback Form Canadian and Indian Experience**, Feb11-12, 2002, Utkal University, Bhubaneswar, India.
133. R K Pradhan et al., Emotional Competencies and Leadership Effectiveness. Presented in **South-East Asia Regional Conference being organized by Bombay Psychological Association**, 17 - 20, Dec 2001, Hotel Taj President, Mumbai, India. Sponsored by International Association of Applied Psychology (IAAP), International Union of Psychological Sciences (IUPsy), and International Association of Cross-Cultural Psychology (ICCP).
134. R K Pradhan, Understanding Human Health: Role of Emotional Literacy and Quality of Life. Paper presented in the **First International Conference on HRD for this Millennium at Janpath**, National Museum, New Delhi, Organised by ASSTHA, New Delhi, 18-20, Feb. 2000. India

135. R K Pradhan, Group Relation and Inter-group Conflict. Paper presented in the **National Seminar on Cultural Pluralism and Group Relation: Social Experiments in Canada and India**, at Utkal University, Bhubaneswar, Jan. 31 and Feb. 1&2, 2000, India
136. R K Pradhan, Impact of Organizational Culture on Leadership and Power. Paper presented in the **5TH International & 36th Indian Academy of Applied Psychology Conference**, Dec 27-29, 1999. Bangalore, University, Bangalore, India
137. R K Pradhan, **Attended National Conference on Research in Clinical Psychology** (Feb. 2-4, 1999) at AIIMS, New Delhi-54.
138. R K Pradhan, Stress and Personality: A Perspective on Psychological Well-being. Paper presented in the **National Seminar on Contemporary and Emerging Challenges in Health Psychology & 2nd International conference of South Asian Association of Psychology (Feb. 26-28, 1999)** at the University of Delhi-54.
139. R K Pradhan, Organizational Role Stress and HRD Climate. Paper presented in the **IX Annual Conference of National Academy of Psychology (Oct. 3-4, 1998)** at Jodhpur. India
140. R K Pradhan, **Attended National Seminar on Biological Bases of Behaviour (1999)**. Utkal University, Bhubaneswar, Orissa, India
141. R K Pradhan, **Attended National Conference on Research in Clinical Psychology** (Feb. 2-4, 1998) at AIIMS, New Delhi-54.

NATIONAL/INTERNATIONAL WEBINARS / VC LECTURES /GUEST LECTURES

1. Invited Webinar Lecture on “Leadership for Entrepreneurship” delivered on 18.04.2020 for Rural Entrepreneurs of Odisha organised by Odisha Knowledge Corporation Limited, Under Department of Electronics & Information Technology (E&IT), Government of Odisha Bhubaneswar, India.
2. Invited Webinar Lecture on “Research Methodology in Management Area” delivered on 13.05.2020 in a faculty development programme on “Research Oriented Project Work” organised by NITTTR, Chandigarh, Punjab, India.
3. International Webinar ‘Learning Workshop’ on “Challenges in Human Resources Management During and After Covid-19 Pandemic” organised by Dr R K Pradhan, Dept of HSS, IIT Kharagpur on 10.06.2020 at Kharagpur.
4. Invited National Webinar- Guest Lecture on “Psychological Well-being during and after COVID-19: Role of Emotional Intelligence” on 29.6.2020 organised by Kendrapara Autonomous College, Utkal University, Odisha
5. Invited National Webinar - Guest Lecture on “360⁰ Understanding of Scopus Journal Publication Process” for faculty development organised by GMR Institute of Technology, Rajam, AP on 16.8.2020
6. Invited National Webinar - Guest Lecture on “Coping with Covid-19: Emotional Resilience” on 29.8.2020 organised by SKB University, Purulia, West Bengal
7. Invited National Webinar - Guest Lecture on “Coping with Covid-19: Leadership Challenges for Organisations” organised by Society of Industrial and Organizational Psychology, India on 5 September 2020.
8. Invited National Webinar - Guest Lecture on “Challenges of Human Capital Management: Pandemic and after” delivered on 23 September 2020 organised by GSM Mahavidyalaya, University of Calcutta, 24 Paragnas (South), West Bengal- 743336, India
9. Invited Webinar - Guest Lecture on “Workplace Mental Health during Covid-19” delivered at Amity Institute of Psychology and Allied Sciences, Amity University, Noida, India, 17th October 2020, Under the “WHO Theme: Increased Investment in Mental Health”
10. Invited Webinar - Guest Lecture on “Contemporary Research Issues in HRM” delivered in a FDP at JIMS, Kalkaji, New Delhi, India, 6th November 2020.

