

Prasomee Sikdar

Female, 30 Years

Contact: 9710690822; 9836599857

[prasomee.sikdar@gmail.com](mailto:prasomee.sikdar@gmail.com)

Fellowship Programme in Management (Rural Management)- IRMA (Jul' 2018- Present)
Stream/ Area: Organization Behavior & Human Resource Management Thesis Topic- Rural tourism industry in the Indian Himalayan Region: A study of Interorganizational relationships
Coursework subjects: Management theories and perspectives, Methodology, OB-HRM, Marketing Management, Interorganizational Relations, Business Statistics and Analysis, Economics, Finance, Rural society and polity, ASCI, Philosophy of Science, Development perspectives and theories, Plantation economy
Organization Study Segment: Grassroutes Journeys Private Limited (May' 2019 – Jul' 19)
Conferences: <ul style="list-style-type: none"><li>Sikdar, P. (2019). "Organization Development Needs of Social Enterprise: A human-centric approach". Transcendence (12-14 Dec 2019). C-SOL, Tata Institute of Social Sciences.</li><li>Sikdar, P. (2020). "Grassroutes': Case Study of a social enterprise". 1st Rajagiri Management Conference (15-16 Oct 2020). Rajagiri Business School, Rajagiri College of Social Sciences and Victoria University of Wellington.</li><li>Sikdar, P. (2021). "Enterprises with a purpose- a bibliography of the bigger picture". Digital Conference on Social Enterprise- Values and Process (7-9 Jan, 2021). Centre of Social Entrepreneurship School of Management and Labor Studies, Tata Institute of Social Sciences.</li><li>Sikdar, P. &amp; Nadagouda, S. (2021). "Is Covid-19 leading the 'Future of Work' (A five industry study of Covid-19 response strategy". Post COVID Management Strategies: Recovery, Resilience and Adaptation (23-24 April 2021). International Management Conference, Indian Institute of Bodh Gaya.</li><li>Sikdar, P. (2021). "Theory of Interorganizational Relationships: The Journey from 'then' to 'now'". Doctoral Colloquium on Management and Development (15-17 Nov, 2021). Institute of Rural Management Anand.</li><li>Sikdar, P. &amp; Mehta, M. (2021). "Historical evidence of crisis management by the tourism industry". World Research Summit for Tourism and Hospitality (14-15 Dec, 2021). Journal of Tourism.</li></ul>
Workshops: <ul style="list-style-type: none"><li>Case Method Teaching by Case Research Society of India (CRSI) , 12-13<sup>th</sup> October 2018</li><li>International e-Seminar on 'Academic Writing: Things to know' by Department of Mathematics, Government Post Graduate College Maldevta, Raipur (Dehradun) Uttarakhand, India (17<sup>th</sup> July, 2020)</li><li>Online Course/ Webinar on 'Practising Karuna in times of Corona: A Gandhian Perspective' by Gandhi Research Foundation ( 21<sup>st</sup> June 2020- 12<sup>th</sup> July 2020)</li></ul>

- Five day National Level Virtual Workshop on ‘Crafting Literature Review with Synthesis Tools’ by Consortium for Human Resource Development (10<sup>th</sup> Aug 2020 – 14<sup>th</sup> August 2020)
- Five day online FDP on ‘Business Analytics – Concepts and Applications’, School of Management Studies, University of Hyderabad ( 28<sup>th</sup> Aug 2020 – 1<sup>st</sup> Sept 2020)
- Webinar on ‘Necessary Conversation: Grand Challenges in Police Organization Research’, conducted by International Humanistic Management Association on 15<sup>th</sup> January, 2021
- Workshop on ‘Research Epistemologies and Research Design’, conducted by Academy of Human Resource Development, India on 25<sup>th</sup> February, 2021.
- Participated in ‘4<sup>th</sup> Social Enterprise Conclave’ organized by SIGMA-oikos by XLRI, Jamshedpur on 13<sup>th</sup> March, 2021.
- Workshop on ‘Qualitative Analysis with NVivo’ organized by Commacad (24<sup>th</sup> April 2021- 25<sup>th</sup> April 2021)
- Workshop on ‘Research Methodology’ organized by Indian Institute of Management, Bodh Gaya (21<sup>st</sup> April 2021- 22<sup>nd</sup> April 2021)
- Workshop on ‘Data Analysis with SPSS’ organized by Commacad (10<sup>th</sup> April 2021- 11<sup>th</sup> April 2021)
- Attended ‘DOCMAD School’ organized by Institute of Rural Management Anand (12<sup>th</sup>- 14<sup>th</sup> Nov, 2021)
- Workshop on ‘Systematic Literature Review’ organized by Commacad (12<sup>th</sup> February 2022- 13<sup>th</sup> February 2022)

**Publications/ Book chapter:**

- Sikdar, P. & Nadagouda, S. (2021). “Is Covid-19 leading the ‘Future of Work’ (A five industry study of Covid-19 response strategy)”. Post COVID Management Strategies: Recovery, Resilience and Adaptation. Indian Institute of Bodh Gaya.

