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## **BIOSKETCH:**

Dr. Manosi Chaudhuri is Professor, Organizational Behaviour and Human Resource Management at Birla Institute of Management Technology, (BIMTECH), Greater Noida, India. A dual gold medallist during her Masters in Psychology and D. Phil. as a UGC Senior Research Fellow in the Department of Psychology from University of Allahabad, India, she has more than 25 years of teaching and research experience. Her research interests include Occupational Stress and Health, Motivation, Employee Engagement, Management of Organizational Change and Organization Development. Many of her research papers have been published in edited books and reputed journals. Apart from research and conducting Management Development Programmes (MDPs) in the areas of Emotional Intelligence, Leadership, Motivation, Team Building and Human Resource Management for leading Indian organizations, she has also been involved in Consultancy Assignments. Seven scholars have successfully completed their doctoral research under her guidance. She has been awarded with the prestigious CMI Level 3 "Certificate in Management and Leadership" for her participation in the UK-India Education & Research Initiative (UKIERI)'s "Technical Leadership Program" in collaboration with All India Council for Technical Education (AICTE) in 2017. She has also been honoured with the Best Teacher Award at BIMTECH in 2021.

## **EDUCATION:**

- D.Phil. in Psychology (Organizational Behaviour) from the University of Allahabad, Prayagraj on the topic "Stress and Coping in the Infotech Industry"; 2004
- M.A. in Psychology from the University of Allahabad, Prayagraj ; 1996
- B.A. in Psychology, Economics and English Literature from the University of Allahabad, Prayagraj; 1993

## **AREA OF INTEREST AND RESEARCH**

- Occupational Stress and Health
- Employee Engagement
- Management of Organizational Change
- Organization Development

- Deviant Behaviour at Work

#### **TEACHING COURSES AND NEW COURSES DEVELOPED**

- Organizational Behaviour
- Organizational Change
- Organization Development and Leadership
- Human Resource Management
- Psychological Testing
- Personal and Managerial Effectiveness
- Leadership Experience and Attitude Development (New Course)

#### **EXPERIENCE**

- Professor, OB-HR, Birla Institute of Management Technology, Greater Noida, India, July 2018 onwards.
- Associate Professor, OB-HR, Birla Institute of Management Technology, Greater Noida, India, January 2010 – June 2018.
- Assistant Professor, OB-HR, Birla Institute of Management Technology, Greater Noida, India, June 2004 – December 2009.
- Research Officer, Govind Ballabh Pant Social Science Institute, Allahabad, India October 2003 – June 2004.

#### **ACADEMIC POSITIONS AND ASSIGNMENTS**

- Area Chair, OB-HR Area, Birla Institute of Management Technology, 2015 onwards.
- Member, Academic Council, Birla Institute of Management Technology, 2012 onwards.
- Program Coordinator, Centre for Business Management, Birla Institute of Management Technology, 2011 – 2014.
- Managing Editor, Business Perspectives, 2004 – 2012.
- Editor, BIMTECH Newsletter, 2005 – 2011.

#### **PROFESSIONAL ASSOCIATION AND BOARD PARTICIPATION**

- Member, Board of Governors, Birla Institute of Management Technology, January 2018 onwards.

#### **RECOGNITIONS AND AWARDS**

- Selected amongst more than 1400 applicants for participation in the Leadership Development Programme under UKIERI-III, conducted by experts from Dudley College, U.K. Successfully completed the same and awarded certification from Chartered Management Institute, U.K., 2018.
- Second Runners Up Prize for Paper titled “Employee Engagement and Organizational Citizenship Behavior (OCB) in a Leading Public Sector Oil Company” co-authored with Sonakshi Govil and presented at International Conference on Multidisciplinary Approaches in Business Management and Sustainability, Bhubaneswar, India, 2014.

- Distinguished Service Award, Birla Institute of Management Technology, 2014.
- UGC Junior Research Fellowship from January 1998 to January 2000 and UGC Senior Research Fellowship from January 2000 to January 2003.
- Krishna Mohan Banerjee Gold Medal and the E.C.C. Williams Memorial Gold Medal for standing first at the M.A. Psychology examinations, 1996.

#### **RESEARCH FUNDING AND CONSULTING**

- Margdarshan Project on Technical Mentoring at three units of Essel Mining and Industries Limited, Approx. 7,00,000, 2017-19, with Prof. K K Sinha.
- Competency Assessment and Augmentation Program for E6 Level Executives at NTPC Korba, Approx. INR 1,50,000, 2017, with Prof. P Nayak.
- Re-assessment of Competencies of E6-E7 Level Executives of NSPCL, Approx. INR 6,00,000, 2016; with Prof. K K Sinha, Prof. P Nayak and Prof. P Joshi.
- Margdarshan Project on Technical Mentoring at Ultratech Cement Ltd., Reddipalayam Cement Works, Tamil Nadu; Andhra Pradesh Cement Works, Andhra Pradesh; and Awarpur Cement Works, Maharashtra, Approx. INR 26,00,000, 2014-17; with Dr. R Mehta and Prof. K K Sinha.
- Competency Mapping and Individual Development Plans for Senior Executives in NSPCL, Approx. INR 14,00,000, 2013-14; with Prof. K K Sinha, Prof. P Nayak and Prof. P Joshi.