11. Invited Webinar - Guest Lecture on “Leadership and Team Building” delivered in a Faculty Induction Programme at North Bengal University, UGC-HRD Centre, Siliguri, WB, India, 2nd December 2020.
12. Invited Webinar - Guest Lecture on “The Ethical Teacher” delivered in a FDP sponsored by AICTE, New Delhi, organised by VRSEC, Vijayawada, AP India, 16th December 2020.
13. Invited Webinar- Guest Lecture on “Ethics at Work” delivered in a FDP sponsored by AICTE, New Delhi, organised by VRSEC, Vijayawada, AP India, 17th December 2020.
14. Invited Webinar - Guest Lecture on “EQ Values and Beliefs” delivered in a FDP sponsored by AICTE, New Delhi, organised by VRSEC, Vijayawada, AP India, 18th December 2020.
15. Invited Webinar-Guest Lecture on “Emotional Intelligence: Components and Assessments” delivered in a FDP sponsored by AICTE, New Delhi, organised by JIMS, Kalkaji, New Delhi, India, 2nd February, 2021.
16. Invited Webinar-Guest Lecture on “Role, Responsibilities and Competencies Required in the Teacher” delivered in a FDP sponsored by AICTE, New Delhi, organised by IPS College of Technology & Management, Gwalior, MP, India, 10th February, 2021.
17. Invited Webinar-Guest Lecture on “Organisational Resilience” delivered in a FDP sponsored by UGC, New Delhi, organised by HRD Centre, Guru Govind Singh University, Amritsar, Pujnab, India, 14th February, 2021.
18. Invited Webinar-Guest Lecture on “Mixed Research Method” delivered in a training programme organised by Research India Foundation, 7th March 2021.
19. Invited Webinar-Guest Lecture on “Workplace Spirituality” delivered in a FDP sponsored by UGC, New Delhi, organised by HRD Centre, Guru Govind Singh University, Amritsar, Pujnab, India, 12th March 2021.
20. Invited Webinar-Guest Lecture on “Organisational Resilience for HR Effectiveness” delivered in a Faculty Induction Programme sponsored by UGC, New Delhi, organised by HRD Centre, Guru Govind Singh University, Amritsar, Pujnab, India, 24th February, 2021.
21. Invited Webinar Lecture on “ Positive Leadership for Organisational Sustainability in a FDP entitled “ Contemporary Issues in Leadership”, organised by Institute of Business and Computer Studies (IBCS), Faculty of Management Sciences, Siksha 'O' Anusandhan (Deemed to be University), Odisha, India, 14 March 2022.

LIST OF INVITED KEY NOTE ADDRESSES /GUEST LECTURES /CHAIRING SESSION

1. Guest Lecture on Effective **Leadership and Teamwork** at PXE, DRDO, Chandipur, Odisha on 26 September 2019
2. Guest Lecture on Effective **Decision making** at PXE, DRDO, Chandipur, Odisha on 26 September 2019
3. Guest Lecture on **EQ skills for Effective Teaching and Schooling** at Siliguri Institute of Technology, Siliguri, West Bengal, 2019
4. Guest Lecture on **Stress Management** at PXE, DRDO, Chandipur, Odisha on 26 September 2018.
5. Guest Lecture on **Emotional Intelligence** at PXE, DRDO, Chandipur, Odisha on 26 September 2018.
6. Guest lecture on **EQ for Managerial Excellence** at PXE, DRDO, Chandipur, Odisha on 14 September 2017.
7. Guest lecture on **Transactional Analysis** at PXE, DRDO, Chandipur, Odisha on 14 September 2017.
8. Guest lecture on **Creativity and Innovation** at PXE, DRDO, Chandipur, Odisha on 22 June 2016.
9. Guest lecture on **Common Problems in Handling Research Problems** at PXE, DRDO, Chandipur, Odisha on 22 June 2016.

