

Anup Kumar Ghosh

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H-18, Sec-7, Rohini,
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RESEARCH INTERESTS

Qualitative Teaching Learning, Socio-Economic Labour Problems, Organization Behaviour, Entrepreneurial Motivation, Skilling Process, Mercantile and Labour Laws.

EDUCATION

Ph.D. in Business Administration, 2000 – University of Burdwan, West Bengal.

Dissertation: *Quality Circle and associated psychodynamics of the workers: A case study on some selected organizations of West Bengal*

M.B.A. (Specialisation: Personnel Management), August,1992 – University of Burdwan, West Bengal

B.Sc.(Hons) in Physics, November, 1989 – University of Burdwan, West Bengal

APPOINTMENTS

Academics

Professor: Gitarattan International Business School, Delhi (Affiliated to GGS IP University, New Delhi), Department of Management, July 2015 to Present.

Professor & Dean Academics: N. C. College of Engineering, Panipat (An autonomous college under Kurukshetra University, Haryana), July,2013 to July,2015.

Director, SD College of Management, Panipat (Affiliated to Kurukshetra University, Haryana), July, 2012 to June,2013.

Professor , School of Management, Disha Technical Campus, Raipur (Affiliated to Chhattisgarh Swami Vivekanand Technical University, Chhattisgrh), January 2011 to July,2012.

Professor & Principal, Management Institute of Durgapur, West Bengal (Affiliated to Kurukshetra University, Haryana), from 13th August 2007 to 22nd December, 2010.

Industry

Dy. Genl. Manager (P&A), BRG Iron & Steel Ltd. Dhenkanal, Orissa, April 2007 to August 2007.

Manager (Personnel), The Durgapur Projects Ltd, Durgapur, West Bengal, July 2001 to April 2007.

Asstt. Manager (Personnel), The Durgapur Projects Ltd, Durgapur, West Bengal, August 1994 to July 2001.

Management Trainee (Personnel), The Durgapur Projects Ltd, Durgapur, West Bengal, July 1993 to August 1994.

PUBLICATIONS

Book

Ghosh, Anup Kumar, and et. Al. Global Information and Business Strategy (Vol 9 to Vol 13):
Gitarattan International Business School (2017 to 2021), New Delhi

Ghosh, Anup Kumar, and et. Al. National Moot Court Proceeding (Vol 1 to Vol 3): Gitarattan
International Business School (2019 to 2021), New Delhi

Peer-reviewed Journals

Ghosh, Anup Kumar and SinghaRoy, Tanuka (2008,December), High Participation , Low Evaluation: The
Role of Women Entrepreneurship in Economic Development, *MID Journal of Computer
Application & Business Administration*, Volume 1, No. 2 , ISSN 0974 – 3332, p29-38

Ghosh, Anup Kumar, Chatterjee,Debmallya and Ghosh, Biswarup (2010), A conceptual framework of
faculty performance evaluation, *Asian Journal of Management Research*, ISSN 2229 – 3795, p217-
229

Ghosh, Anup Kumar and Ghosh, Suparno (2011,Jan-Jun), Development of Entrepreneurship Culture is not
gaining alacrity amongst educated Indian youths : A comprehensive study on some selected states
of India, *Disha Journal of Management*, Volume 7, ISSN 0976 – 2574, p29-38

Ghosh, Anup Kumar and Sethi, Monika (2011,November), A study on Causes of Failure of Training
Programs at Different Industries at Chhattisgarh: Deficiency in Understanding Training Need
Analysis by the Training Managers, *International Journal of Physical and Social Sciences*, Volume
1, Issue 3, ISSN 2249–5894, p108-125

Ghosh, Anup Kumar and Sen, Ananya (2012, January), Scopes and Possibilities of Social Media Marketing
in Healthcare Vis-À-Vis Problems of Implementation thereto in Chhattishgarh, *Lab To Land*,
Volume 4, Issue 13A, ISSN 0975–282X, p17-22

