

## DR. VIKAS THAKUR

Assistant Professor-I  
Operations and Supply Chain Management  
HSS, IIT Kharagpur  
Kharagpur, India

Mobile: +91-9418462669

E-Mail: [thakurv@hss.iitkgp.ac.in](mailto:thakurv@hss.iitkgp.ac.in); [ervikythakur@gmail.com](mailto:ervikythakur@gmail.com)



- **PhD** completed on “Study of Waste Management Issues in Indian Healthcare Supply Chain” in **Operations Management** area in **Department of Management Studies, IIT Roorkee.**

- **Work Experience (in reverse chronological order)**

IIT Kharagpur: Assistant Professor-I: 14/07/2023 - (continue)

NIT Rourkela: Assistant Professor-I: 05/03/2018 - 13/07/2023

NIT Hamirpur: Lecturer (on contract): 20/07/2016 to 28/02/2018 and 15/06/2012 - 26/07/2013.

- **Corporate Experience**

ESC Cables Ltd.: Marketing Executive: 04/08/2010 to 12/02/2011

Elin Electronics Ltd.: Quality Engineer: 30/07/2007 to 31/07/2008

- **Administrative Experience**

IIT Kharagpur: Assistant Warden: 01/01/2024 to continue

NIT Rourkela: Assistant Warden: 01/07/2022 to 13/07/2023

NIT Rourkela: Training & placement coordinator: 01/01/2019 to 13/07/2023

NIT Rourkela: PIC, MBA Admissions: 18/07/2019 to 13/07/2023

NIT Rourkela: PIC, Internship & dissertations: 18/07/2019 to 01/01/2021

- **Sponsored R&D Projects**

Title	Sponsoring agency	Duration of Project	Status
Smart Circular Economy Approach to Sustainable Municipal Solid Waste Management: A Study of Urban Cities in India	Institute scheme for innovative research and development, IIT Kharagpur	May, 2024 to May, 2027	Completed
Millet's products development: Packaging, branding and commercialisation in Strat-up Indian perspective	SHO, Jalandhar, Ministry of Food Processing, India	Aug. 2023 to Feb. 2025	Ongoing
Management challenges in developing sustainable financial eco-system: Empirical evidences from MSMEs in Odisha	ICSSR, New Delhi	March, 2022 to March, 2024	Ongoing
Breaking the glass ceiling: Upskilling and re-skilling women entrepreneurs in Micro, small and medium Enterprises (MSMES) of the eastern region in India	ICSSR, New Delhi	April, 2022 to April, 2024	Ongoing
Assessment of sustainable municipal solid waste management practices in Rourkela, India: Developing a policy framework	Rourkela Smart City Limited, Odisha	Jan. 2022 to Jan. 2024	Completed
Smart workforce: Talent development initiatives for knowledge workers in the proposed smart cities of India	IMPRESS, ICSSR, New Delhi	Oct. 2019 to Oct. 2021	Completed

A study of cheque-bounce cases under Negotiable Instruments (NI) Act 1881	Ministry of Law and Justice	Jan. 2019 to Jan. 2020	Completed
Healthcare logistics and supply chain management: Issues and challenges in Odisha, India	National Institute of Technology, Rourkela	March 2018 to March 2020	Completed
Study on Healthcare Solid Waste Management Practices in Himachal Pradesh	State Council for Science, Technology & Environment (SCSTE) H.P., DST	April 2017 to April 2019	Completed

<b>Summary of Thesis/Dissertations Guided</b>			
	<b>Completed</b>	<b>Ongoing</b>	<b>Total</b>
PhD Thesis Guided	03	05	08
PG Dissertation Guided	20	nil	20
UG Projects Guided	01	nil	01

