

Profile

Work Experience:

- **Asst. Professor** in Regional College of Management, Autonomous, Bhubaneswar since 23rd August, 2010.
- **Asst. Professor (HRM)** in United School of Business Management, BBSR from 1st September 2008 to 21st August, 2010.
- **Asst. Professor (HRM)** in Rajdhani College of Engineering and Management, Bhubaneswar from August 2005 to August 2008.
- **Sr. Lecturer** in Rajdhani College of Engineering and Management, Bhubaneswar from August 2003 to July 2005.
- **Lecturer** in Rajdhani College of Engineering and Management, Bhubaneswar from January 2001 to July 2003.
- **Lecturer** in National Institute of Human Resource Development (NIHRD), Balasore Centre, Orissa from March 1995 to June 1996
- **Asst. Manager (P&A)** in Navayuga Exports Ltd., Bhubaneswar from August 1996 to May 1997

Teaching Interest: OB, HRM, IR, Labour Laws, HRD, Leadership and Team Building, OCD

Research Interest: Quality of Work Life, Employee Relations, OD Interventions and Change management, Employee Retention and Employee Engagement.

Research Activities:

- Assistant Editor "**Training and Development Journal**"
- Reviewer of the Journal "**Siddhant-A Journal of Decision Making**"
- Recognized guide for supervising Ph.D. scholars of management of Utkal University, Bhubaneswar and F M University, Balasore

Administrative Experience:

- Syllabus preparation and updating courses for MBA & PGDM
- Course Coordinator for PGDM programme (2011-13 batch) in RCM
- Section coordinator in RCM
- Exam Supervisor in University examinations
- Examination Superintendent in BPUT Examinations

- Question Setters for Utkal University, F M University and North Orissa University
- Examiner and evaluator for various HR related papers for different universities
- Organizer of B-school meets

FDP/Workshop Attended

- MDP on **“Spirituality for Performance Excellence”** organized by RCMA, Bhubaneswar held on 6th -7th October, 2012
- SDP on **“Enhancing Managerial Effectiveness through Training and Development”** organized by BIITM, Bhubaneswar from 27th June to 7th July, 2012
- FDP on **“Learn to Teach and Teach to Learn”** organized by ISTD Odisha Chapter in association with RCMA, Bhubaneswar on 17th April, 2012
- Staff Development Programme on **“Emerging Issues in 21st Century Management Revolution”** Organised by Biju Patnaik Institute of Information Technology & Management Studies, Bhubaneswar from 29th July to 11th August, 2010.
- Workshop on **“Research and Data Analysis Using SPSS 18.0 for Managerial Decisions”** organized by RIMS in collaboration with SPSS South Asia held on 24th July, 2010.
- Faculty Development Programme on **“Recent Development in Teaching, Training and Research in Canadian B- Schools”** organized by Regional College of Management, Bhubaneswar on 13th February, 2010.
- Workshop on **“Reorienting Management Education in the Current Context”** organized by HDF School of Management, Bhubaneswar held on 23rd May, 2008.
- Faculty Development Programme on **“New Age-HR Interventions”** organized by IMIS, Bhubaneswar during 25th June – 7th July 2007.
- Faculty Development Programme on **“Academic Excellence in Management”** organized by Academy of Management Studies, Bhubaneswar during 26th June –11th July 2006.
- Workshop on **“Case Development and Case Method”** for MBA Faculties at IBCS, Bhubaneswar during 16th – 17th September 2006.

Seminar/Conference Participation

- National Seminar on **“Strategic Measures for Economic Sustainability and Innovations”** organized by KIIMS, Cuttack on 18th May 2013
- National seminar on **“Corporate leadership issues and Challenges”** Organised by PG Dept of PM & IR, Utkal University, Bhubaneswar held on 11 & 12 May, 2013
- **ISTD Eastern Regional Conference 2012** organised by ISTD Jamsedpur Chapter held on Nov 30- Dec 1, 2012
- National Seminar on **“Contemporary Issues in Human Resource Management”** organized by P.G. Department of PM&IR, Utkal University, Bhubaneswar held on 12th - 13th May, 2012

