

**Susmita Mukhopadhyay, Assistant Professor, VGSOM  
(Ph.D., Calcutta University, Fellow ISI, Kolkata)**

Contact Addresses

Residence	B-298, IIT Campus, Kharagpur 721302
Phone (office)	+91 - 3222 - 283864
Phone (residence)	+91 - 3222 - 280865 (IIT Phone)
email	susmita @ vgsom.iitkgp.ernet.in
Personal web page	

Research Areas

- Organizational Health and spiritual health
- Human Resource Management
- Business Ethics
- Organizational and behavioural issues Microfinance
- Competency Mapping

Awards: A gold medalist in M.Sc., she is the recipient of the Young Scientist Award and Search of Excellence Award. She was selected for the Microfinance Researchers Alliance Fellow Program Centre for microfinance, Institute of Financial Management and Research, Chennai, in 2009.

Member, Editorial Board

- Member of editorial board :

Psybernews Publications: 2014 - 2015

- Human capital and organizational learning a study of Indian microfinance institutions, by Barpanda, S. and S. Mukhopadhyay *Int. J. Management Practice* , Vol. 7, No. 3,, **222-239** (2014)

Publications: 2012 - 2013

- A case study on the ethical issues in MFIs by Saswat barpanda and Susmita Mukhopadhyay *Journal of Business Ethics in Developing Economies*, **Vol 1** (2013)

Publications: 2006 - 2007

- Meaning of work- Insights from Bhagavad Gita by I. Mukhopadhyay, S. *TheVISION-JOMAS*, **Vol 2, No3, pp26-29** (2006)
- Mental health as a moderator of relationship between awareness of Organizational environment and rural bank performance by Mukhopadhyay, S. *Indian Journal of Applied Psychology*, **Vol 43, pp19-25** (2006)



# Indian Institute of Technology Kharagpur - 721 302

## 1. NAME IN FULL

SUSMITA

First Name

MUKHOPADHYAY

Middle Name

Last Name

## 2. PERSONAL DATA

Date of Birth			Place of Birth			Nationality : INDIAN
Day	Month	Year	City/Town/Village	District	State	Marital Status : MARRIED Sex : FEMALE
10	02	1974	Baksara	Howrah	WestBengal	Do you belong to GEN / SC / ST / OBC : [General]

## 3.

### Mailing Address

Address : B298 IIT KGP campus  
City /Town / Vill. : IIT KGP  
District : paschim Medinipur  
State : West Bengal  
Country : India  
PIN : 721302  
Telephone : 03222280865  
Mobile : 9433756021  
FAX :  
Email : susmita@vgsom.iitkgp.ernet.in

### Permanent Address

Address : Santanil beside Tarun Sangha Library LMC Sarani  
City / Town/ Vill. : Baksara  
District : Howrah  
State : WestBengal  
Country : India  
PIN : 711110  
Telephone : 03326586053  
Mobile : 9831095089  
FAX :  
Email : susmitamukhopadhyay2@gmail.com

## 4. SALARY DETAILS (present or last position)

Currency	Scale of pay	Basic pay	Grade Pay	Allowances	Gross Salary (Per month)	Month required to join if selected	Minimum basic salary acceptable (Per month)
India Indian rupee	37,400-67,000	43250	9000	63951	116201	0 Month/s 0 Day/s	43250

### 5. EDUCATIONAL QUALIFICATIONS (Highest to lowest)

[illegible]

## 6. EXPERIENCE DETAILS (latest first)

[illegible]

## 7. TEACHING EXPERIENCE (Subject/s Taught/Teaching)

At BTech Level

1. Introduction to Human Behaviour in Organization

At MBA Level

1. Human Behaviour and Management
2. Organizational Design Change and Transformation
3. Human Resource Management
4. Organizational Development
5. Human Resource Development
6. Human Resource Audit
7. Compensation and Performance Management
8. Organizational Leadership
9. Business Ethics

At PhD level(course work)

1. Organizational Behaviour
2. Human Resource management
3. Business Ethics

**8. AWARD(S) / HONOUR(S) / FELLOW DETAILS**

Type	Name of Award/Honour/Fellow	Organization Presenting Award/Honour/Fellowship	Year
Award	First among girl students in Howrah in ICSE		1990
Award	Gold Medal for First Class first in M Sc Applied Psychology	University of Calcutta	1997
Award	Dr. Deva Senapathy Young Scientist award	Indian Academy of Applied Psychology	2003
Award	In Search of Excellence	Pondicherry Psychology Association	2004
Others	National Scholarship for result in BSc	University of Calcutta	1995
Fellow	Research fellowship	Indian Statistical Institute	1999
Fellow	Microfinance research Alliance Program Fellow	IFMR Chennai	2007
Award	UCO Bank Best paper award	UCO Bank	2012
Others	UGC NET qualified for Lecturership in Psychology	UGC	1998