10. Guest lecture on **Personality Development** at Kendriya Vidyalaya-1, Air Force Station, Kalaikunda, Min. of HRD, Govt. of India, Dist: West Midnapur, WB, India on 23 May 2016.
11. Guest lecture on **Stress Management** at Kendriya Vidyalaya-1, Air Force Station, Kalaikunda, Min. of HRD, Govt. of India, Dist: West Midnapur, WB, India on 23 May 2016.
12. Guest Lecture on **Recent Advances in Psychology: Exploring the Science of Human Abilities** as Chief Guest at Department of Psychology, SCS Autonomous College, Puri, Govt. of Odisha, India, 2nd March 2016
13. Guest Lecture on **Emotional Competence and Work Stress** as a Resource Person in the National Seminar on A Symbiosis of Ethical Integrity and Corporate Excellence: A Step Ahead, at the NIIS Institute of Business Administration, Bhubaneswar, 18 May 2013.
14. Guest Lecture on **Emotional Intelligence and Organizational Excellence: A Global Business Perspective** as **Chief Speaker** in the National seminar on 'Emerging Trends in Business, PG Dept of MBA, Sambalpur University, Odisha, India on 20th March 2013.
15. One day Seminar talk on **Executive Excellence through EQ** at United School of Business Management, Bhubaneswar, 5 October 2012, January, 2012.
16. Guest lecture on **Attitude Matters at Work** at PXE, DRDO, Chandipur, Odisha on 06 Sept 2012.
17. Guest lecture on **Interpersonal Communication** at PXE, DRDO, Chandipur, Odisha on 06 Sept 2012.
18. Guest lecture on **Emotional Intelligence** at PXE, DRDO, Chandipur, Odisha on 06 Sept 2012.
19. Guest lecture on **Emotional Intelligence for Business Excellence** at 42 National Convention of Indian Society for Training and Development at Kolkata, 20-21, January, 2012
20. Guest lecture **Leadership and Teamwork** in the MDP on Advance Management course for Industry Managers. 19 Feb 12 at VGSOM, IIT KHARAGPUR
21. Guest lecture **Development of Soft Skills of Personal Growth** (08 August 2011). at ITR, DRDO, Chandipur, Odisha
22. Guest lecture Leadership and Team Building (23 November 2011) at PXE, DRDO, Chandipur, Balasore, Odisha
23. Lecture on **Emotional Intelligence: Assessment & Intervention** at Indian Society for Training & Development, Kolkata Chapter (18 September 2010).
24. Lecture on **Mentoring** at Integrated Test Range, DRDO, Chandipur, Orissa (23 Feb 2011).
25. Lecture on **Motivation & Communication** at NIST, Vishakhapatnam (28 November 2010).
26. Lecture on **Executives EQ** at NIST, Vishakhapatnam (28 November 2010).
27. Lecture on **Basic Managerial Skills-Part-I** at Integrated Test Range, DRDO, Chandipur, Orissa (22 Feb 2011).
28. Lecture on **Basic Managerial Skills-Part-II** at Integrated Test Range, DRDO, Chandipur, Orissa (22 Feb 2011).
29. Lecture on **Career Planning** at Integrated Test Range, DRDO, Chandipur, Orissa (23 Feb 2011).
30. Delivered a Key note Address on **Emerging HR Competencies for new generation Manager**. P J College of Engineering & Technology, Bhubaneswar, Orissa, 2010.
31. Delivered a lecture on **EQ Skills for Self management** at PIET, Chhend, Rourkela, Orissa. 2009
32. Deliver lecture on **Executive's EQ for Budding Managers** at IMIS, Bhubaneswar, Orissa, 2009
33. Delivered lectures on **Emotional Intelligence, Work Motivation, Decision Making and communication** in PXE, Chandipur, Orissa, 2009.
34. Delivered on **"Types of Intelligence: Is intelligence Unitary or Multiple?"** in the CEP titled "Applied Psychology" for DRTC Staff of DRDO in DIPR, Delhi, 19-30, Sep 2005.
35. Delivered a lecture on **Psychological Aspect of Security and Fire Fighting: Role of Emotional Intelligence** at LASTEC Auditorium in the CEP on SECURITY & FIRE FIGHTING for DRDO Scientists and Staffs, 26th Mar 2004.
36. Delivered a lecture on **Emotional Maturity and Stress Management in Conflicting Situations** to UN Peace Keeping Forces at United Service Institution of India, Rao Tulla Marg, New Delhi on 20th Dec 2003.