- Ghosh, Anup Kumar (2012, May), Dilemma in Women Entrepreneurship at Chhattishgarh- A familial leg-pulling , *International Journal of Research in Management, Economics and Commerce*, Volume 2, Issue 5, ISSN 2250–057X, p124-141
- Ghosh, Anup Kumar, Sinha, Somnath and Paul, Aditi (2012, August), A Conceptual Framework For Multipurpose Bill Payment System-Appraising Member Customers' Need, *International Journal of Management, IT and Engineering*, Volume 2, Issue 8, ISSN 2249–0558, p249-265
- Ghosh, Anup Kumar and Ray, Siddhartha Swroop (2016, Jan), Accounting System Under GST Regime: A Prologue, *IUP Journal of Accounting Research & Audit Practices*, Volume 15, Issue 1, p7-20
- Ghosh, Anup Kumar (2018, Oct), HR Practices in Post Liberalisation Era: An Analysis of Organisational Culture in India, *Sumedha Journal of Management*, Volume 7, Issue 4, p86-97
- Ghosh, Anup Kumar and Sharma Sushmita (2019, May), Factors Influenced by Word-of-Mouth Marketing for female Consumer: A study on Delhi NCR, *Anusandhan: The research Repository*, Volume 2, Issue 1, ISSN 2581-9968, p26-38
- Ghosh, Anup Kumar and Kumar, Anshul (2020, Aug), Factors Influencing Consumer Buying Behavior towards Purchase of Two- Wheeler in Delhi NCR, *Anusandhan: The research Repository*, Volume 3, Issue 1, ISSN 2581-9968, p1-15

Patent

- Ghosh, Anup Kumar (2021, Sep), System for Monitoring Rule Breaking Regulation of A Vehicle And Method Thereof, The Patent Office Journal, No. 36/2021 , p-39408
- Ghosh, Anup Kumar and et. al.(2022,Mar), A Guided Meditation Device, The Patent Office Journal, No. 13/2022 , p-19882.

CONFERENCE PRESENTATIONS

- Ghosh, Anup Kumar (2019, Oct), Showcasing of Research Repository- An Initiative Towards Development of Research Environment, organized by Bhopal School of Social Science, Bhopal, MP .
- Ghosh, Anup Kumar and Mona, Reema (2018, Jan), Female Apprehends Problems of Use of Plastic Money Differently From Male : A Study at Delhi-NCR, organized by Sri Guru Gobind Singh College of Commerce, New Delhi .
- Ghosh, Anup Kumar (2017, Apr), An Analysis on LPG Culture in Bringing Changes in HR Practices, organized by Bhopal School of Social Science, Bhopal, MP .
- Ghosh, Anup Kumar and Singh, Ritu (2016, 25-27 September), 'A study on women attrition at private sector in Delhi-NCR with special relation to maternity benefits' organized by School of Commerce and Business Studies, Jiwaji University, Gwalior, MP .

