



Professor PALAS R. SEN GUPTA

M.Com.,LL.B, Ph.D., D.Litt.

Presently I am a Professor in the Department of Commerce, University of North Bengal, West Bengal, India.

I have more than 41 years of teaching, research and administrative experience (of which about 25 yrs. as Professor) spanning areas such as Human Resource Management, Organizational Behaviour , Organization Development, Human Resource Development.

I also served as the Director, School of Management Sciences, Bengal Engineering and Science University. (Now IEST Shibpur. Howrah).

In addition to my job responsibility as Professor of Commerce at the University of North Bengal, I took the initiative to start MBA. Programme under the then Nurul Hassan Centre for Management Studies at the University and served as its First Director for about two years.

I also served as the Dean, Faculty Council for P.G. Studies in Arts, Commerce and Law for 3 years term (10.05.2013 to 09.05.2016), Head of the Department of Commerce (3 terms) and was elected to the University Finance Committee (two terms) and the University Court (3 terms). I was the first Co-ordinator of the Jalpaiguri Campus of the University.

Membership of Learned Societies:

Life Fellow, Indian Academy of Social Sciences

Life Member, Indian Academy of Applied Psychology

Life Associate, Indian Society for Applied Behavioral Sciences

Life Member, Indian Institute of Public Administration

RESEARCH PUBLICATIONS

A. REFERENCE BOOKS

Palas R. Sen Gupta, „Social Performance of Public Enterprises - An Indian Perspective“, Kanishka Publishers, Distributors, Delhi, 1993 (ISBN 81-85475-92-X)

Palas R. Sen Gupta „Current Issues In Corporate Reporting: Theory and Practice“, Associated Publishers, Hyderabad, 2006 (ISBN 81-8429-017-9)

B. RESEARCH PAPERS

3. R.C. Sharma and **P. R. Sen Gupta**, „Readability of Financial Report Messages“, North Bengal University Review (Humanities & Social Sciences), Vol.4, No. 1, June, 1983.

4. **Palas R. Sen Gupta** „Pollution Disclosures in India“, The Chartered Accountant (The Institute of Chartered Accountants of India), (ISSN: 0009-188X) Vol. 37, No. 1, July 1988.

5. **Palas R. Sen Gupta**, „Social Commitment and Efficiency Measurement in Indian Public Enterprises“, Public Enterprise (International Centre for Public Enterprises in Developing Countries, Yugoslavia), (ISSN: 0351-3564) Vol. 8, No. 4, December, 1988. (Cited in Text Book- TMH)

6. **Palas R. Sen Gupta**, „Social Investment - A Source of Public Enterprise Loss (Or Gain)“, Decision (Indian Institute of Management Calcutta), (ISSN: 0304-0941) Vol. 16, No. 1, January-March, 1989.

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7. **Palas R. Sen Gupta**, „Managing Public Enterprise Social Performance in India“, Indian Journal of Public Administration (Indian Institute of Public Administration), (ISSN: 0019-5561) Vol. 36, No.4, October-December, 1990.

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9. **Palas R. Sen Gupta** and Md. Abdul Hannan Sheikh „Keeping Your Employees Informed“, Indian Management (All India Management Association),(ISSN : 0019-5812) Vol. 36, No. 7, July 1997.

10. **Palas R. Sen Gupta** and A.K.M. Moniruzzaman, „Collective Bargaining in India“, Personnel Today (National Institute of Personnel Management), (ISSN: 0970-8504) Vol. 18, No. 3, October-December, 1997.

11. **Palas R. Sen Gupta** and Md. Abdul Hannan Sheikh „Employee Information Needs and Corporate Annual Reports“, Manpower Journal (Institute of Applied Manpower Research), (ISSN: 0542-5808) Vol. XXXV, No.1, April- June, 1999

12. **Palas R. Sen Gupta** and Md. Zafor Sadique, „The Effect of Quality of Work Life on Group Cohesiveness: An Empirical Analysis“, Labour and Development.(V.V. Giri National Labour Institute), (ISSN: 0973-0419) Vol. VII, No. 2, December, 2001.

13. **Palas R. Sen Gupta**, „Towards A Theory of Needs - The „PRS“ Approach“, Personnel To-day (National Institute of Personnel Management),(ISSN : 0970-8504) Vol. XXVI- No. 4, January - March, 2006.

14. **Palas R. Sen Gupta** and Samir Bal, „Sources of Conflict as Perceived by Workers, Trade Unions and Management in Tea Plantations in West Bengal“. Labour & Development (V. V. Giri National Labour Institute) (ISSN: 0973-0419) Vol. 12, No.2 & Vol.13, No. 1, June, 2007

15. **Palas R. Sen Gupta** and Ajay Adhikari, „Job Stress and its Consequences among Postal Employees in West Bengal“, Man in India (An International Journal of Anthropology), (ISSN: 0025-1569) Vol. 87, No. 3 & 4, July- December, 2007.

16. **Palas R. Sen Gupta**, „A Comparison of Quality of Work-life Among Bank and Insurance Employees“, Gauhati University Journal of Commerce, (ISSN: 0971-4715) Vol. XV,2007 (Invited Article).

17. **Palas R. Sen Gupta** and Ajay Adhikari, „Role Stress Among Nurses“, ICFAI Journal of Organizational Behavior, (ISSN :0972-687X) Vol. 7, No. 1, January, 2008.

