



Ms. Baisakhi D

Assistant Professor, Course Facilitator, PCL Coordinator

Specialization: OB & HRM

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Qualification

- PhD
- MPhil (OB & HRM)
- K-SET
- MBA (OB & HRM)
- BSc

Work Experience

17 Years

- 2015 – Present - Assistant Professor - JAIN (Deemed- to- be University), Center for Management Studies, Bangalore
- 2013-2015 Assistant Professor & Controller of Examination -SAASER (Under University of Mysore)
- 2012-2013 – Lecturer EIILM-Kolkata
- 2006-2012 - Work Force Trainer & Analyst - IBM Kolkata

Courses Facilitated

- Human Resource Management
- Organization Behavior
- Labour Laws
- Psychology
- Business Mathematics and Statistics
- Entrepreneurship Development
- Research

Career Summary

Career Summary

Baisakhi Debnath is an OB & HRM professional with a decade of experience in undergraduate teaching and research. She possesses a deep inclination towards research and has published and presented papers in various National and International Conferences and Peer-Reviewed Journals. Her areas of interest include Leadership, Positive Psychology, Psychological Capital, Organizational Change and Development, Project Based Learning Employee Wellness, and various other Behavioral Study Paradigms.

Research Interest

Positive Psychology & Women Entrepreneurial Success, Leadership, OB & OD Areas.

Research Publications

S N	Title of The Paper	Journal Name	Impact Factor	ISSN	Year
1.	Role of psychological Capital on the Job Performance and Job Effectiveness of Remote Workers amidst the Global Pandemic COVID-19	World Journal of Management and Economics	ABDC-C	1998-1332	2022
2.	Cognitive Dissonance and Consonance in Customers Adopting e- Vehicles in India: Effect of Fame Scheme on Customer Perception	World Journal of Management and Economics	ABDC-C	1998-1332	2022
3.	Employees Locked at Home: Revisiting Motivation Theory- An analytical Study	Journal of Positive School Psychology	0.54	2717-7564	2022
4.	Millennials and Digitalization: Online Shopping Behavior	Journal of Positive School Psychology	0.54	2717-7564	2022
5.	Abortion Laws in India	Journal of Gujarat Research Society	4.3	0374-8588	2021
6.	A Study on the Causes of the Indian Aviation Industry with Special Reference to Kingfisher Airlines	Journal of Management (JOM)	6.16	2347-3940 2347-3959	2020
7.	Impact of Impression	International	7.1893	2277-	2019

Methodology

**Memberon
Committees Editorial
Boards**

- Coordinator PCL(CMS) -

**Professional
Memberships**

- HCI -

	Management on the Job Attitude of Men & Women	Research Journal of Management, Sociology and Humanities		9809(Online) 2348-9359(Print)	
8.	Perception of Stress Among Working Mothers in Higher Education	International Research Journal of Management, Sociology and Humanities	7.1893	2277-9809(Online) 2348-9359(Print)	2019
9.	A Study on the Impact of RBI Norms on Start-Up Business	The Draft Book of Society of Technical & Management Professionals (STMP)		ISBN No: 978-93-85000-75-1	2017
10.	Impact on Gender Biases in Recruitment	The Draft Book of Society of Technical & Management Professionals (STMP)		ISBN No: 978-93-85000-75-1	2017
11.	Impact of Social Media Marketing on Performing Art- Start-Ups	-		ISBN NO: 978-93-84935-96-2	2016

Online Certifications and Courses

SN	Course	University	Year
1	Introduction to People Analytics	Moscow Institute of Physics and Technology	2020
2	Learning How to Learn: Powerful Mental Tools to Master Tough Subjects	McMaster University	2020
3	Coaching Conversations	University of California	2020
4	The Science of Well Being	Yale University	2020
5	Introduction to Psychology	Yale University	2020
6	Inspiring and Motivating Individuals	University of Michigan	2020
7	Organisational Behaviour: Know Your People	Macquire University	2020

Consultancy / Projects

- NIL -

Books / Chapters

- 1. Title of the Book:** People Management
Authors: Baisakhi Debnath, Dr. Asha S, Sunil Hegde, Abhishek Venkateshwar; Year of Publication: May 2022
Link:https://www.amazon.in/dp/9354727999?ref=myi_title_dp
- 2. Title of the Book:** Research Methodology
Authors: Dr. Varsha Agarwal, Prof. Sunitha B.K, Prof. Baisakhi Debnath, Prof. RohitRammurthy, Dr. Shiva Chaudhary
Year of Publication- 2021
Link:https://www.amazon.in/RESEARCH-METHODOLOGY-978-81-949633-8-7-Varsha-Agarwal/dp/8194963389/ref=sr_1_1?crd=YYY5M7812QNJ&keywords=Research+Methodology+Baisakhi+Debnath&qid=1683705354&sprefix=research+methodology+baisakhi+debnath%2Caps%2C285&sr=8-1