#### **RESEARCH PAPERS AND WORKING PAPERS**

- Mishra, S., Chaudhuri, M., and Dey, A. K. (in press). Workplace bullying in top management: Constructivist Grounded Theory Study. *International Journal of Human Resources Development and Management*.
- Mishra, S., Chaudhuri, M., and Dey, A. K. (2018). In the Eye of the Beholder: A Review of qualitative studies on workplace bullying. *International Journal of Research in Social Sciences*, Vol. 8, No. 5, pp. 816 – 824.
- Mishra, S., Chaudhuri, M., and Dey, A. K. (2018). Leaders' Approach And The Bullies It Nurture: A Qualitative Study. *IOSR Journal of Business and Management*. Vol. 20, Issue 4, pp. 42 – 46.
- Punni, M. and Chaudhuri, M. (2018). Impact of Social Media Usage on Recruitment in the Indian IT Industry. *Amity Business Review*, Volume 19, No. 2, pp. 73 – 84.
- Aggarwal, N. and Chaudhuri, M. (2017). Improving Engagement of Concessionaire Employees. *Amity Business Review*, Vol. 18, No. 1, pp. 104 – 115.
- Thakur, N., Chaudhuri, M., and Patel, G. N. (2017). Analysing the Pattern of Learning Organisation Dimensions in Public and Private Banks in India. *International Journal of Business Performance Management*, Vol. 18, No. 2, pp. 158 – 174.
- Dash, S., and Chaudhuri, M. (2015). Leadership and Organizational Citizenship Behaviour: A Mantra to Success. *The International Journal of Business and Management*, Vol. 3, Issue 8, pp. 258 – 263.
- Thakur, N. and Chaudhuri, M. (2015). Exploring Dimensions and Demographics in Relation to Learning Organization. *The International Journal of Business and Management*, Vol. 3, Issue 3, pp. 334 – 340.

- Chaudhuri, M., and Govil, S. (2015). Organisational citizenship behaviour and employee engagement at a leading Indian public sector oil company. *International Journal of Pluralism and Economics Education*, Vol. 6, No. 3, pp. 237 – 250.
- Chaudhuri, M., and Dham, G. (2013). Tata Communications Ltd. – benchmarking training and development practices with leading organisations. *International Journal of Business Performance Management*, Vol. 14, No. 4, pp. 404 – 417.
- Chaudhuri, M., and Puri, S. (2013). Competency assessment of the retail staff in top stores of Adidas India. *International Journal of Human Resources Development and Management*, Vol. 13, Nos. 2/3, pp. 178 – 187.
- Chaudhuri, M., Kakkar, S., and Shekhar, S. (2013). A study of the effect of HR practices on organisational effectiveness. *International Journal of Indian Culture and Business Management*, Vol. 6, No. 1, pp. 22 – 32.
- Chaudhuri, M., and Banerjee, P. (2012). Orientation of MMTC employees towards knowledge management and learning organisation. *International Journal of Business Performance Management*, Vol. 13, No. 1, pp. 75 – 86.

### **RESEARCH IN PROGRESS**

- Intersectionality and SDG 10 in Indian Context: A qualitative study (with Shreya Mishra and A. K. Dey).
- BIMTECH Pustakalaya: Prison Libraries changing lives of prisoners (with Shreya Mishra, A. K. Dey, Rupali Singh and Rishi Tiwari).

### **CASE REPOSITORY AND PUBLICATIONS**

- Chaudhuri, M. and Ghatak, S. (2016). Study of the Onboarding Process and Employee Engagement at Edusyn Technology Services (Case No. 416-0062-1/8 of The Case Centre)
- Chaudhuri, M. and Sirajudeen, A. A. (2016). In Pursuit of a Better Probation System: Crimson Industries Pvt. Ltd. (Case No. 416-0061-1/8 of The Case Centre)

### **BOOK, CHAPTERS AND TECHNICAL REPORTS**

- Chaudhuri, M. (2017). 'Very Best of Organisational Leadership is Relational and Inspirational'. In K. K. Sinha, Ajay Soni & Indranil Mitra (Eds.), *Manthan: Art and Science of Developing Leaders*. Bloomsbury Publishing India Pvt. Ltd., New Delhi.

### **EDITORIAL POSITIONS AND REVIEWS**

- Reviewer, Inderscience's *International Journal of Business and Globalisation*, 2019-20.
- Reviewer, Inderscience's *International Journal of Human Resources Development and Management*, 2018-19.
- Reviewer, Emerald's *Emerging Markets Case Studies*, 2017-18.
- Reviewer, Inderscience's *International Journal of Knowledge Management Studies*, 2016-17.

- Reviewer, Inderscience's International Journal of Electronic Marketing and Retailing, 2016-17.