- International Management Conclave 2011 on **“Strategic Resource Management”** Organized by KIIMS held on 3rd-4th December, 2011.
- National Seminar on **“Entrepreneurship: Innovations & Strategy”** Organized by Rajdhani College of Engg. and Management, Bhubaneswar held on 26th -27th July, 2011.
- National Seminar on **“Employee Engagement and HR Initiatives”** organized by P.G. Department of PM&IR, Utkal University, Bhubaneswar held on 14th May, 2011.
- Eastern Regional Convention and National Conference on **“Leveraging HR for Global Competitiveness”** organized by Bhubaneswar chapter of ISTD in association with RCMA, BBSR and AIMS held on 23rd April, 2011.
- **52nd Annual Conference of the Indian Society of Labour Economics (ISLE)**, organized by Department of Economics, Karnataka University, Dharward, Karnataka held on 17 – 19 December, 2010.
- National Seminar on **“Innovative Trends in HRM and Global Practices”** organized by PJ College of Management & Technology, Bhubaneswar held on 15th – 16th May, 2010.
- National Seminar on **“Human Resource Practices for Competitive Advantage in Service Sector”** organized by Srusti Academy of Management, Bhubaneswar held on 30th January, 2010.
- International Management Seminar on **“International Market at Crossroads: Strategic Dimensions & Directions”** organized by DRIEMS, Cuttack held during 24th – 25th April, 2009.
- National Seminar on **“Retailing in India- Emerging Trends”** organized by PJ College of Management and Technology, Bhubaneswar held on 11th – 12th April, 2009
- National Seminar on **“Global business Initiatives and Innovations: Opportunities & Challenges for India Inc.”** organized by Global Institute of Management, Bhubaneswar held on 23rd – 24th January, 2009.
- National Seminar on **“Structural Changes in Market Dynamics”** organized by Rajdhani College of Engg. & Management, Bhubaneswar held during 3rd – 4th May, 2008.
- National Conference on **“Creating Values: challenges for Firms”** organized by Institute of Business and Computer Studies, Bhubaneswar held during 13th – 15th July 2007.
- National Seminar on **“New Age HR: Opportunities and Challenges”** organized by Srusti Academy Management, Bhubaneswar held during 13th–14th January 2007.
- International Seminar on **“Employment Relations in Future and Future of Employment Relations”** held during 7th – 8th February, 2004, organized by P.G. dept. PM&IR, Utkal University, Bhubaneswar.
- National Seminar on **“Indian working Class: Response to Change”** held during 12th- 13th April 2002, Organized by P.G. Dept. of PM&IR, Utkal University, Bhubaneswar.

- National Seminar on “**Cellular Response to Stresses and Defense Mechanism**” held during 13th – 15th November 1998, organized by Institute of Life Science, Bhubaneswar.

Seminar/ Workshop/ Conference/ FDP/MDP Conducted:

- ISTD Young Talent Award for SIP – 2013 in RCM on 9th November, 2013
- FDP on “Learn to Teach and Teach to Learn” in RCM on 17th April, 2012
- ISTD Young Talent Award for SIP – 2012 in RCM on 25th November, 2012
- 23rd AIMS Management Conference 25th -27th August, 2011

Research & Publication work:

A. International Journals

- **Sundaray, B. K.** and Sahoo, C. K. (2013), “Impact of Strategic Industrial Relations Measures on Quality of Work Life: The Indian Experience”, ***Employment Relations Record- A Journal of Pacific Employment Relations Association***, Australia, Vol. 13, No. 1, pp. 25-44
- Sahoo, C K, Das, S, and **Sundaray, B. K.** (2011), “Strategic Human Resource Management: Exploring the Key Drivers”, ***Employment Relations Record- A Journal of Pacific Employment Relations Association***, Australia, Vol. 11, No. 2, pp. 18-32
- **Sundaray, B. K.** (2011), “Employee Engagement: A Driver of Organizational Effectiveness”, ***European Journal Business and Management***, Journal of IISTE, Vo. 3, No. 8, pp. 53-59.