37. Delivered a Lecture on “**Military Psychology and Psychology in Aerospace**” to PG Student of Applied Psychology at University of Delhi, South Campus, New Delhi on 29th Sep. 2003.
38. Delivered lecture on “**Creativity and Innovation**” in the Continuing Education Programme (CEP) – “Interpersonal Relation & Personal Effectiveness”, 25th Feb. 2001 at CAO Office, New Delhi.
39. Delivered Lecture on “**Emotional Intelligence for Better Management**” in the “Quality Management” Training Course for Managers of Small Scale Industries, (18th Nov. 2000) at Indian Institute of Quality Management, Ministry of Information & Technology, Jaipur, Rajasthan.
40. Delivered lecturer on “**Emerging Trends in Psychological Research**” on the Occasion of National Science Day Celebration in DIPR, 28th February, 2000.
41. Delivered lecture on “**Personality Adjustment for Personal Effectiveness**” in the Continuing Education Programme (CEP) on “Interpersonal Relation & Personal Effectiveness”, 25th Feb. 1999 at CAO Office, Army HQ, New Delhi
42. Delivered Lecture on “**Work Culture**” in the Continuing Education Programme (CEP) - "Ways to Create Congenial Work Environment", 9th July 1998 in DIPR.
43. Delivered a lecture on “**Organizational Role Stress & HRD Climate**” in DIPR Journal Club, March 1998

CONTINUING EDUCATION PROGRAMME (CEP /STC/EDP/MDP/ WORKSHOP)

1. Principal coordinator of Self-Financed STC on Happiness Training for Senior Manager of Oil India Limited, Dibrugarh, Assam" (11-14 June 2022) organized at IIT Kharagpur; Participants (SF): 30, Budget: Rs.383500.00 (Excluding Travel & logistics which were taken care of by OIL)
2. Principal coordinator of Self-Financed STC on Emotional Intelligence: Applications at Home, School and Workplace" (11-14 June 2019) organized at IIT Kharagpur; Participants (SF): 20, Budget: Rs.1.5 Lakh.
3. Principal coordinator of MHRD/AICTE sponsored STC on Human Resources Management- Emerging Issues and Future Challenges, From 30.10.2019 to 05.11.2019 organized at IIT Kharagpur; Participants(QIP+SF): 45, Budget: Rs.5.5 Lakh plus
4. Principal coordinator of Self-Financed STC on HR Analytics: Concepts and applications, 13-15 December 2018, organized at IIT Kharagpur Extension Centre, Kolkata; Participants (SF): 18, Budget: Rs.2 Lakh.
5. Principal coordinator of MHRD/AICTE sponsored STC on Planning & Managing Human Resource: Tools & Techniques, 13-27 March 2017 at IIT Kharagpur ; Participants(QIP+SF): 50, Budget: Rs.5.5 Lakh plus
6. Principal coordinator of Short Term Course on “Human Happiness, Health and Flourishing: Exploring the Possibilities of Positive Psychology”, Date: 19-24 August 2016 organized at IIT Kharagpur. Participants (SF): 25, Budget: Rs.1.5 Lakhs.
7. Principal coordinator of STC on Emotional Intelligence for Organizational Excellence, during 02-04 November 2015 (SF) 02-04 November 2015, Participants: 20, Budget: Rs.75000/-
8. Principal Coordinator of STC on Research Methods and Data analysis for Social Sciences and Management Research Using SPSS & AMOS, 16-30 Sept 2015 (QIP+SF) 16-30 September 2015, Participants: 45, Budget: Rs.5.5 Lakhs.
9. Principal Coordinator, and Faculty: Industrial Relations and Make-in-India, 11-17 July 2015 (MHRD) 11-17 July 2015, Participants: 50, Budget: Rs.5 lakh plus Lakhs.
10. Principal Coordinator, MDP on Data Analysis through SPSS & AMOS for Social Sciences and Management Research, 19-20 November 2024 (SF) , organised by Dept of HSS, IIT Kharagpur. Participants: 20; Budget: Rs.1.40 Lakhs.
11. Principal coordinator of MHRD/AICTE sponsored STC on Planning & Managing Human Resource: Tools & Techniques, 25 April – 9 May 2014 at IIT Kharagpur ; Participants(QIP+SF): 37, Budget: Rs.5.5 Lakh plus
12. Principal Coordinator, MDP ON Training for Trainers, 18-20 Sept 2013 organised by Dept of HSS at IIT Kharagpur. Budget: Rs.1,04,908/-