<b>PhD Thesis Guided</b>				
<b>Sl. No.</b>	<b>Student Name</b>	<b>Thesis Title</b>	<b>Institute</b>	<b>Status</b>
1.	Mr. MD Kamal Hossain	Redesigning Smart Healthcare supply chain: Value creation in the era of Industry 4.0	NIT Rourkela	<b>Awarded</b>
2.	Mr. Gopal Krushna Gouda	Impact of Talent Agility on Innovation Adoption and Sustainable Business Performance: A Study of Indian Automobile Industry	NIT Rourkela	<b>Awarded</b>
3.	Mr. Biswa Bhusan Sahoo	Fostering Innovation through Supply Chain Finance in Indian MSMEs: A Fintech Embedded Solution	NIT Rourkela	<b>Awarded</b>
4.	Ms. Ishani Mishra	Smart workforce: Talent development initiatives for knowledge workers in the proposed smart cities of India	NIT Rourkela	Advance stage
5.	Mr. Akshay Chillakuri	Smart Circular Economy Approach to Sustainable Municipal Solid Waste Management: A Study of Urban Cities in India	NIT Rourkela	Registration Seminar done
6.	Ms. Rashmi Pruty	Municipal Solid Waste Management	NIT Rourkela	Coursework completed
7.	Ms. Nibedita Tulsiyan	Supply Chain Finance	NIT Rourkela	Coursework completed
8.	Mr. Manas Sahoo	Green Healthcare	NIT Rourkela	Coursework completed

<b>PG Dissertations Guided</b>				
<b>Sl. No.</b>	<b>Student Name</b>	<b>Project Title</b>	<b>Institute</b>	<b>Batch Year</b>
1.	Deepak Ranjan	Study of Interrelationship Among Various Criteria of MSWM Supply Chain : Case Study of RMC	NIT Rourkela	2021-23
2.	Nirlipta Ranjan Panda	Study on composition and generation rates of municipal solid waste Empirical evidence from Rourkela smart city	NIT Rourkela	2021-23
3.	Sourav Roy	Exploring the Impact of AI Tools on Indian Education System: A TISM and MICMAC Approach for Optimizing Learning Outcomes	NIT Rourkela	2021-23
4.	Subham Dey	Utilization of Machine Learning on Supply Chain Finance in Indian MSMEs for Sustainable Financial Performance: A Fuzzy AHP Approach	NIT Rourkela	2021-23
5.	Ms. Saswatee Das	Application of Supply Chain Finance Solutions to Improve the Financial Backbone of MSMEs: An Indian Perspective	NIT Rourkela	2020-22
6.	Mr. Satyajit Rout	Blockchain Embedded Supply Chain Finance Solutions for Indian MSMEs: A Fuzzy-AHP and DEMATEL approach	NIT Rourkela	2020-22

7.	Mr. Bibek Kesari Sahu	Challenges of vaccine cold supply chain	NIT Rourkela	2019-21
8.	Mr. Aman Khan	Study on select issues in sustainable healthcare supply chain	NIT Rourkela	2018-20
9.	Mr. Sidharth Chowdhury	Effect of group purchasing organization on pharmacy	NIT Rourkela	2018-20
10.	Ms. Monica Behera	Innovation in healthcare supply chain	NIT Rourkela	2018-20
11.	Mr. Nischit Mishra	Solid waste management at Rourkela Municipal Corporation	NIT Rourkela	2017-2019
12.	Mr. Shoubhik Sahu	Exploring the SERVQUAL dimensions in Healthcare Industry	NIT Rourkela	2017-2019
13.	Ms. Chetna Patel	Impact of GST on Indian Insurance Sector	NIT Rourkela	2017-2019
14.	Mr. Rajendera Marayan Roul	Assessing the impact of word of mouth publicity on Healthcare Industry	NIT Rourkela	2017-2019
15.	Mr. Sahastranshu Mishra	Healthcare delivery infrastructure: Reengineering the process to improve the service quality	NIT Rourkela	2017-2019
16.	Ms. Shamita Garg	Study of select productivity issues in Indian Airlines Industry	NIT Hamirpur	2015-17
17.	Mr. Nikhil	Life cycle assessment of Indian Cotton Textile Industry	NIT Hamirpur	2015-17
18.	Mr. Hemant, Sirish, Anurag	Marketing challenges for the growth of MSME'S in Himachal Pradesh	NIT Hamirpur	2011-13
19.	Mr. Rohit Chabra, Amandeep	Factors affecting the brand loyalty of a brand	NIT Hamirpur	2011-13
20.	Mr. Hitesh, Ashish	Cognitive dissonance: Post purchase behaviour in Automobile Industry	NIT Hamirpur	2011-13