3. Title of the Book:Strategic Management

Authors:Dr. Abhishek V, Savitha N, Dr. Asha S, Baisakhi D

Year of Publication: November 2021

Link:

https://www.amazon.in/STRATEGIC-MANAGEMENT-Dr-Abhishek-Venkteshwar/dp/B09MS8J28Z/ref=sr_1_fkmr0_1?crd=3QJ2KRMU1B05Q&keywords=Strategic+Management+Baisakhi+Debnath&qid=1683705703&srefix=strategic+management+baisakhi+debnath%2Caps%2C295&sr=8-1-fkmr0

4. Title of the Book:Social Responsibility and Ethics in Human Resource Management

Authors:Dr. Varsha Agarwal, Dr. Dinesh Nilkant, Baisakhi Debnath

Year of Publication:February 2022

Link:

https://www.amazon.in/s?k=Social+Responsibility+and+Ethics+in+Human+Resource+Management+Baisakhi+Debnath&crd=2ZD6T85JWOOW2&srefix=social+responsibility+and+ethics+in+human+resource+management+baisakhi+debnath%2Caps%2C439&ref=nb_sb_noss

5. Title of the Chapter: The Influential Role of Positive Psychological Behaviors in Feat of Women Entrepreneurs of Tier Two Cities

Authors: Prof. (Dr.) Richa Tiwari Prof. Baisakhi Debnath Prof. (Dr.) Harold Andrew Patrick

e-ISBN: 978-81-957782-1-8

Year of Publication: December, 2022

6. Title of the Chapter: Culture 5.0 - The Managerial Personage

Authors: Prof. (Dr.) Richa Tiwari Prof. Baisakhi Debnath

Year of Publication: January, 2023

Activities

Activity/Webinar Organised:

SN	Activity/Webinar/FDP/Conclave	Title	Year
1	Business Management Day	College Activity	2017
2.	Education Expedition	College Activity	2019-20
3.	Impact of COVID on Entrepreneurship	College Activity	2020
4.	Gender Implications of COVID – 19 Pandemic	College Activity	2020
5.	A Sustainable Response to COVID – 19 The New Normal	College Activity	2020
6.	Moving Forward Through the Challenges Posed by COVID – 19 in the Manufacturing Sector	College Activity	2020
7.	Goal Setting That Cannot Fail	College Activity	2020
8.	COVID – 19 Crisis: The Global Economy Reshaping	College Activity	2020

9.	Microbiologists' Eye-view on COVID – 19	College Activity	2020
10.	Mindfulness for Educators	College Activity	2020
11.	Managing Your Finances and Investment During COVID Time	College Activity	2020
12.	Impact of COVID-19 on the Indian Stock Markets	College Activity	2020
13.	Teaching- An Amalgamation of Negotiation, Performance and Struggle for Acceptance	College Activity	2020
14.	Juggling in The Midst of New Normal	College Activity	2020
15.	IQAC Webinar with NAAC Experts	College Activity	2020
16.	Leading the Way Forward in the Unprecedented Times: With Special Reference to the Global Markets and Economy	College Activity	2020
17.	English Language Teaching: Course Planning Tools, for Hybrid Classroom Teaching, and Learning.	College Activity	2020
18.	International Research Conclave	College Activity	2020
19.	FDP on Data Analysis Using SPSS, AMOS & R	College Activity	2020
20.	Indian Economy During Unprecedented Times and Way Forward	College Activity	2020
21.	Polity, Research and Upscaling Students Effectiveness	College Activity	2020
22.	FDP on Rudiments of Finance: Teaching and Research Perspective	College Activity	2020
23.	Kannada Webinar- Contribution of Dasa Literature on Kannada Literature	College Activity	2020
24.	Kannada Webinar	College Activity	2020
25.	Hindi Webinar	College Activity	2020
26.	FDP on Innovative Teaching Pedagogy in Education for Gen-Z and Gen-Alpha in the Era of Information Explosion	College Activity	2020
27.	An International Level Conference on Sustainable Business Management Practices and Social Innovation	College Activity	2021
28.	National Level MDP on The Next Phase of Business Environmental Sustainability	College Activity	2021
29.	A National Level Conclave on Scaling Techniques and Data Analysis using Excel and SPSS	College Activity	2021
30.	A National Level Symposium on Reinventing and Integrating the New Era of Management and Media Practices	College Activity	2021
31.	A National Level Seminar on Reimagining People Management and Employee Experience	College Activity	2021
32.	Avlokan-1: An International Level Summit on Redefining Social Responsibility with Ethical Leadership	College Activity	2021
33.	A National Level Conclave on Foreign Exchange Market Investment Opportunities and Risk Management	College Activity	2021
34.	A National Level FDP on Emphasizing the Centrality of Marketing to Business	College Activity	2021
35.	Avlokan-2: Entrepreneurship Summit: Beyond Sustainability-Trends in Regenerative, Socially Responsible and Community Ventures	College Activity	2022
36.	An International Level Conference on Innovative Practices for Sustainable Development: Business Management and Analytics	College Activity	2022