National Journals

- **Sundaray, B. K.**, (2011), “Employee Retention through Human Resource Practices”, ***Growth-The Journal of MTI***, Vol. 41, No. 2, July-Sept., pp. 20-27
- **Sundaray, B. K.**, Sahoo, C. K. and Das, S., (2013), Quality of Work Life: an Inducement Towards Effective Industrial Relations, ***Personnel Today- Quarterly Journal of NIPM***, Vol. XXXIII, No. 4, pp. 29-37.
- Sasmal, N. N. and **Sundaray, B. K.**, (2012), Global Business: A Paradigm Shift in HR, ***Training and Development Journal***, Vol. 3, No. 2, pp. 89-94.
- **Sundaray, B. K.** and Patra, S. (2012), “Job Satisfaction among B-School Teachers: A Study in Private Management Institutions in Bhubaneswar”, ***Siddhant- A Journal of Decision Making***, Vol. 12, No 3, pp. 220-226.
- Singh, T. and **Sundaray, B. K.**, (2012), “Job Satisfaction of Executives: A Comparative Study on Public and Private Sector”, ***Training and Development Journal***, Vol. 3, No. 1, pp. 1-5.

- Sahu, C. K. and **Sundaray, B. K.**, (2011), "Quality of Work Life Initiatives: Implications of Industrial Relations System", *Growth-The Journal of MTI*, Vol. 39, No. 3, Oct-Dec., pp. 14-22.
- **Sundaray, B. K.** and Rout, B. (2011), "Improving Organisational Performance through Human Resource Management Practices", *Siddhant- A Journal of Decision Making*, Vol. 11, Issue 3, pp. 251-257.
- **Sundaray, B. K.** and Tripathy, S. K. (2011), "Employee Empowerment as a Mechanism of Improved Quality of Work Life: An Empirical Study", *Strusti Management Review*, A Bi-annual Journal of Management & IT, Vol. IV, Issue. V, July, pp. 43 – 50.
- Sahoo, C. K., **Sundaray, B. K.** and Das, S. (2011), "Value-Based Human Resource Processes for Employee Development: An Empirical Study after Organizational Restructuring", *Siddhant- A Journal of Decision Making*, Vol. 11, Issue 1, pp. 77-88.
- Sharma, R., Sahoo, C. K. and **Sundaray, B. K.** (2011), Exploration of Possible Means towards Managing People Side of Change, *Training and Development Journal*, Vol. 2, No. 1, pp. 62-71.
- Sahoo, C. K., **Sundaray, B. K.** and Tripathy, S. K. (2011), "Organisational Effectiveness through Perceived Quality of Work Life: An Overview", *Personnel Focus-Quarterly Journal of NIPM Utkal Chapter*, January-March, pp. 8-12.
- **Sundaray, B. K.** and Tripathy, S. K. (2010), "Job Factors, Perceived Satisfaction and Quality of Work Life: An Overview", *Strusti Management Review*, A Bi- annual Journal of Management & IT, Vol. 3, Issue.1, January-June, pp. 59 – 66.
- Behera, N., Sahoo, C. K. and **Sundaray B. K.** (2010), "Retaining High Performing employees through Job Satisfaction: A Theoretical Construct", *Training and Development Journal*, Vol. 1, No. 2, pp. 38-46.
- **Sundaray, B. K.** and Tripathy, S. K. (2010), "Employee Welfare and Quality of Work Life: A Study in Selected Industrial Units in Power Sector", *The Chanakya*, A Journal of RIMS, Vol. IX, Issue-2, pp. 35-46.
- Sahoo, C. K. and **Sundaray, B. K.** (2010), "Strategic Employee Empowerment and Involvement: An Exploration", *Orissa Management Review*, Bhubaneswar, Vol. 1, No. 1, pp. 31-35.
- Sahoo, C. K. and **Sundaray, B. K.** (2008), "Exploring the Relationship between HRM Practices and Organizational Excellence: The Case of Birla Tyres", *Pratibimba*, The Journal of IMIS, Vol.8, Issue 1, January-June, pp. 73 - 78.
- **Sundaray, B. K.** (2007), Book Review, Human Resource Management by P. Jyothi & D. N. Venkatesh, *Indian Journal of Industrial Relations*, Vol. 43, No.2, pp. 296-300.

- **Sundaray, B. K.** and Sahoo, C. K. (2007), "Industrial Relations Climate in Orissa: An Overview", *The Research Network*, The Journal of IBCS, Bhubaneswar, Vol.2, No. 2, September, pp. 22 - 28.
- Sahoo, C. K. and **Sundaray, B. K.** (2007), "Strategic Welfare and Social Security Measures after Restructuring: An Evidence of Reality", *Amity Business Review*, The Journal of Amity Business School, Vol.8, No.1, January-June, pp.40-49.
- Sahoo, C. K. and **Sundaray, B. K.** (2007), "Obligations of Industrial Organisations Towards Social Responsibility: Experiences of PSUs", *Pratibimba*, The Journal of IMIS, Vol.7, Issue 2, July-December, pp. 37-42.

