

- 1) Name: **Dr.( Prof.) Abhishek Anand**
- 2) Address ( residential): **104, SHIVA PALACE , DR. H P Narayan Clinic Road, Bariyatu Road Ranchi Jharkhand 400706, mobile number : 8340785766 , dr.abhishekanand2020@gmail.com**
- 3) Designation: **Academic Associate / Assistant Professor**
- 4) Department : **Human Resources Management & OB , labour studies**
- 5) Date of Birth: **25.07.81**
- 6) Area of Specialization: **Human Resource Development.Labour Laws**
  - (i) Academic Qualification:

Exam passed	Board/University	Subjects	Year	Division/Grade merit
AISSE	CBSE, New Delhi	Eng., Hindi, math, Science, Social Science	1997	First class with distinction
AISSCE	CBSE, New Delhi	Buss. Studies, accountancy, English, economics, physical education	1999	First class with distinction.
B.A. (Hons.)	University of Delhi	Indian History, World History	2002	First class, distinction, 6 <sup>th</sup> rank.
MBA (PM & HRD)	BIMM, PUNE	HRM, OB, COMP. & BENEFIT, OD, OTSD , LABOR LAWS, COMPETENCY MANAGEMENT	2005 – 2007	First class, distinction.
MLL & LW	University of Pune	Factory Act , Industrial Dispute Act , PF Act	2005-2007	60% first class

#### Research Experience and Training:

Research stage	Title of work/thesis	University where the work is carried out
Doctor of Philosophy ( Management)	“A Study of HRD Policies and Job Satisfaction of Employees of Public and Private Sector Banks ”	ICFAI University , Jharkhand ( 2f UGC approved) Degree Awarded 12 <sup>th</sup> march , 2019
Publication	“Career Management – An empirical study of State Bank of India”.	Journal of Development and Research (April-June ,2011) ISSN NO. 2229-7561
Publication	“ Career Development Strategies – Study of Indian Banking Industry”	Research Journal SIBAR ,Vol-III, Issue – I, Jan – Dec 2012 ISSN NO. 0975 9964
Publication & Presentation	Comparative Study of HRD Policy with reference to job satisfaction of employees of BOI and HDFC Bank”.	Doctoral Colloquim , V G Som , IIT Kharagpur , 7 <sup>th</sup> and 8 <sup>th</sup> of February , 2017 .
Publication & Presentation	“A Comparative Study of HRD Policy of SBI and HDFC BANK”.	INTERNATIONAL HR CONFERENCE , VUCA PERSPECTIVE , IIM RAIPUR , 21 <sup>st</sup> and 22 <sup>ND</sup> Sept, 2015
Publication	“An Analytical Study of HRD Policy with reference to job satisfaction of BOI and HDFC Bank”.	International Journal of Arts , Humanities and Management Sciences, vol 3 no.2feb 2017, ISSN 2395 – 0692, JIF 2.67
Publication	“Bank Recapitalization : A Bold step in Banking Reforms”	International journal of Trends in Research and Deveopment, ISSN 2394-9333,vol 5, jan-feb 2018, Impact Factor 4.004
Publication	“An empirical Investigaton of Job Satisfier factors in Indian Banks with reference to Job Aspirants”.	International ResearchJournal of Management, Sociology and Humanity , ISSN 2277-9809, Impact Factor 6.2311, vol 9 , issue 8 UGC approved

### Seminars, conferences, symposia, workshops:

Name of seminar	Name of the sponsoring agency	Place and date
FDP on Research Methodology and Research in Management ( attended)	SYMBIOSIS CENTRE FOR MANAGEMENT STUDIES, PUNE	PUNE, 8 <sup>th</sup> and 9 <sup>th</sup> June, 2012
National Research Convention on “Growth of Rural India: Challenges in Emerging Economy” ( attended)	MGM’s INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH.	NEW MUMBAI, 24 <sup>th</sup> November 2012.
FDP on Innovative Instructional Strategies in Management Studies ( attended)	INC ADAM SMITH INSTITUTE OF MANAGEMENT STUDIES	MUMBAI, 23 <sup>rd</sup> December, 2008
SMART-2013, Strategic Management and Research Technology	VESIMSR, CHEMBUR	MUMBAI, 19 <sup>th</sup> January 2013
2 <sup>nd</sup> NATIONAL CONFERENCE ON SUSTAINABLE GROWTH , NAGPUR ( presented paper)	DEPARTMENT OF MANAGEMENT TECHNOLOGY, BABA RAMDEO COLLEGE OF ENGINEERING AND MANAGEMENT , NAGPUR	3 <sup>rd</sup> and 4 <sup>th</sup> MARCH 2014.
NATIONAL CONFERENCE ON ADVANCES IN BUSINESS RESEARCH AND MANAGEMENT PRACTICES , ABRMP, 2014( presented paper)	CALCUTTA BUSINESS SCHOOL, 24 PARAGANAS , WEST BENGAL	5 – 6 DECEMBER , 2014

**Work experience:**

Indian Institute of Management Raipur	Feb 2020 – Jan 2021	Accreditation work for AACSB, EFMD and NBA .Developing data for accreditation , Vision and Mission statement formulation and working on HR policy, PGP policy manuals.
Indian Institute of Management , Udaipur	July 2019 – DECEMBER 2019	Teaching Assiatnt (HRM & OB) developing cases , preparation of subject specific quizzes, developing research paper based on empirical data .

FORTIS ESCORTS HOSPITAL, RANCHI	AUGUST 2015 – MARCH 2019	Manager –Recruitment and Selection, Training and Development , Compliance, Payroll, Performance Appraisal
Vivekananda Education Society Institute of Management Studies and Research	DECEMBER 08- JULY 2015	Assistant Professor HR , Faculty of HRM, OB, Labour Law, Competency Mapping and Performance Appraisal
EVEREST MASALA , MUMBAI	JUNE 2008 – DECEMBER 2008	MANAGER –Compliance and Welfare
BAJAJ AUTO FINANCE LTD, PUNE	JUNE 2007- JUNE 2008	MANAGER – Human Resources , Recruitment & Selection, Comp. and Benefits , PF , GRATUITY , ESIC ACT .
ULTRATECH CEMENT LTD ANDHERI	JUNE 2006 – AUGUST 2006	Project Trainee on “ Recruitment and Selection Process in Ultratech Cement Limited”.

### Memberships:

- 1) National Institute of Personnel Management, Kolkata , WB
- 2) Indian Society for Training and Development , Ranchi chapter

**Professional courses:**

- 1) Certified training program on “Competency Mapping and Assessment and Development Centre” from T.V Rao Learning Private LTD, Ahmedabad
- 2) Three months online course on “ Cognitive Behaviour Therapy” from Lotus Academy Chennai
- 3) Recently got first book titled “HIGHER EDUCATION IN INDIA: DIMENSIONS AND PERSPECTIVES” released by Her Excellency, Governor of Jharkhand, India.

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