Recognition / Awards

1. Received an Award for **Contribution to the Education Community** in May'23, by the Indian Glory Awards 2K23.

Seminar Conferences /FDPs/Workshops/ Webinars Attended

S.N	Seminars/Conference/FDP/Workshops /Webinars attended	Title	Year
1.	FDP on Creating New Knowledge: A Blend of Research and Data Analysis	JAIN (Deemed-to-be University) Center for Management Studies Bangalore	2020
2.	Leveraging Positive Psychology to Live Life to the Fullest - How COVID-19 Could be a Pretext to Reinvent Our Lives	Angus Ridgway-CEO Potential Life, UK	2020
3	Learning How to Learn	Barbara Oakhley	2020
4.	Classrooms in a Post COVID World	CERSSE –JAIN (Deemed –to-be University), Bangalore	2020
5.	COVID-19's Impact on the Future of Higher Education: What University Leaders Should Be Thinking About Now	Harvard Business Publishing	2020
6.	Turn the Challenges to Opportunities: COVID-19 Pandemics and Measures to Combat by Higher Education of India	Dr. Ramesh Pokhriyal MHRD Minister	2020
7.	HR Analytics in VUCA World	NHRDN	2020
8.	Crafting the Post COVID Bounce Back	CMS Business School, Bangalore	2020
9.	Exploring the Challenges and Opportunities in Online Case Teaching: Insights from Two Case Teaching Experts	Harvard Business Publishing	2020
10.	HRM in Start Ups	Dr. Vasanthi Srinivasan –IIM-B	2020
11.	Panel Discussion on Learning, E-Learning and Re-Learning in the Post COVID World	CERSSE- Jain (Deemed –to-be University), Bangalore	2020
12	Surviving the Disruption and Uncertainty in Higher Education- A Conversation by Micheal Horn and Dr. Paul Le Blanc	Harvard Business Publishing	2020
13.	Discover Emerald E-Resources for Academic Excellence and Research	CERSSE- Jain (Deemed –to-be University), Bangalore	2020
14.	Information System During and After COVID-19	JAIN (Deemed-to-be University) Center for Management Studies Bangalore	2020
15.	Demystifying Literature Review Techniques - 5-Day Workshop	IIM-I and Prestige Institute of Management	2020
16.	FDP on Green Energy and Finance	JAIN (Deemed-to-be University) Center for Management Studies Bangalore	2020
17.	International Conference on Rediscovering Management of Business Post COVID-19	JAIN (Deemed-to-be University) Center for Management Studies Bangalore	2020
15.	HR Conclave	JAIN (Deemed-to-be University) Center for Management Studies Bangalore	2017 - 2020
16.	FDP on Research and Diagnostic Instruments as Tools for Collaborative Reflection Among Adult Learners	CMS Business School, Bangalore	2020
17.	FDP on Publish and Flourish	CMS Business School, Bangalore	2019
18.	FDP on Mental Well-Being	JAIN (Deemed-to-be University) Center for Management Studies Bangalore	2019
19.	National IQAC Conference on Higher	Bishop Cottons Women's Christian	2016

	Education of Women in India- Opportunities and Challenges	College	
19.	XIII International Conference on Business and Human Resources Management (ICBHRM-16)	Society of Technical and Management Professionals (STMP), New Delhi	2016
20.	XIII International Conference on Business and Human Resources Management (ICBHRM-16)	Society of Technical and Management Professionals (STMP), New Delhi	2016
21.	IX th International Conference on Reinvention of Resilient Ecosystem for Business	KristuJayanti College, Bangalore	2016
22.	7 th International Conference on Managing Human Resources at Workplace	SDMIMD	2018
23.	National Level Conference on Catalyzing Change and Innovation in Women Entre Leadership- India Perspectives	Welingkar Institute of Management, Development and Research, Bangalore	2021
24.	International Level Conference on Creating a Better Future: Mindful and Innovative Practices for Sustainability	Lal Bahadur Shastri Institute of Management, Delhi India	2022
25.	International Conference on Challenges in Emerging Economies with the Theme “Business Agility and Sustainability in the Heuristic Environment”	5 th General Management Area Conference- K.J Somaiya Institute of Management	2022
26.	International Conference on Innovative Practices for Sustainable Development: Business Management and Analytics: Paper Title- Exploring the Relationship Between Employer Branding and Talent Management Post Pandemic through an Integrative Review	CMS- JAIN (Deemed-to-be University)	2022
26.	10 th International HR Conference on Diversity, Equity and Inclusion	K.J Somaiya Institute of Management	2023
27.	A 7-Day FDP on Data Analysis Using SPSS	CMS Business School	2023
28.	Vipanan: A -2-day International Marketing Conference	IIM Vishakhapatnam	2023