13. STC on Emotional Intelligence and Organizational Excellence, 5-7 June 2013 organised by Dept of HSS at IIT Kharagpur. Budget: Rs.64000/-.
14. MDP on Effective Leadership & Teamwork, 23-24, May 2013 organised by Dept of HSS at IIT Kharagpur, Kolkata campus, Salt lake Kolkata. Budget: Rs.41000/-
15. EDP on Effective Interpersonal Skills for Managerial Excellence, 22nd January 2013, organised by Dept of HSS, IIT Kharagpur at its Kolkata campus. Budget: Rs.80000/-.
16. MDP on Effective Leadership & Teamwork, 27-28, Dec 2012 at IIT Kharagpur, Kolkata campus, Salt lake Kolkata. Budget: 75,000/-
17. MDP on Data Analysis through SPSS & AMOS for Social Sciences and Management Research, 22 Jan 2012 (SF) 22 JANUARY 2012, organised by Dept of HSS, IIT Kharagpur, Budget: Rs.80000/-.
18. QIP on Planning and Managing Human Resources: Tools & Techniques, 24 Oct- 07 Nov 2011, organised by Dept of HSS, IIT Kharagpur, Budget: Rs.5, 00, 000/-.
19. STC on Emotional Intelligence: Optimizing Human Performance at Work, 23-25 Dec 2010, organised by Dept of HSS, IIT Kharagpur. Budget: Rs.37500/-.
20. STC on Research Methodologies in Management and Social Sciences, 12-15 Dec 2010 at Kolkata, Organised by Dept of HSS, IIT Kharagpur.
21. Workshop on Interpersonal Skills for Senior Managers, 27-28, Nov 2010 Organised by NIST , Vishakhapatnam, AP
22. EDP on Effective Leadership & Teamwork, 18 Sept 2010 at Hotel Peerless Inn, Kolkata, Organised by ISTD, Kolkata. Budget: Rs.75, 000/-.
23. MHRD/AICTE sponsored Summer School on Competency Mapping & Feedback for Personal Effectiveness & Business Developments, 07-12 December 2009, Organised by Department of Humanities and Social Sciences, Indian Institute of Technology Kharagpur, Bhubaneswar Campus. Budget: Rs.5.5 Lakh.
24. MHRD/AICTE sponsored Summer School on Educational Leadership, 14-20 Sept 2009, Organised by Centre for Educational Technology, Indian Institute of Technology Kharagpur, Budget: Rs.3.8 Lakh.
25. MHRD/AICTE sponsored Summer School on Social Research Methodology and Data Analysis, 21Sep-04 Oct 2009, Organised by Department of Humanities and Social Sciences, Indian Institute of Technology Kharagpur, Budget: Rs.5, 00, 000/-.
26. Short Term Course On “Corporate Creativity”, 20-22, November 2011, at IMIRC, Indore, India, Organised by Department of Humanities and Social Sciences, Indian Institute of Technology Kharagpur, Budget: Rs.5, 00, 000/-.
27. MHRD/AICTE sponsored Summer School on Planning & Managing Human Resource: Tools & Techniques, 24 July – 5 August 2009, at IIT Kharagpur Extension Centre, Bhubaneswar. Budget: 5Lkakh
28. Short Term Course On “Corporate Creativity”, January 24-26, 2011, at Department of Humanities and Social Sciences, Indian Institute of Technology Kharagpur. Budget: Rs.1,80,000/-.
29. A Short Term Course On Understanding Culture and Practicing Cross-Cultural Communication, Department of Humanities & Social Sciences, Indian Institute of Technology, Kharagpur- 721302, West Bengal, INDIA, July 17 - 19, 2009. Budget: Rs.2 lakh/-.
30. Short Term Course on “Managing Stress at Work”, 16-18 November 2008 for Teachers, Professionals/Trainers (British Council, New Delhi), DRDO Scientists, Industry managers (KMC) and other interested Scholars, Dept of HSS, IIT Kharagpur. Budget: Rs.75, 000/-.
31. Short Term Course on “Emotional Intelligence- Optimizing Human Performance at workplace”, 25-27 April 2008, organised at Dept of HSS, IIT Kharagpur. Budget: Rs.2 lakh.
32. Presented a paper on “Fostering Emotional Intelligence At The Training Academy: Adding Caliber to Cadets Leadership Profile” in the National Workshop titled –“Psychological Enrichment of the Training Academies of the Armed Forces”, 6-7, October, 2005, DIPR, DRDO, Delhi
33. Imparted Training to Security Personnel of Rashtrapati Bhwan on “Intelligence with reference to Emotional Intelligence” in the Orientation Course, on Counseling and Mental health for Operational Efficiency”, at DIPR, 13th December, 2005.
34. Conducted Workshop on “ Psychological Assessment of Cognitive Abilities and Personality Parameters”, 17-18 March 2005, DIPR, Delhi