B. Research Articles in Edited Books

- **Sundaray, B. K.** and Tripathy, S. K. (2013), Values-based Leadership: An Approach towards Organisational Success, In (Eds) "Corporate leadership issues and Challenges (ISBN: 978-93-5097-694-4), Himalaya Publishing House, pp. 63-70.
- **Sundaray, B. K.**, Rout, B. and Majhi, P. R. (2011), "Women Entrepreneurship: Issues & Challenges". In Nanda, C.S. & Lenka, T. (Eds), Entrepreneurship: Innovations & strategy (ISBN: 978-93-5051-307-1), Himalaya Publishing House, pp. 142-148.
- **Sundaray, B. K.** and Tripathy, S. K. (2011), Employee Engagement and Organisational Effectiveness: A Theoretical Construct, In Mishra, B. N. & Tripathy, S.K. (Eds), Employee engagement and HR Initiatives (ISBN: 978-93-5024-944-4), Himalaya Publishing House, pp. 58-64

C. Seminar/Conference Proceedings

- **Sundaray, B. K.**, Sahoo, C. K. and Tripathy, S. K. (2010), "Employee Relations Initiatives and Quality of Work Life: A Study in Power Sector Units", **Summaries of Conference Papers, ISLE 52nd Annual Conference**, Karnataka University, Dharward, Karnataka, December, pp. 287-288.
- **Sundaray, B. K.** (2010), "Strategic HRM Practices and Organizational Effectiveness: An Overview", **Souvenir**, National Seminar on Human Resource Practices for Competitive Advantage in Service Sector, Srusti Academy of Management, Bhubaneswar, January, pp.65-70.
- **Sundaray B. K.** and Subhadarsini, S. (2010), "Corporate Social Responsibility: New Trends", **National Seminar Proceeding**, Innovative Trends in HRM and Global Practices, PJ college of Management and Technology, Bhubaneswar, May, pp.130 – 139.
- **Sundaray, B. K.** and Sahu, K. (2009), "Strategic Role of HRM in Retailing- An Insight", **National Seminar Proceeding**, Retailing in India- Emerging Trends, PJ college of Management and Technology, Bhubaneswar, April, pp.71 – 78.

- **Sundaray, B. K.** and Sahu, K. (2009), “HRM Initiative in Improving Quality of Work Life”, *International Management Seminar Abstract Proceeding*, International Market at Crossroads: Strategic Dimensions & Directions, DRIEMS, cuttack, April, pp. 22.
- **Sundaray, B. K.** and Sahu, K. (2009), “Managing Employee Retention: A Global Challenge”, *National Seminar Proceeding*, Global business Initiatives and Innovations: Opportunities & Challenges for India Inc.”, Global Institute of Management, Bhubaneswar, January, pp. 198-203.
- **Sundaray, B. K.** and Sahoo, C. K. (2008), “Strategic Initiatives: An Approach Towards Competitive Advantage”, *National Seminar Proceeding*, Structural Changes in Market Dynamics, Rajdhani College of Engineering and Management, Bhubaneswar, May, pp.97 – 100.

D. Publication of Books

- **Sundaray, B. K.** and Bhargava, N. S., “**Leadership and Team Building**”, Himalaya Publishing House, Mumbai, 2012.
- Sahoo, C. K., **Sundaray, B. K.** and Tripathy, S. K., “**Human Relations Legislations**”, Vrinda Publications (P) Ltd., Delhi, 2011.
- Subbarao, P. and **Sundaray, B. K.** “**Industrial Relations**”, Himalaya Publishing House, Mumbai, 2009.
- **Sundaray, B. K.** and Sahoo, C. K., “**Managing Employee Relations and Related Laws**”, Himalaya Publishing House, Mumbai, for DDCE, Utkal University.
- Sahoo, C. K. and **Sundaray, B. K.**, “**Management of Training and Development**” Himalaya Publishing House, Mumbai, for DDCE, Utkal University.

Professional Memberships:

- Life member of **Indian Industrial Relations Association**, New Delhi.

Hobby: cricket, listening music