**9. RESEARCH GUIDANCE**

Degree	Guidance	Number Completed	Number in Progress
M.Sc/M.Tech/ME/MS/M.Phil.	Single	1	0
Doctoral	Single	1	2
Doctoral	Joint	0	7
Others	Single	4	2

## 10.. BRIEF OUTLINE OF RESEARCH CONTRIBUTION

The inspiration for my research work has been my belief in positive organizational behaviour,value based management,my urge to know about and contribute in my humble way to the development of the underprivileged group of the society by studying them or people/organizations serving them or contributing to the society at large.

My research contributions:

- (a) Conceptualizing Organizational health as a state of physical, mental, social and spiritual well being of organization.
- (b) Developing Organizational health scale
- (c) Relationship of organizational health and job satisfaction of rural bank employees
- (d) Relationship Of Organizational Satisfaction, Organizational Identification and Mental Health Of Rural Bank Employees
- (e) Congruence Of Instrumental Values And Organizational Awareness For Better Mental Health of Rural Bank Employees
- (f) Terminal Values as moderators Of Relationship Between Perceived Organizational Values And Job Satisfaction Of Rural Bank Employees
- (g) Mental Health as moderator Of Relationship Between Awareness Of Organizational Environment And Rural Bank Performance
- (h) Spiritual Health Of Organization- A New Vision Of Organizational Change In Rural Bank Development
- (i) A Probe On Indian Psycho-Philosophy an an alternative paradigm in understanding human nature, Behaviour and applied Fields
- (j) Meaning Of Work- Insights From Bhagavad Gita
- (k) Role of Microfinance support in Women Empowerment
- (l) The impact of SGSY-SHG on the Empowerment of the SHG members
- (m) Money management issues and practices of Ultrapoor people (housemaids, artisans, brick-kiln workers, migrants, people facing natural calamities)
- (n) Rethinking Reserve Bank of India (RBI) Regulations for MFIs: An Analysis of Microfinance Clients from Urban and Semi-urban Communities
- (o) Effects of Reserve Bank of India (RBI) Regulations on Public Sector Lending for Micro Finance Institutions (MFIs)

## 11. PUBLICATION DETAILS

[illegible]