#### Training Sessions/Expert Talks Conducted

Sl. No.	Topic	Organization	Venue	Date
1.	The Synergy of Sustainable Manufacturing and Industry 4.0 towards Sustainable Development	AICTE sponsored FDP	Central University, Bilaspur, Chattisgarh, India	23 <sup>rd</sup> Dec. 2023
2.	Vision 2050: Agri-Business & Food Processing Organization Perspective	NIFTEM, Ministry of Food Processing, Government of India	India Habitat Centre, Jacaranda Hall, 1st Floor, New Delhi	18 November 2022
3.	Smart City Mission: MSWM	RMC Ltd. Rourkela	Online mode	12 <sup>th</sup> Feb., 2022
4.	Lecture Series of “आत्मनिर्भर भारत”	Himachal Pradesh University, Shimla	Online mode	04 <sup>th</sup> , Dec., 2021
5.	MCDM techniques for managers	NIT, Andhra Pradesh, India	Online webinar	21 <sup>st</sup> , Oct. 2020
6.	Multi-variate analysis techniques	ICSSR sponsored workshop, NIT Rourkela, India	NIT Rourkela, India	29 <sup>th</sup> , Oct., 2018
7.	Supply chain management	SAIL, Rourkela, India	Seminar Hall, SAIL, Rourkela, India	15 <sup>th</sup> , July, 2018
8.	Decision-making skills	Everest India Ltd., India	Continuing Education Centre, IIT Roorkee	19 <sup>th</sup> , Aug. 2015
9.	Multi-criteria evaluations	ISTD, Dehradun Chapter, India	Dehradun, India	18 <sup>th</sup> , March, 2015

#### Summary of Publications

	Papers published	Papers accepted	Total
International Journals	28	nil	28

National and International Conferences	18	nil	18
Edited Conference Proceedings	1	nil	1

**International Journal Publications**

- Thakur, V., Hossain, M. K., & Mangla, S. K. (2024). Factors to vaccine cold chain management for sustainable and resilient healthcare delivery. *Journal of Cleaner Production*, 434(140116). **(A-category, SCIE; IF: 11.1)**.
- Hossain, M. K., & Thakur, V. (2024). The promulgation of group purchasing organizations into the healthcare sector in India. *International Journal of Pharmaceutical and Healthcare Marketing*, 18(1), 86-101. **(C-category, Scopus)**.
- Hossain, M.K. and Thakur, V. (2024), "A performance management framework for smart health-care supply chain based on industry 4.0 technologies", *Journal of Global Operations and Strategic Sourcing*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/JGOSS-12-2022-0123>. **(C-category, Scopus)**.
- Thakur, V., & Hossain, K. (2023). Modelling the factors of technological innovation in the healthcare sector: A fuzzy-TISM-MICMAC approach. *International Journal of Healthcare Management*, 1-14. **(C-category, Scopus)**.
- Sahoo, P.S.B.B. and Thakur, V. (2023), "The factors obstructing the blockchain adoption in supply chain finance: a hybrid fuzzy DELPHI-AHP-DEMATEL approach", *International Journal of Quality & Reliability Management*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/IJQRM-06-2022-0198>. **(B-category, Scopus)**
- Sahoo, P. B. B., & Thakur, V. (2023). Blockchain embedded supply chain finance solutions for Indian MSMEs: A TISM and MICMAC approach. *Journal of Business and Industrial Marketing*, (accepted). **(A-category, SSCI; IF: 3.46)**.
- Hossain, M. K., Thakur, V., & Kazancoglu, Y. (2023). Developing a resilient healthcare supply chain to prevent disruption in the wake of emergency health crisis. *International Journal of Emerging Markets*, 18(6), 1307-1329. **(B-category; SSCI; IF: 2.5)**.
- Sahoo, P. B. B., & Thakur, V. (2023). Enhancing the performance of Indian micro, small and medium enterprises by implementing supply chain finance: challenges emerging from COVID-19 pandemic. *Benchmarking: An International Journal*, 30(6), 2110-2138. **(B-category, Scopus)**.
- Thakur, V., Parida, D. J., & Raj, V. (2022). Sustainable municipal solid waste management (MSWM) in the smart cities in Indian context. *International Journal of Productivity and Performance Management*. (Accepted on Jan., 2022) **(B-category, Scopus)**.
- Thakur, V. (2022). Locating temporary waste treatment facilities in the cities to handle the explosive growth of HCWs during pandemics: A novel Grey-AHP-OCRA hybrid approach. *Sustainable Cities and Society*, Vol. 82, 103907 **(SCIE; IF: 7.587)**.
- Tiwari, B., Mishra, I., & Thakur, V. (2022). Talent Development: A Thematic Categorization Using Systematic Literature Review. *FIIB Business Review*, 23197145221104189. **(C-category, Scopus)**.
- Thakur, V., (2021). Framework for PESTEL dimensions of sustainable healthcare waste management: Learnings from COVID-19 outbreak. *Journal of Cleaner Production*, Vol. 287, 125562. **(A-category, SCIE; IF: 11.1)**.
- Thakur, V., Mangla, S. K., & Tiwari, B. (2021). Managing healthcare waste for sustainable environmental development: A hybrid decision approach. *Business Strategy and the Environment*, Vol. 30(1), 357-373. **(A-category, SSCI; IF: 10.30)**.
- Hossain, M. K., Thakur, V. & Mangla, S.K., (2021). Modeling the emergency healthcare supply chains: Responding to COVID-19 pandemic. *Journal of Business and Industrial Marketing*. **(A-category, SSCI; IF: 3.46)**. <https://doi.org/10.1108/JBIM-07-2020-0315>.
- Hossain, M.K. and Thakur, V. (2021). Drivers of sustainable healthcare supply chain performance: multi-criteria decision-making approach under grey environment. *International Journal of Quality & Reliability Management*. <https://doi.org/10.1108/IJQRM-03-2021-0075>. **(B-category, Scopus)**
- Garg, S., Thakur, V., (2021) Modeling the Factors of Productivity in Airline Industry in India: A Hybrid TISM-P and Fuzzy-MICMAC Approach. *JGBC*, Vol. 16, 39–47. <https://doi.org/10.1007/s42943-021-00035-7>. **(C-category; Scopus)**
- Thakur, V. and Sharma, S., (2020). Assessment of healthcare solid waste management practices for environmental performance: a study of hospitals in Himachal Pradesh, India. *Management of Environmental Quality*, Vol. 32(3), 612-630. <https://doi.org/10.1108/MEQ-08-2020-0168>. **(C-category, Scopus)**
- Hossain, M.K. and Thakur, V., (2020). Benchmarking health-care supply chain by implementing Industry 4.0: a fuzzy-AHP-DEMATEL approach. *Benchmarking: An International Journal*, Vol. 28(2), 556-581. <https://doi.org/10.1108/BIJ-05-2020-0268>. **(B-category, Scopus)**
- Thakur, V., & Mangla, S. K. (2019). Change management for sustainability: Evaluating the role of human, operational and technological factors in leading Indian firms in home appliances sector. *Journal of Cleaner Production*, 213, 847-862 **(SCIE; IF: 11.1)**.
- Thakur, V., and Ramesh, A. (2017) "Analyzing the composition and generations rates for different medical waste categories in selected hospitals in Uttarakhand, India", *Journal of Material Cycles and Waste Management*, Vol. 20 (2),