- Ghosh, Anup Kumar and Jaglan Randeep (2015, 12-13 February), The tug of war between Corporate and Society : Companies Act 2013- the umpire, National conference on 'Corporate Social Responsibility : A strategy towards Inclusive Growth for Sustainable Development' organized by School of Management Studies, Vels University, Chennai .
- Ghosh, Anup Kumar (2014, 27-28 November), Despite of Most of The Potential Qualities, Why Banjaras Could Not Come Out as Successful Entrepreneurs : A Case Study on Gap Identification, National conference on 'Global Trends in Entrepreneurship' organized by EDIC, National Institute of Technical Teachers' Training & Research, Chandigarh .
- Ghosh, Anup Kumar and Ghosh, Suparno (2012, 12-13 October), An in-depth study on highway road safety and the role of construction companies : A case study on NH 71A, Inter National conference on 'Safety' organized by Indian Institute of Technology, Gandhinagar, Gujrat
- Ghosh, Anup Kumar and Ray, Siddhatha Swaroop (2012, 21-22 September), The worth of Degrees of HR courses from different B-schools in India before the corporate world : An insight, Inter National conference on 'Challenges in Human Resource Management' organized by Desh Bhagat Institute of Management and Computer Sciences, Mandi Govindgarh, Punjab
- Ghosh, Anup Kumar and Shrivastava, Rohit (2012, 13-14 August), An exhaustive study on the scope of transformation of Handloom hub Panipat into Tourism –cum- Handloom hub, National seminar on 'Managing Sustainable Tourism Development' organized by Maharishi Dayanand University, Rohtak, Haryana
- Ghosh, Anup Kumar and Mitra, Somen (2012, 1-2 June), A Study On Effect of Attrition over Financial Performance of the Companies in Life Insurance Sector in India, National conference on 'Emerging Challenges for Sustainable Business' organized by Department of Management Studies, Indian Institute of Technology, Roorkee, Uttarakhand.
- Ghosh, Anup Kumar and Mehra, Rajeev (2012, 13-14 April), Appropriate Research Oriented Techno-Preneurship may Generate Chain Entrepreneurs: A Case Study On Tata-Ace, Inter National conference on 'Contemporary Innovative Practices in Management' organized by Faculty of Management Studies, Pacific Academy of Higher Education and Research University, Udaipur, Rajasthan
- Ghosh, Anup Kumar and Ghosh, Abhijit (2012, 13-14 April), Total Laboratory Automation is a solution for the Laboratory Diagnostics in healthcare boom, Inter National conference on 'Contemporary Innovative Practices in Management' organized by Faculty of Management Studies, Pacific Academy of Higher Education and Research University, Udaipur, Rajasthan
- Ghosh, Anup Kumar and Sethi Monika (2012, 24-25 Mar), A study of 'Apathy on Arbitration by the Indian Trade & Commerce downsizing its FDI' , National seminar on 'Arbitration & Alternate Dispute resolution in India: Issues & Challenges' organised by Hidayatullah National Law University, Raipur,CG
- Ghosh, Anup Kumar and Lodh, Iturani (2012, 3-5th Mar), Second generation women entrepreneurship is not viable with the present societal structure of India : a case study at Chhattisgarh, National Seminar On "Academic-Industry interface in the era of Globalisation" organised by Institute of Management, Pt. Ravishankar Shukla University, Raipur, CG