## 12. LIST OF PUBLICATION/PATENT/COPYRIGHT/OTHER ENCLOSURES

Sl No	Publication Type	Description	File Attached
1	Publication in Referred Journal/s[National]	<p>Mukhopadhyay, S and Banerjee, S (2012) Role of Microfinance support in Women Empowerment, Psybernews, Vol3, No 1, 28-33</p> <p>Mukhopadhyay, S. (2006) Meaning Of Work- Insights From Bhagavad Gita, The Vision-JOMAS, Vol 2, No3, Pp26-29.</p> <p>Mukhopadhyay, S. (2006) Mental Health As A Moderator Of Relationship Between Awareness Of Organizational Environment And Rural Bank Performance, Indian Journal Of Applied Psychology, Vol 43, April 2006, Pp19-25</p> <p>Mukhopadhyay, S (2005) An assessment of implicit knowledge of Rural Bank Employees : An analytical study The Vision-JOMAS, Vol 1, No 4, Pp65-79.</p> <p>Mukhopadhyay, S (2005) Job satisfaction of new incumbents: a function of congruence of personal values and perceived organizational climate- a case study on rural bank employees The Vision-JOMAS, Vol 1, No2, Pp18-32.</p> <p>Mukhopadhyay, S (2005) Relative importance of Leadership qualities in predicting Job satisfaction of employees- a study on Regional rural banks and Rural cooperative banks The Vision-JOMAS, Vol 1, No1, Pp15-28.</p> <p>Mukhopadhyay, S (2003) Personal Value Structure Of The Rural Bank Employees, Journal Of Applied Psychological Issues, Vol 9(1)-Vol 9 (2), Pp45-56</p> <p>Dutta Roy, D And Mukhopadhyay, S (1999) Organizational Coping And Organizational Commitment Across Organizational Hierarchies In Heavy Engineering Organizations, Journal Of Behavioural Sciences, 10,2.</p> <p>Mukhopadhyay, S; Bhattacharya, S And Dasgupta, S.K (1999) Role Of Gender And Age Difference In The Perception Of Organizational Role Stresses In A Group Of Clerk Of Nationalized Banks, Business Studies, Xxii.</p>	No
2	Publication in Referred Journal/s[International]	<p>Barpanda, S and Mukhopadhyay, S (2014), Human capital and organizational learning a study of Indian microfinance institutions, Int. J. Management Practice Scopus Indexed , Vol. 7, No. 3, pp.222 to 239.</p> <p>Mukhopadhyay, S and Barpanda, S (2012), A Case study on the ethical issues in MFIs, International Journal of Business Ethics in Developing Economies (IJBED), Proquest Indexed, publishing India group, Vol 1, Issue 1, pp. 27-33.</p>	No
3	Publication in Proceeding of Seminars/Conferences[National]	<p>Mukhopadhyay, S and Banerjee S (2012) The impact of SGSY-SHG on the Empowerment of the SHG members- A study from Khelara- Paschim Midnapore, in the proceedings of UGC sponsored International conference on Microfinance and Financial Inclusion in developing economies, Vidyasagar University pp 288-299 (Judged as Best paper got UCO Bank Best paper Award)</p> <p>Barpanda, S. and Mukhopadhyay, S. (2013) Adaptability is the key to learning; a case of Indian MFIs? has been selected on International Case Colloquium in 18th May 2013 on the theme "Facing Challenges in the Era of Globalization" by Shri Vaishnav Institute of Management. ISBN: 978-93-83083-13-8.</p> <p>Raman, S and Mukhopadhyay, S (2010) HR challenges in the raw material mining location of steel industry in the proceedings of Core sector Management for global competitiveness , edited by Mukherjee et al, Excel Books.</p> <p>Mukhopadhyay, S And Roy, S.K. (2007) Excellence In Quality Through Employee Development-An Impact Study Of CBWE Training Programme In UAL-Bengal In The Proceedings Of The Fourth Indian Congress On Quality, Energy, Environment And Safety Management System, March 2007, Organized By CBWE, MOLE, GOI, In Technical Collaboration With CQMS, JU.</p> <p>Mukhopadhyay, S (2006) A Study Of Organizational Health And Job Satisfaction In Rural Banks From Psychological Perspective-In The Proceedings Of Fourth AIMS International Conference On Management (AIMS4) December 28-31, 2006</p> <p>Mukhopadhyay, S (2006) 'Congruence Of Instrumental Values And Organizational Awareness For Better Mental Health - A Study On Rural Bank Employees' In The Proceedings Of International Conference On Innovation And Technology Management, 3rd-5th Feb, 2006.</p> <p>Mukhopadhyay, S And Mullick, P (2006) Workers Education- An Intervention For Achieving Organizational Excellence Through Productivity And QEMS- A Case Study On Berger Paints India Limited, In The Proceedings Of The Fourth Indian Congress On Quality, Energy, Environment And Safety Management System, Dec 15-16, 2005, Organized By CBWE, MOLE, GOI, In Technical Collaboration With CQMS, JU.</p>	No

Continue...