877-890 (SCIE; IF: 2.86).

- Thakur, V., and Ramesh, A. (2017) "Quantitative Grey-ANP-TOPSIS based model for evaluating healthcare waste disposal partner", *International Journal of Procurement Management*, Vo. 10 (6), pp. 683-705.
- Thakur, V., and Ramesh, A. (2017) "Healthcare waste disposal strategy selection using Grey-AHP approach", *Benchmarking: An International Journal*, Vol. 24 (3), 735-749.
- Thakur, V., and Ramesh, A. (2017) "Management practices and modeling the seasonal variation in healthcare waste at CBWTF: A case study of Uttarakhand, India", *Journal of Modeling in Management*, Vol. 12 (1), 162-174.
- Thakur, V., and Ramesh, A. (2016) "Healthcare waste management: Interpretive structural modelling approach", *International Journal of Health Care Quality Assurance*, Vol. 29 (5), 559-581.
- Thakur, V., and Ramesh, A. (2016) "Shift from Product Supply Chain Management to Services Supply Chain Management: A Review", *International Journal of Services and Operations Management*, Vol. 23(3), 316-346.
- Thakur, V., and Ramesh, A. (2015) "Healthcare Waste Management Research: A Structured Analysis and Review (2005-14)", *Waste Management & Research*, 1-16. DOI: 10.1177/0734242x15594248. (SCI; IF: 3.55).
- Thakur, V., and Ramesh, A. (2015) "Supplier Selection Using Grey Theory: A Case Study from Indian Banking Industry", *Journal of Enterprise Information Management*, Vol. 28(6), 769-787 (SSCI; IF: 5.40).
- Thakur, V., and Ramesh, A. (2015) "Selection of Waste Disposal Firms Using Grey Theory Based Multi-Criteria Decision-Making Technique", *Procedia - Social and Behavioral Sciences (Elsevier)*, Vol. 189, 81-90.
- Thakur, V., and Gupta Y. (2012) "Evaluation of telecommunication sector in India after liberalization", *ACADEMICIA: An international multidisciplinary research journal*, Vol. 2 (7), 53-74.