- Ghosh, Anup Kumar and Upadhyay, Mansi (2012, 28th Feb), An in-depth study on different activities of Ambuja Cement Limited towards development of concept of Green Management, National Conference On "New Innovations in Science, Technology and Management" organised by Rattan Institute of Technology and Management, Faridabad, Haryana
- Ghosh, Anup Kumar and Ghosh, Abhijit (2012, 26th Feb), Diagnostics Marketing : A new horizon for Indian healthcare sector, National conference on 'Management encounters new challenges for globalization' organized by Chouksey Engineering College, Bilaspur, CG
- Ghosh, Anup Kumar and Sen, Ananya (2012, 17-18 Feb), Importance of Need Based Training for The Micro and Small Level Entrepreneurs for a Successful Business- A Case Study At Chhattishgarh , National Management Convention on 'Micro, Small and Medium Enterprises: The Way Forward' organized by KIIT University, Bhubaneswar, Orissa
- Ghosh, Anup Kumar and Sethi, Monika (2012, 4th Feb), HRM practices in mini steel plants: A case study at Chhattisgarh, National conference on 'Balancing Work and Life' organised by Crescent Business School ,Vandalur,Chennai
- Ghosh, Anup Kumar and Upadhyay, Mansi (2012, 4th Feb), Green Management: A concept from practice in Ambuja Cement Limited, National conference on 'Emerging Trends in Science, Technology and Management' organised by KITE, Raipur, CG
- Ghosh, Anup Kumar and Sen, Ananya (2012, 27-28 Jan), Scopes and Possibilities of Social Media Marketing in Healthcare Vis-À-Vis Problems of Implementation thereto in Chhattishgarh, National seminar on 'Innovation & New Generation' organised by SSIT, Bhilai, CG
- Ghosh, Anup Kumar and Mitra, Somen (2012, 23-24 Jan), A Study on the Changing Scenario of Life Insurance Sector in India, Inter National Conference on 'Accounting, Taxation and Finance' organised by Ganpat University, Gujrat and Victoria University, Australia
- Ghosh, Anup Kumar and Sen, Ananya (2012, 05-06 Jan), Innovation Stems from Economic Crisis and Mental Urge: A Study Leading Towards the Concept of Reverse Innovation, National seminar on 'Enhancing the Entrepreneurship growth through Innovation and Creativity: Issues, Opportunities & Challenges' organised by BIT,Durg, CG
- Ghosh, Anup Kumar and Sethi Monika (2011, 15-16 Dec), Challenges and Prospects of Work Life Balance in Technical Institutions : A Case Study of Chhattishgarh, Inter National conference on 'Business Growth in Emerging Markets: Global shifts and local effects' organised by Institute of Public Enterprise, Hyderabad
- Ghosh, Anup Kumar and Sen, Ananya (2011, 02-03 Dec), A Study on the Mothers of Bilaspur about their Brand Awareness towards Selection of Health Drinks for their Children and Effect of Advertisement on their Brand Selection, UGC sponsored National seminar on 'Commerce in Life' organised by Kalyan PG College, Bhilai, CG
- Ghosh, Anup Kumar , Majumder, Malhar and Ghosh, Suparno (2011, 26-27 Aug), A critical study on Implementation of IFRS in the Indian Banking Sector, National seminar on 'Financial Reengineering: Challenges & Opportunities' organised by ITS Institute of Management, Gr. Noida
- Ghosh, Anup Kumar and Ghosh, Suparno (2011, 27 May), An insight on Innovation in Education & Training : Requirement of change in policy framing, Inter National Conference on 'Innovation, Creativity and Change' organised by Delhi Business School, New Delhi

- Ghosh, Anup Kumar and Sethi Monika (2011, 13 May), Prerequisite for effective industrial training programmes in Chhattishgarh, National conference on 'Contemporary Management Research' organised by Apeejay School of Management, New Delhi
- Ghosh, Anup Kumar and Ghosh Suparno (2011, 29-30 Apr), Development of Entrepreneurship Culture is not gaining alacrity amongst educated Indian youths : A comprehensive study on some selected states of India, Innovation Educators' Conference organised by Indian School of Business, Hyderabad
- Ghosh, Anup Kumar , Dutta, Madan Mohan and Majumder, Malhar (2011, 25-26Feb), A pragmatic case study on Behavioural Finance, National conference on 'Innovation and Creativity : Tools for success in Contemporary Management Era' organised by Disha Institute of Management and Technology, Raipur, CG
- Ghosh, Anup Kumar and Mukherjee Suchita (2011, 25-26Feb), A study on the personality factors that lead to the entrepreneurial mind set up among the young Indians, National conference on 'Innovation and Creativity : Tools for success in Contemporary Management Era' organised by Disha Institute of Management and Technology, Raipur, CG
- Ghosh, Anup Kumar, Chatterjee Debmallya and Ghosh Biswarup (2011, 26Feb), A conceptual framework of Faculty Performance evaluation, Inter National conference on 'People Management in Organisations :Issues &Challenges' organised by Jyotirmay School of Business, Kolkata,WB
- Ghosh, Anup (2010, 19-20Feb), Need for Country wide HR Planning for the best utilization of Human Resources, UGC sponsored National Seminar on 'Human Resource Management – Leading the Changes' organised by B.B.College, Asansol, WB
- Ghosh, Anup Kumar (2009, 28Feb – 1Mar), An Innovative Lantern operated by Crude Jatropha Oil for the use of non-electrified tribal villages, 16th West Bengal State Science Congress organised by West Bengal State Council for Science & Technology and The University of Burdwan
- Ghosh, Anup Kumar (2008,28-29 Feb), Production of Jatropha Oil and its Scope for Marketing , 15th West Bengal State Science Congress organised by West Bengal State Council For Science & Technology and BESU, Sibpur