## 12. LIST OF PUBLICATION/PATENT/COPYRIGHT/OTHER ENCLOSURES

SI No	Publication Type	Description	File Attached
4	Book Chapter/s	<p>Barpanda, S and Mukhopadhyay, S (2014)Turbulence Triggers Transformation, A case of Indian Microfinance Institutions,in edited book titled "Managing Business in Turbulent time: A case study approach, ICBM School of Business Excellence, Hyderabad, ISBN: 978-81-924315-0-5.</p> <p>Mohanty S. K. and Mukhopadhyay,S (2014)Nokia in the face of Market Turbulence?,Case Studies in Management' ISBN No: 978-81-924315-0-5.</p> <p>Barpanda, S and Mukhopadhyay, S(2013)The Malegam Committee Microfinance Report: - Will the MFIs Accept It? edited book titled "Resource book on Case studies in Business Management: a global perspective", Anne Book Pvt. Ltd, ISBN 9789382127543.</p> <p>Barpanda, S and Mukhopadhyay, S (2013)Adaptability is the key to learning; a case of Indian MFIs in edited book titled "Facing Challenges in the Era of Globalization" EPH, Excellent Publishing House, New Delhi, ISBN: 978-93-83083-13-8</p> <p>Mohanty S. K. and Mukhopadhyay,S (2013) edited book titled "Resource book on Case studies in Business Management: a global perspective" Organizational Performance Management in DRDO A case study, Anne Book Pvt. Ltd, ISBN 9789382127543.</p> <p>Mukhopadhyay, S. And Dutta Roy, D.(2004)Spiritual Health Of Organizations: A New Vision Of Organizational Change In Rural Bank Management, 404-418.In Joshi,K &amp; Cornelissen, M (Eds.) History Of Science, Philosophy And Culture In Indian Civilization, Vol.11 Part 3, Consciousness, Indian Psychology And Yoga. New Delhi: Center For Studies In Civilization</p>	No
5	Others	<p><b>REPORTS</b></p> <p>Mukhopadhyay, S (2013) (coauthored with 5 authors)Rethinking Reserve Bank of India (RBI) Regulations for MFIs: An Analysis of Microfinance Clients from Urban and Semi-urban Communities, A case study?; CMF Focus Note , available on <a href="http://www.ifmrlead.org/cmfwcontent/uploads/attachments/csy/2830/RBI%20Report%20_FINAL.pdf">http://www.ifmrlead.org/cmfwcontent/uploads/attachments/csy/2830/RBI%20Report%20_FINAL.pdf</a></p> <p>Mukhopadhyay, S (2012) (coauthored with 5 authors),Effects of Reserve Bank of India (RBI) Regulations on Public Sector Lending for Micro Finance Institutions (MFIs),IFMR, Centre for Microfinance Research Group on a project , The paper is already available on <a href="http://www.ifmrlead.org/cmfwcontent/uploads/attachments/csy/1930/RBI%20REPORT%20_FINAL.pdf">http://www.ifmrlead.org/cmfwcontent/uploads/attachments/csy/1930/RBI%20REPORT%20_FINAL.pdf</a></p> <p><b>BOOK REVIEWS</b></p> <p>Mukhopadhyay, S(2004) Review of "Organizational Behaviour and beyond for holistic effectiveness in Management- Author Dr B K Chatterjee, Pub Asian Books Pvt Ltd in Industrial relations , vol XXIV, Dec 2004, pp65-66</p> <p>Mukhopadhyay, S (2005) Review of Human Values- Author D N Tripathi Publisher New Age International Private Ltd in Industrial relations Vol XXV, Dec 2005, pp 59-60</p> <p>Mukhopadhyay, S (2006)Review of Organizational Behaviour, Technology and Psychosocial Systems, Author: Dr Amitava Chatterjee, Publisher : Galgotia, in The VISION JOMAS Vol 2 No 1, PP60</p> <p><b>MANUSCRIPT REVIEW</b></p> <p>Organizational Behaviour by Margie Parikh and Rajen Gupta, Tata Mc. Graw Hill Education Private Limited , New Delhi.</p>	Yes

### 13. LIST OF BEST PUBLICATIONS

Sl No	Title	Author/s	Name of Journal	Volume	Pages	Year	Impact factor	Nos of Citations
1	A Case study on the ethical issues in MFIs	Mukhopadhyay, S and Barpanda, S (2012)	International Journal of Business Ethics in Developing Economies	Volume 1 Issue 1, June 2012	pp.27-33	2012		
2	Human capital and organisational learning: a study of Indian microfinance institutions	Barpanda, S. and Mukhopadhyay, S. (2014)	Int. J. Management Practice	Vol. 7, No. 3,	pp.222-239	2014		
3	Organizational Coping And Organizational Commitment Across Organizational Hierarchies In Heavy Engineering Organizations	Dutta Roy, D And Mukhopadhyay, S	, Journal Of Behavioural Sciences, 10,2.	Vol10, No.2.	pp 5-20	1999		
4	Personal Value Structure Of The Rural Bank Employees	Mukhopadhyay, S	Journal Of Applied Psychological Issues,	Vol 9(1)-Vol 9 (2)	pp45-56	2003		
5	Role Of Gender And Age Difference In The Perception Of Organizational Role Stresses In A Group Of Clerk Of Nationalized Banks,	Mukhopadhyay, S; Bhattacharya, S And Dasgupta, S.K	Business Studies	Vol XXI, No 1&2	pp35-44	1999		
6	Meaning Of Work-Insights From Bhagavad Gita	Mukhopadhyay, S	The Vision-JOMAS	Vol 2, No3,	pp26-29	2006		
7	Mental Health As A Moderator Of Relationship Between Awareness Of Organizational Environment And Rural Bank Performance	Mukhopadhyay, S	Indian Journal Of Applied Psychology	Vol 43	pp19-25	2006		
8	Relative importance of Leadership qualities in predicting Job satisfaction of employees- a study on Regional rural banks and Rural cooperative banks	Mukhopadhyay, S	The Vision-JOMAS,	Vol 1, No1	pp15-28	2005		
9	Job satisfaction of new incumbents: a function of congruence of personal values and perceived organizational climate- a case study on rural bank employees	Mukhopadhyay, S	The Vision-JOMAS	Vol 1, No2	pp 18-32	2005		
10	An assessment of Implicit knowledge of Rural Bank Employees : An analytical study	Mukhopadhyay, S	The Vision-JOMAS	Vol 1, No 4	pp 65-79	2005		