**Academic Qualifications**

Degree	University/ Board	School/ College	Year	Stream	(%/ GPA)
FPM (RM)	IRMA	IRMA	(2018- Present)	OB-HR	
MBA	Symbiosis International University	SCMHRD	2016	HR	2.88/4
B. Tech	W.B.U.T	St. Thomas College of Engineering and Technology	2013	IT	7.8/10
12 <sup>th</sup>	I.S.C	St. Thomas’ Girls’ School	2009	Science	82
10 <sup>th</sup>	I.C.S.E	St. Teresa’s Secondary School	2007		86.4

**Work Experience – Assistant Manager, Aircel Limited – Chennai & NE (Jun’16- Jul’17)**

Recruitment (sourcing for sales, distribution and channel partnering roles, BGVC, on & off role); Employee Engagement (activity partnering, HR calendar and employee circular management); PMS (MAC maintenance, linking business objectives with people development and ensuring compliance, AOP analysis and feedback); HR Operations (induction, policy onboard, 30-60-90 survey, process owner of Statutory Compliance, off-roll vendor transitions, exit clearance); Compensation & Benefits (SIP management, handling benefits and claims of employees); SAP (creation of profiles, daily SAP alterations, separation and F & F activities)

#### Corporate Projects:

Piloted the Cost Reduction Process for CSD (Customer Service Delivery);  
Data Analysis of Conveyance and Food Allowance;  
Preparing and maintaining the Attendance Tracking System for Chennai circle;  
Analysis of Recruitment policy and data (both qualitative and quantitative)  
Study, analysis on the lack of gender diversity in the industry and the ways to overcome it  
Dipstick survey on the behavior and productivity analysis based on attendance / leave / OD/ missed punch pattern

#### Internships and Projects

##### **Summer Internship at Bharat Petroleum Corporation Limited, Kolkata**

To study and analyze the effectiveness of the Long Term Settlement between Union and Management (Apr'15-May'15)

Study of the last Long Term Settlement of Workmen and Clerical Cadre

Benchmarking of the HR Best Practices across all the 15 locations of Eastern Region

Analysis of the HRD Audit report pan Eastern region

Conducted comprehensive quantitative and qualitative research

Provide recommendations and suggestions on the same

##### **Summer Internship at Bharat Petroleum Corporation Limited, Kolkata**

Designing qualitative trust level assessment covering all locations of BPCL(Apr'15-May'15)

Study of trust and economy and identifying the levers of trust

Determining ways in which trust analysis can be done and on what levels

Preparing assessments at intra & interpersonal levels

Conclusion from the assessments

##### **Key Project I- Exploratory Research on Bell Curve Method of Performance Appraisal**

Study of evolution of the Bell Curve System for Performance Appraisal

The advantages and disadvantages of Bell Curve

Analyzing the responses of 21 companies across industries and what are the reasons some companies still follow bell curve

##### **Key Project II- HR practices in SMEs, Research Project at SCMHRD (Aug' 15 )**

To analyze challenges faced by SMEs in Talent Management

To deep dive into the industrial practices and a comparative analysis of three of them

#### Position of Responsibility

Participant Representative Convenor, FPM (RM), Institute of Rural Management Anand (2021-present)

Participant Representation in the Academic Council, FPM (RM), Institute of Rural Management Anand (2020-2021)

Core Committee Member, Lakshya, Creative writing team, St.Thomas' Girls' School, Kolkata (2007-09)

Core Committee Member, Interact, Public Speaking team, St.Thomas' Girls' School, Kolkata (2007-09)
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<b>Achievements</b>
Scholarship for grades in Hindi, Awarded a sum of Rs.1000 from Bharat Petroleum Corporation Limited for obtaining above 90% in Hindi, for promoting Hindi Language as Raj Bhasha
Receiver of Yearly Scholarship, Bharat Petroleum Corporation Limited since 2007
'Special Effort' Member, accredited by Cancer Aid Society - Working for the donation collection and medical aid for the organisation