R&D PROJECT / CONSULTANCY PROJECT

- Completed Lab To Land Project in 2008 as Principal Investigator on Development Of Crude Jatropha Oil Operated Lantern and Its Efficiency Survey & Customer Satisfaction (Rs.1,86,000) sponsored By Deptt. of Science & Technology, Govt. of West Bengal
- Completed S&T Project in 2009 as Principal Investigator on Skill Development Training Program in Automobile Repairing for Scheduled Tribe Youths (Rs.90,000) Sponsored By Deptt. of Science & Technology, Govt. of West Bengal
- Completed R&D Project in 2012 as Principal Investigator on Development, Production and Marketing of Lamp Fittings Fitted with Low Carbon Lamp and Training to Generate Self-Employment Scopes for

The Unemployed Youths (Rs.6,85,000) Sponsored By Deptt. of Science & Technology, Govt. of West Bengal

Completed Consultancy Project in 2019-20 as Principal Investigator on 'A Survey on Future Demand of Skill Set and Plan Layout for Skill Development Training of the Human Resources required from 3rd Party Manpower Supplying Agencies in Delhi NCR Region (Rs.2,00,000) Sponsored By Arsh Marketing Services Pvt Ltd.

WORKSHOPS/ COURSES ATTENDED

Attended a Trainers' Training Programme organized by TTTI, Eastern Region on ISO 9000 during 13-14th February 1995

Attended Workshop on 'Domestic Enquiry – How to conduct it' organized by National Productivity Council, Kolkata during 9-10th December, 1999

Attended Workshop on 'Industrial Relations' organized by Industrial Management Academy, New Delhi during 10-13th May, 2000

Attended Workshop on 'Work Study' organized by State Productivity Council, West Bengal during 25-27th July, 2001

Attended a Trainers' Training Programme organized by QCFI, Durgapur chapter West Bengal on Quality Circle during 16-18th August, 2003

Participated National Convention on Quality Circle at Madurai as Coordinator organized by QCFI during 4-6th December, 2003

Declared Certified Trainer & Facilitator by the Carlton Advanced Management Institute, UK in the year 2006

Attended AICTE sponsored Staff Development Programme organized by NITTTR, Bhopal on NBA accreditation, Institute Building, Performance Appraisal and Staff Development during 23-27th June, 2008

Successfully completed advanced certificate course on Comprehensive Disaster Risk Management Framework from National Institute of Disaster Management, New Delhi and World Bank (GFDRR) during 4th July to 12th August, 2011

Successfully completed advanced certificate course on Risk Identification, Assessment and Analysis from National Institute of Disaster Management, New Delhi and World Bank (GFDRR) during 5th September to 10th October, 2011

Successfully completed advanced certificate course on Community based Disaster Risk Management from National Institute of Disaster Management, New Delhi and World Bank (GFDRR) during 20th February to 16th March, 2012

Attended SEBI sponsored workshop on Financial Education Resource Persons' Training at Chandigarh and conducted by N.I.S.M during 22nd Feb to 26th Feb, 2013

Attended workshop on NBA Evaluators conducted by Thapar University during 29th April to 11th May, 2013

Attended EMT Lab conducted by NIESBUD, Noida during 28th April to 3rd May, 2014

Attended Workshop cum Seminar on Basics of Intellectual Property Right conducted by RGNIPM, Nagpur during 9th Feb to 10th Feb, 2015

Participated in MHRD's National Mission for Teachers and Administrators Management Capacity Enhancement Programme at IIM Indore from 8th June to 14th June, 2015.