11	Role of Microfinance support in Women Empowerment	Mukhopadhyay, S and Banerjee, S	Psybernews	Vol3, No 1	pp 28-33	2012		
----	---	---------------------------------	------------	------------	----------	------	--	--

#### 14. SPONSORED RESEARCH AND CONSULTANCY UNDERTAKEN

[illegible]

**15. WORKSHOP / CONFERENCE / INVITED SEMINAR / SHORT-TERM COURSE ORGANIZED**

Type	Name	Year	Nos of Participants
Seminar invited	Resource Person On Team Building And Awareness In Rotary Youth Leadership Awareness (RYLA) Program For Students Of SAARC Countries 2008.	2008	
Seminar invited	Environmental Scanning at McNally Bharat, kolkata	2009	
Seminar invited	Counseling at Airforce HQ, Shillong	2009	
Seminar invited	Invited By Central Board For Workers Education On 05.06.06 To Deliver A Talk On Goal Setting And Motivating Self- Indian Ethos To The White Collar Employees Of Indian Oil Corporation Ltd. Dhakuria.	2006	
Seminar invited	Invited By The Institute Of Environment And Management, Lucknow As A Resource Person In The Seminar On 'Academicians Role And Responsibility In Producing Professionally Groomed Management Graduate' On 18th Nov, 2006, Lucknow.	2006	
Seminar invited	Invited By The Psychology Research Unit, Indian Statistical Institute, Kolkata As A Resource Person For The Seminar On Schedule Design For Psychological And Educational Survey Research On 8th Dec, 2006.	2006	
Seminar invited	Resource Person On Staff Development Program On Academic Career Excellence In Management At Pailan College Of Management And Technology (12.02.07).	2007	
Seminar invited	Effective Performance Management? at Hooghly Chamber of Commerce & Industry	2009	
Seminar invited	Interpersonal relation, handling people and teamwork at Indian Oil Management Academy	2009	
Seminar invited	Interpersonal Skills At UAL Bengal	2009	
Seminar invited	Problem Solving And Creativity At UAL Bengal	2009	
Seminar invited	Self Development At Airforce Station Kalaikunda	2009	
Seminar invited	Changing Work-style And Individual Adaptability At IOC	2009	
Seminar invited	Counseling for AFFWA members at Air Force Station, Jorhat	2009	
Seminar invited	Personality Traits Of Entrepreneurs At Step-IIT Kgp	2009	
Seminar invited	CSR at Tata Bearings	2009	
Short-term course organized	MHRD/AICTE approved short term course on Competency development for New Management faculty on July 7-20, 2008 and August 1-14, 2009.	2009	
Short-term course organized	SDP for L&T	2013	
Short-term course organized	SDP for L&T	2014	
Short-term course organized	AICTE-STC- Consumer Behaviour role of Market Research	2015	14
Short-term course organized	AICTE STC- HR Analytics hands on Training	2015	14
Seminar invited	Invited By Central Board For Workers Education On 23.02.06 To Deliver A Talk On Human Relations At Work To The Employees Of Burn Standard Company Ltd.	2006	

Seminar invited	Invited By Central Board For Workers Education On 03.03.06 And 23.03.06 To Deliver A Talk On Career Planning And Psychological Satisfaction In Retired Life And Orienting Family Members For A Positive Approach To The Senior Managers Of The Corporation At Indian Oil Corporation At Indian Oil Corporation Ltd. Dhakuria	2006	
Seminar invited	Resource Person On Team Building And Awareness In Rotary Youth Leadership Awareness (RYLA) Program For Students Of SAARC Countries 2007	2007	