#### **International Conferences Attended**

- Chillakuri A, & Thakur V, "Smart Circular Economy Approach to Sustainable Municipal Solid Waste Management: Scale Development and Validation" GLOGIFT-22, 22nd Global Conference on Flexible Systems Management organized by L M Thapar School of Management, Punjab, 9-11 Dec, 2022.
- Purty R.R & Thakur V, "Evaluating the Challenges of Municipal Solid Waste Management in smart cities across India". Vision 2050: Agri-Business Perspective International Conference 2022, Department of Food Business Management and Entrepreneurship Development, India. November 17-19 (2022). (Best Category Award in Operations).
- Gouda G.K., Tiwari. B., and Thakur., V, "Modelling the barriers of talent agility in Industry 4.0: An integrated ISM(P)-DEMATEL approach". Vision 2050: Agri-Business Perspective International Conference 2022, Department of Food Business Management and Entrepreneurship Development, India. November 17-19, 2022 (Best Paper Award).
- Mishra I, Tiwari B & Thakur V, " Prioritizing leading roles of an engaged university towards community engagement - A fuzzy AHP approach", Prism conference organised by IIM Nagpur; 17th - 19th nov, 2022.
- Sahoo PS., & Thakur V, " Adoption of SCF Solution to Improve the Financial Backbone of Indian MSMEs". SFME 2022, Shaping the future of Management Education for Sustainable Emerging Economies Conference, IIT Roorkee.
- Thakur, V., Hossain, K., and Sahoo, PSBB. (2022), "Modelling the Factors of Healthcare Innovations: A TISM-MICMAC Approach", BAM-2022 International Conference held at University of Manchester, UK, 31<sup>st</sup> Aug., 2022 to 2<sup>nd</sup> Sep., 2022.
- Hossain, K., and Thakur, V. (2021), " Resilient Healthcare Supply Chain to Prevent Disruptions in Healthcare Services Delivery" in the POMS India International Conference, Building Resilience in Supply Chain and Communities, held at SPJIMR, Mumbai, December 22-24, 2021.
- Hossain, K., and Thakur, V. (2021), " Drivers of Implementing Advanced Technologies for the Visibility of Healthcare Wastes Across the Supply Chain" in the 5th International Conference on Mathematical Techniques in Engineering Applications (ICMTEA2021), held at Graphic Era Univ., Dehradun, December 3-4, 2020.
- Hossain, K., and Thakur, V. (2021), "Smart, sustainable and resilient (SSR) healthcare supply chain: A Fuzzy-AHP Approach" in the the 24th Online International Conference on IT Applications and Management (ITAM), jointly hosted by Korea Data Strategy Society (KDSS) during 18 Feb., 2021.
- Hossain, K., and Thakur, V. (2020), "Sustainable Healthcare Supply Chain Performance Measurement Using Grey-Analytical Hierarchy Process" in the 4th International Conference on Mathematical Techniques in Engineering Applications (ICMTEA2020), held at Graphic Era Univ., Dehradun, December 4-5, 2020.
- Thakur, V., and Ramesh, A. (2019), "Sustainable waste management practices: An empirical investigation of healthcare" – in the proceedings of 19th GLOGIFT-International Conference, held at IIT Roorkee, during Dec. 06-09, 2019.
- Thakur, V., and Ramesh, A. (2015) "Predicting healthcare waste generation rates: A case study of Uttarakhand, India", 19<sup>th</sup> Annual International Conference of the Society of Operations Management, IIM Kolkata, Dec 11-13, 2015.
- Thakur, V., and Ramesh, A. (2015) "Choosing healthcare waste disposal strategy", 14th International Conference on IT Applications and Management, Ewha Woman's University, Seoul, Korea, June 24-26, 2015.