Successfully completed AICTE approved Faculty Development Programme on Foundation Programme in ICT for Education from Indian Institute of Technology, Bombay during 3rd August to 7th September, 2017

Successfully completed AICTE approved Faculty Development Programme on Pedagogy for Online and Blended Teaching-Learning Process for Education from Indian Institute of Technology, Bombay during 14th September to 12th October 2017

Successfully completed Certificate course on Advanced Excel –Beginner to Ninja Level from Udemy on 26th Feb 2019

Successfully completed 12 week NPTEL Online Certificate Course on Training of Trainers from Indian Institute of Technology, Roorkee during July to October 2019

Successfully completed Certificate course on Advanced Excel for HR Managers from Udemy on 12th June 2020

Successfully completed Certificate course on Advanced Excel for Sales Managers from Udemy on 12th June 2020

Attended Convergence 2020 conducted by ICT Academy on 15th July, 2020

Successfully completed 5 days Faculty Development Programme on Inculcating Universal Human Values in Technical Education from All India Council for Technical Education during 26th July to 30th July, 2021

PROGRAMMES ORGANISED

Organised National Conference on 'Alternate Energy' as Organizing Secretary on 7th- 8th October, 2008 at Management Institute of Durgapur, WB

Organised FDP programme on 'Use of Statistical Tools in research through software packages like SPSS and SYSTAT-12' on 3rd- 4th December, 2008 at Management Institute of Durgapur, WB

Organised WBREDA sponsored Customer Awareness Camp on Solar Water Heater as Chief Coordinator on 3rd February, 2009 at Rajbandh, WB

Conducted workshop on Human Behaviour for the truckers at Indian Oil Corporation, Rajbandh, Durgapur, WB on 5th September, 2009

Organised DST sponsored Entrepreneurship Awareness Camp as Principal Investigator on 4th- 6th October, 2009 at Management Institute of Durgapur, WB

Organised Technical & Management Fest 'SCIMANTEK' as General Secretary on 27th- 29th October, 2010 at
Rahul Foundation, Rajbandh, WB

Organised FDP programme on 'Research Methodology' on 4th- 5th December, 2010 at Management
Institute of Durgapur, WB

Chaired a session in the TEQIP sponsored International conference on Emerging Technologies on 25th
April, 2014 at N.C.College of Engineering, Israna, Panipat.

Organised FDP programme on 'Entrepreneurial Motivational Training (LAB)' on 27th- 29th May, 2014 at
N.C.College of Engineering, Israna, Panipat

Organised International Conference on 'Global Information and Business Strategies' consecutively 5 years
since 2016 at Gitarattan International Business School, Delhi

Organised 9 Faculty Development Programmes on different Leading topics for the period from 2016 to
2021 at Gitarattan International Business School, Delhi

Organised 5 Management Development Programme on 'Business Analytics ; HR Analytics; Marketing
Analytics' consecutively 3 years since 2018 at Gitarattan International Business School, Delhi

Delivered a session in the Webinar on Time Management on 18th June, 2021 at J. D Birla Institute, Kolkata

Delivered a session in the AICTE sponsored Faculty Development Programmes on Stress Management on
10th Jan, 2022 at Gitarattan International Business School, Delhi

HONORS / AWARDS

Best Teacher AWARD, Gitarattan International Business School, 2018 ,2021

Dissertation Fellowship, 2000

LANGUAGES

Bengali (native)

English (bilingual oral and written fluency)

Hindi (bilingual oral fluency)

MEMBERSHIPS / AFFILIATIONS

Life time member of National HRD Network

Faculty Member of National Entrepreneurship Network,

Life time Member of Solar Energy Society of India,

Life time Member of Indian Society for Technical Education,

Life time Member of Indian Commerce Association,

Member of International Journals of Multidisciplinary Research Academy