#### **CONFERENCE, SEMINAR PAPER AND PRESENTATIONS**

- Paul, D. and Chaudhuri, M. (2019, December). Managing Gender Diversity at Shoptrust Limited, presented in International Conference on Management Cases, Greater Noida, India.
- Parween, R. and Chaudhuri, M. (2019, December). Enizy's Career Pathing Initiatives: Helping executives identify and develop their capabilities, presented in International Conference on Management Cases, Greater Noida, India.
- Mishra, S., Chaudhuri, M., and Dey, A. K. (2018, December). Perception of Indian Public Sector Employees about Workplace Bullying, presented in XXVIII Annual Convention of National Academy of Psychology (NAOP 2018), Delhi, India.
- Mishra, S., Chaudhuri, M., and Dey, A. K. (2018, December). Understanding Workplace Bullying through Multidimensional Power Disparities, presented in International Conference on Management Cases, Greater Noida, India.
- Mishra, S., Chaudhuri, M., and Dey, A. K. (2017, December). Person-led Organization is a Risky Place to Work: A Qualitative Study, presented in International Conference on Research and Business Sustainability, IIT Roorkee, India.
- Khanduja, P. and Chaudhuri, M. (2017, December). Re-engineering Human Resource Processes: Case of Sky Cinemas, presented in International Conference on Management Cases, Greater Noida, India.
- Mishra, S. and Chaudhuri, M. (2017, December). Facets of Bullying in Higher Echelons, presented in International Conference on Management Cases, Greater Noida, India.
- Nanivadekar, P., Nayak, S. K., and Chaudhuri, M. (2016, December). Employee Engagement at PS Retail, presented in International Conference on Management Cases, Greater Noida, India.
- Raina, R. C. and Chaudhuri, M. (2016, September). Impact of Spiritual TV Programmes on Psychological and Behavioural Issues and Self Realization of Viewers, presented in National Conference on Strengthening Values & Ethics for Sustainable Growth: Role of Indian Philosophical Traditions, MDI Gurgaon, India.
- Sirajudeen, A. A. and Chaudhuri, M. (2015, December). Probation Review System at Crimson Industries Pvt. Ltd., presented in International Conference on Management Cases, Greater Noida, India.
- Ghatak, S. and Chaudhuri, M. (2015, December). Onboarding Process and Employee Engagement at Edusyn Technology Services, presented in International Conference on Management Cases, Greater Noida, India.
- Aggarwal, N. and Chaudhuri, M. (2014, December). Building and Managing Talent: The Case of Delhi International Airport (GMR), presented in International Conference on Management Cases, Greater Noida, India.
- Bhat, M. and Chaudhuri, M. (2014, December). Organizational Culture at Indo Asian, presented in International Conference on Management Cases, Greater Noida, India.

- Govil, S. and Chaudhuri, M. (2014, November). Organizational Citizenship Behaviour and Employee Engagement at a Leading Indian Public Sector Oil Company, presented in International Conference on Multidisciplinary Approaches in Business Management and Sustainability, Bhubaneswar, India.
- Gupta, V. and Chaudhuri, M. (2014, November). Mentoring Process at a Leading Indian Public Sector Oil Company, presented in International Conference on Multidisciplinary Approaches in Business Management and Sustainability, Bhubaneswar, India.
- Vegiraju, L. D. and Chaudhuri, M. (2013, December). Benchmarking of HR Policies with Domestic BPOs, presented in International Conference on Management Cases, Greater Noida, India.
- Puri, S. and Chaudhuri, M. (2012, December). Competency Assessment of the Retail Staff and Preparing to Launch Retail HR Processes in Top Stores of Adidas India, presented in International Conference on Management Cases, Greater Noida, India.
- Agarwal, S. and Chaudhuri, M. (2012, December). Employee Retention at Jindal Steel and Power Limited, presented in International Conference on Management Cases, Greater Noida, India.

## **MAGAZINE AND NEWSPAPER ARTICLES**

## **INTERVIEWS AND MEDIA IMPACT**

## **MDP SESSIONS, WORKSHOPS AND TECHNICAL LECTURES**

- Conducted several MDPs in the areas of Emotional Intelligence, Leadership, Motivation, Understanding Self, Interpersonal Skills, Team Building and Human Resource Management for leading Indian organizations like NTPC, THDC, NHPC, Power Grid, EdCIL, NBCC, Jindal Steel and Power Limited (JSPL), Jindal Power Limited (JPL), Jindal Shadeed (Oman), GAIL, IFFCO, UCO Bank, Amar Ujala, Hindustan (Hindi daily) and NIESBUD.

## **PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS**

- Institutional Member, National HRD Network, 2007 onwards.

## **DOCTORAL DISSERTATIONS AND AWARDS**

- 2 doctoral candidates in progress at different stages – Shruti Batra and Neha Rai
- 6 doctoral candidates awarded the degree – Nidhi Thakur, Snigdha Dash, Ramesh C Raina, Nitin Aggarwal, Monika Punni and Shreya Mishra.

## **SOCIAL ENGAGEMENT**

- Volunteer, BIMTECH Foundation.
- Volunteer, Ranganathan Society for Social Welfare and Library Development.