35. Conducted CEP on "Leadership Empowerment through Emotional Intelligence", 13-17, Sept 2004, DIPR, Delhi
36. Conducted CEP Course on Performance Management, 7-11, Oct 2002, DIPR, Delhi for DRDO scientists.
37. Conducted CEP on Fostering Creativity at the Workplace, 8-12, July 2002, DIPR, Delhi for DRDO scientists.
38. Organized Two days workshop on "EQ: Implications for Personnel Selection" (4 -5 Aug. 2003) in DIPR, DRDO, Delhi.
39. Conducted workshop on " Emotional Intelligence: The Essence of Excellence" in the CEP Course titled "*Emotional Intelligence at Workplace*" organized by DIPR during 15- 19, Sep 2003.
40. Conducted two sessions on "Evaluation of Emotional Quotient at the Work Place" For DRDO Scientists (Sc-B - Sc-F) in the CEP on *Assessment Of Human Behaviour At Work Place* during 17- 21, Feb, 2003, at DIPR.

MEMBERS OF PROFESSIONAL BODIES / ASSOCIATIONS / COMMITTEES

Dr. Pradhan is member of various professional bodies and administrative/Selection Committees/ Boards

1. Academy of International Business, Regular Member, 2023-2024
2. Academy of Management, USA, Regular Member, 2018-2019
3. American Psychological Association, USA, (Affiliated membership, 2007)
4. International Association of Cross-Cultural Psychology (Annual Membership, 2010).
5. International Association of Applied Psychology (Annual Membership), France
6. National HRD Network (Life Membership No. L/KOL/36328/022013).
7. Indian Society for Training & Development (Life Membership - P-919/2009 60687 1m)
8. Indian Academy of Applied Psychology (Life Membership - 661)
9. Indian Science Congress Association (Life Membership - L13354)
10. National Academy of Psychology, India (Regular Membership) Since 1998.
11. Defence Science Forum, DRDO, Min. of Defence, New Delhi, India, 2002-2005 (Executive Member)
12. National Council Member of ISTD, Kolkata Chapter, 2011-12.
13. Air Force Selection Board, Mysore, India, June - July, 2007(Member of the Board for Selection of Officer in Indian Air Force.
14. Best NCC Cadet for Prime Minister Award, 2002-2005 (Member of the Selection Committee)

Selection Committee Member

1. Institute of Rural Management, Anand (IRMA)
2. RAC, DRDO, Delhi
3. Ravenshaw University
4. AFSB, Mysore, India
5. Selection Committee Member of Full Time Lady NCC Officer to Officer Rank of Indian Army, New Delhi, 2004-2005)
6. Coordinated Language Aptitude Test (LAT) for Armed Force personnel opting for foreign language courses, 2002-2005, New Delhi.