<ul style="list-style-type: none"> <li>➤ Thakur, V., and Ramesh, A. (2014) “Selection of Waste Disposal Firms Using Grey Theory Based Multi-Criteria Decision-Making Technique”, 18<sup>th</sup> Annual International Conference of the Society of Operations Management, Indian Institute of Technology Roorkee, Dec 13-15, 2014.</li> <li>➤ Thakur, V., and Ramesh, A. (2014), “Healthcare Waste Management in India” – in the proceedings of 7th International Conference on Contemporary Business &amp; 14th Global conference on flexible systems management, held at Curtin University, Singapore, during October 15-17, 2014.</li> <li>➤ Thakur, V., and Ramesh, A. (2013) “Services supply chain management: A critical review”- in the proceedings of XVII annual international conference of the society of operations management, held at Indian Institute of Technology Madras, Dec. 2013.</li> <li>➤ Thakur, V., and Ramesh, A. (2013) “Study of marketing problems for the growth of MSME’s in Himachal Pradesh”- in the proceedings of 1st international conference on business intelligence and analytics, IIM Bangalore, Dec. 2013.</li> <li>➤ Thakur, V., and Gupta, Y. (2013) “Brand awareness: A case study of Mohan Meakin Limited”- in the proceedings of 12th International conference on Global contemporary issues, innovations &amp; future challenges in business, IT &amp; management, Research Development Association, Jaipur, Rajasthan Jan. 2013.</li> </ul>
<b>National Conferences/Seminars Attended</b>
<ul style="list-style-type: none"> <li>➤ Gupta, Y., Thakur, V., Koul, H., and Sood, A. (2012) “Global meltdown: A cascading effect on unemployment, social unrest and IT industry in India” in the proceedings of UGC sponsored seminar on economic reforms: an unfinished agenda, Feb. 2012.</li> <li>➤ Thakur, V., and Gupta, Y. (2011) “Changing scenario in telecommunication industry after reforms”, in the proceedings of National seminar on economic liberalization: effects and challenges, Nov. 2011.</li> </ul>
<b>Edited Conference Proceedings</b>
<ul style="list-style-type: none"> <li>➤ Associate Editor, XVIII International Conference of SOM 2014 held at Department of Management Studies, IIT Roorkee on 12-14 December, 2014.</li> </ul>

<b>Events Organized</b>				
<b>A. Conferences/Seminars Organized</b>				
Sl. No.	Venue	Topic/Theme	Duration	Sponsored by
1.	DOMS, IIT Roorkee	XVIII Int. Conference of SOM on Operations Management in the digital economy	12 <sup>th</sup> – 14 <sup>th</sup> Dec. 2014	THDC Ltd.; ABV IITM Gwalior; IIT Roorkee
<b>B. Workshops Organized</b>				
Sl. No.	Venue	Topic/Theme	Duration	Sponsored by
1.	NIT Rourkela	Shodh Shala On Research Methodology & Data Analysis	01 <sup>st</sup> -5 <sup>th</sup> March, 2023	Self-sponsored
2.	NIT Rourkela	Industry-Institute Interface for Entrepreneurship Development	08 <sup>th</sup> -12 <sup>th</sup> Aug., 2019	TEQIP-III sponsored
3.	NIT Hamirpur	Case Writing Workshop: Development of Cases in Business Management Education	17 <sup>th</sup> – 19 <sup>th</sup> March, 2017	Self-sponsored
<b>C. Brain-storming Session Organized</b>				
Sl. No.	Venue	Topic/Theme	Duration	Sponsored by
1.	UCOST, Dehradun	Biomedical Waste Management in India	1 <sup>st</sup> Sep. 2015	UCOST, Dehradun
2.	DOMS, IIT Roorkee	Biomedical Waste Management in India	2nd Sep. 2015	UCOST, Dehradun

<b>International Visits</b>				
Sl. No.	Country	Venue	Purpose	Duration
1.	United Kingdom	Univ. of Manchester, UK	BAM-2022	30 <sup>th</sup> -2 <sup>nd</sup> Sep., 2022
2.	SEOUL, South Korea	EWHA Women University	ITAM Int. Conference	24 <sup>th</sup> -26 <sup>th</sup> June, 2015

<b>References</b>	
<b>Prof. Santosh Rangnekar</b> Professor, Department of Management Studies, IIT Roorkee. E-mail: srangnekar1@gmail.com. Mob. No.: +91- 9410543454	<b>Prof. A. Ramesh</b> Associate Professor, Department of Management Studies, IIT Roorkee. E-mail: ramesh.anbanandam@gmail.com. Mob. No.: +91-7579076291.

Date:

VIKAS THAKUR