TEACHING

Teaching at UG Level

1. General Psychology at UG Level.
2. Positive Psychology at UG Level.

Teaching at PG Level

1. Emotional Intelligence at Work (PG level)
2. Organizational Behaviour at PG Level.

3. Industrial Relations at PG Level
4. International HRM at PG Level
5. Behaviour Dynamics Lab (BDL) at PG Level.
6. Human Resource Development Lab (HRD Lab) at PG Level.
7. Psychological Testing and Measurement Lab at PG level.
8. Personal Growth Lab at PG level.
9. Business Ethics at PG level

DEVELOPMENT OF NEW COURSES/CURRICULUM

1. Positive Psychology for UG Course
2. Emotional Intelligence at work for PG Course
3. Psychological Testing and Measurement Lab for PG Course
4. Personal Growth Lab for PG Course
5. International HRM
6. New MHRM 2yrs PG programme (2010), IIT Kharagpur

NEW COURSE UNDER PREPARATION

2. Positive Organizational Behaviour (UG&PG)
3. Corporate Creativity (UG & PG)
4. Social Psychology (UG & PG)
5. Industrial Psychology (UG&PG)

NEW COURSE DEVELOPED UNDER THE SCHEME OF MOOC THROUGH NPTEL BY MHRD, GOVT OF INDIA

1. Emotional intelligence (2 Credits=20 Hours), Offered during January –March 2017.
2. Emotional intelligence (2 Credits=20 Hours), Offered during January –March 2018.
(Re-Launched)
3. Emotional intelligence (2 Credits=20 Hours), Offered during January –March 2020.
(Re-Launched)

ADMINISTRATIVE DUTIES AT IIT KHARAGPUR SINCE OCTOBER 2007 at IIT KGP

1. **PG Coordinator**, Dept of HSS, IIT Kharagpur, 2015-2017, 2019-22
2. **Faculty Advisor**, MHRM, 2016-18; Batch, 2011-13 Batch.
3. **Organizing Chairman, KGP Open (Lawn Tennis), 2015, 2017; 2019**, organized by TSG Tennis Club, Gymkhana, IIT Kharagpur
4. **Warden**, Azad Hall of Residence, IIT Kharagpur Since January 2019-Dec 2020
5. **Assistant Warden**, Oct 2011-Oct 2014, HJB Hall of Residence, IIT Kharagpur
6. **NSS Coordinator**, IIT Kharagpur and IIT Bhubaneswar, 2009-2010.
7. Performed Institute **Vigilance Duties** in Halls of Residence during 2009.
8. **ERP Coordinator** of Dept of HSS, IIT Kharagpur 2013-2015.
9. **Admission Coordinator**, MHRM Admission, Dept of HSS, IIT Kharagpur, 2014-16 Batch.
10. **Admission Coordinator**, MHRM Admission, Dept of HSS, IIT Kharagpur, 2017-19 Batch.
11. **PIC, Training & Placement in Charge**, Dept of HSS, IIT Kharagpur
12. **PG Coordinator**, Dept of HSS, IIT Kharagpur
13. **Member**, Departmental Administrative Committee, Dept of HSS, IIT Kharagpur
14. **Member**, Departmental Academic Committee (UG), Humanities & Social Science, IIT Kharagpur
15. **Member**, Purchase Committee, Dept. of Humanities & Social Science, IIT Kharagpur
16. **Member**, Departmental Programme Committee, Dept. Humanities & Social Science, IIT Kharagpur

17. **Core member** of the Committee for Newly introduced **Master Programme** titled “**Master of Human Resource Management**” of the Department of Humanities & Social Sciences, IIT Kharagpur
18. **Expert Member** for the admission of Executive MBA in the Dept of of Vinod Gupta School of Management, IIT Kharagpur
19. **Performed duties** of JEE (2008, 2009, 2010, 2011, 2012), GATE (2010, 2011), MHRM
20. **Admission Test** (2010, 2011, 2012), and JMAT (2010) as Institute representatives
21. Regularly Performed **Central Examination Duties**.
22. **Faculty Advisor/Course Coordinator** of Master of Human Resources Management, Department of Humanities & Social Science, IIT Kharagpur
23. **Laboratory In-Charge** (Psychology Lab/ Personal Growth Lab/ HRD Lab), Humanities & Social Science, IIT Kharagpur, 2007-2011
24. **Group Coordinator**, Psychology & HR, Dept of HSS, IIT Kharagpur
25. **Subject Coordinator** (General Psychology and Positive Psychology), Humanities & Social Science, IIT Kharagpur, 2009-13.
26. **Prof. In Charge, Annugunj**, Annual HR Event of Dept of HSS, IIT Kharagpur
27. **Prof. in Charge, Fresher Welcome**, Dept of HSS, IIT Kharagpur
28. **Coordinator, Annual Picnic**, Dept of HSS, IIT Kharagpur, 2009-10, 2011
29. **Chairman, Programme Committee**, Dept of HSS, IIT Kharagpur,
30. **Treasurer, IIT Teachers Association, 2017-18**, IIT Kharagpur
31. **Treasurer, Technology Club**, IIT Kharagpur
32. **President, Technology Club**, IIT Kharagpur
33. Contributed to the management of events organized during **Spring Fest and Kshitij**.

ORGANIZER OF CONFERENCE/SEMINAR/WORKSHOP/SYMPOSIUM

1. Organized One day Workshop on Emotional Intelligence at home , school and work at Ahmabad University, Gujarat as Pre-Conference Workshop during NAOP-2023
2. Convener, International Conference On Emerging Issues and Challenges in Global Mental Health and Public Health For the 21 Century during 28-30 November 2022 Organized by National Association of Mental Health and Allied Health (NAMAH) Foundation, at CIMS, Bhubaneswar, India.
3. Convener, International Webinar Workshop on “HR Challenges during and after Covid-19, 2020” at IIT Kharagpur.
4. Convener, Symposium entitled as “ Resilience and Well Being at Work: Issues and Challenges”, organized in the 31st NAOP Conference at IIT Bombay, 4th March 2022
5. Convener, International Webinar Workshop on “HR Challenges during and after Covid-19, 2020” at IIT Kharagpur.
6. International Advisory Council Member of International Conference of Organization and Management, 2016-2017, Abu Dhabi University, UAE
7. Organizing Secretary, Annual Convention of National Academy of Psychology, 2017
8. Co-Chair, Technical Committee: 42 National Convention of Indian Society of Training & Development, (ISTD) 2012

PHD / MS THESIS EVALUATION

IIT Madras, IIT Bombay, IIT Guwahati, IIM Raipur, NIT Rourkela, MDI Gurgaon, Utkal University, Ravenshaw University, Bharthiyar University, HITS University, TN; Lovely Professional University, Punjab, and, University of Western Cape, Cape Town, South Africa

INTERNATIONAL VISITS

1. Athens, Greece, ICAP, the IAAP Conference, 2006.
2. Melbourne, Australia, ICAP, the IAAP Conference, 2010.
3. Stellenbosch, South Africa, For ARTS and IACCP Conference (16-21 July, 2012)
4. Cape Town, South Africa, for ICP-2012 (22-27 July, 2012)

5. Paris, France, ICAP, July 2014
6. Abu Dhabi, ICOM, 21-22, November 2015
7. Yokohama, Japan, ICP 24-29 July 2016.
8. Abu Dhabi, ICOM, 19-20, November 2017

REFEREES

1. Dr. P K Mishra, Former Professor & Head
CAS, PG Dept of Psychology,
Utkal University, Bhubaneswar, Odisha
Email: mishra.pravash@gmail.com

2. Name: Dr. Updesh Kumar
Designation: Scientist-G (R), Former Deputy Director
Organization: DIPR, DRDO, Delhi-110054, India
Official E-mail: drupdeskumar@gmail.com

3. Name: Dr. R. P. Mohanty, Professor (R), NITIE, Mumbai, Maharashtra, India
Chief Consultant, Former Vice-Chancellor & Member, Board of Management, Siksha 'O' Anu-
sandhan University, Bhubaneswar, Khandagiri Square, Odisha - 751 030, India
Email: rpmohanty@gmail.com, mohantyrp@yahoo.com