18. **Palas R. Sen Gupta** and Samir Bal, „Union-Management Relationship in Tea Gardens in West Bengal“, Gitam Journal of Management, (ISSN: 0972-7U0X) Vol. 6, No. 2, April, 2008

19. **Palas R. Sen Gupta** and Samir Bal, „Crisis and Conflicts in Tea Plantations in Darjeeling, Dooars and Terai areas in West Bengal - A study of Workers“ Perceptions“, Man in India (An International Journal of Anthropology), (ISSN: 0025-156 9) Vol. 88, No. 4, October- December, 2008.

20. **Palas R. Sen Gupta** and Samir Bal, „Conflict Management in Tea Gardens of Darjeeling, Dooars and Terai Areas in West Bengal“, Personnel To-day (National Institute of Personnel Management), (ISSN: 0970-8504) Vol. XXIX- No. 3, October - December, 2008.

21. **Palas R. Sen Gupta** and Samir Bal, „Workers“ Approach to Management of Interpersonal Conflicts in Tea Gardens in West Bengal“, Prajnan (National Institute of Bank Management),(ISSN : 0970-8448) Vol.37, No. 4, January-March,2009.

22. **Palas R. Sen Gupta** and Paramita Chowdhury, „Employee Information Needs and Corporate Responses“, icfai Journal of Management Research, (ISSN: 0972-5342) Vol. 8, No.9, September, 2009.

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23. **Palas R. Sen Gupta** and Ajay Adhikari, „Role Stress Among Postal Employees in West Bengal“ Gauhati University Journal of Commerce, (ISSN: 0971-4715) Vol. XVI, 2010 (Invited Article).

24. Debarshi Roy and **Palas R. Sen Gupta**, „Influence of School Management on Motivation of Teachers“, OPUS: Annual HR Journal (Symbiosis Centre of Management and Human Resource Development) (ISSN: 0973-9866) Volume 4 Issue 1, 2013.

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25. Debarshi Roy and **Palas R. Sen Gupta** „Needs, Drives and Actions: A century of research in human motivation“, IU Journal of Management (Icfai University Jharkhand) (ISSN: 2347–5080) Volume 1, Issue 1, 2013. (Invited Article)

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26. Debarshi Roy and **Palas R. Sen Gupta** "An Empirical Study of the Influence of school Infrastructure on the Motivation of Teachers". OPUS: Annual HR Journal (Symbiosis Centre of Management and Human Resource Development) (ISSN: 0973-9866) Vol. 5, Issue 1, 2014.

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28. Debarshi Roy, Palas R. Sengupta, An Empirical Study of the Influence of School Students on the Motivation of Teachers, OPUS: HR Journal, Volume 6 Issue 2,2015

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32. Mamata Prasad, Debarshi Roy and **Palas R Sengupta**, ' An Empirical Study of the workplace happiness of Doctors in North Bengal“, Research Journal of Humanities and Social Sciences (ISSN:0975-6795), Vol.7, No.1, January-March: 2016.DOI: 10.5958/2321-5828.2016.00013.9

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33. Debarshi Roy, **Palas R. Sengupta**, An Empirical Study of the Influence of the Personal and Social Factors on the Motivation of School Teachers, Journal of Organization and Human Behaviour, Volume 5 : Issue 3,2016

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35. Mamta Prasad, Debarshi Roy and **Palas R Sengupta**, ' Individual Differences in Medical Faculties- A Psychometric Analysis", GYANODAYA - The Journal of Progressive Education (ISSN:0974-1801), Vol 9, Issue 2:2016. Article DOI: 10.5958/2229-4422.2016.00010.4

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36. Mamata Prasad, Debarshi Roy, **Palas R. Sengupta**, An analysis of the relationship between personality types and happiness of medical faculty, Journal of Management Research and Analysis, (ISSN No. 2394-2762 (Print) 2394-2770(online), Volume 3: Issue 4,2016.

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37 Mamata Prasad and **Palas R Sengupta** 'An Empirical Study of Medical Doctors Occupational Stress ,, Asian Journal of Management, (ISSN (ONLINE): 2321-5763 ISSN (PRINT): 0976-495X), Vol 9: No: 1: January-February:2018. DOI: 10.5958/2321-5763.2018.00081.1

<https://ajmjournal.com/AbstractView.aspx?PID=2018-9-1-81>

38. Rajeev Dutraj and **Palas R Sengupta** „Mental Health and Well-Being: Moving Ahead Towards an Efficient Work Environment“, International Journal of Indian Psychology, (ISSN (ONLINE): ISSN 2348-5396; ISSN (PRINT): ISSN 2349-3429), Vol 6: Issue 2, 2022. DOI: 10.25215/1002.008

<https://ijip.in/articles/mental-health-and-well-being-moving-ahead-towards-an-efficient-work-environment-2/>

39. Aliviya Ghosh and **Palas R Sengupta** „Life and Work of Anganwadi Workers : A Literature Survey“, Asian Journal of Management, (ISSN 2321-5763 (Online) ; 0976-495X (Print)) , Vol 13, Issue 2, 2022, DOI: 10.52711/2321-5763.2022.00022

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40. Aliviya Ghosh and **Palas R Sengupta** „Factors Affecting the Psychological Health of Community Health Workers Amid the Pandemic“, Journal of Organisation & Human Behaviour, (ISSN 2277-3274) , Vol 11, Issue 2/3, 2022

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41. Aliviya Ghosh and **Palas R Sengupta** „A Study on Organizational Commitment, Job Satisfaction, Stress and Self-Efficacy of Anganwadi Workers“, OPUS: HR Journal, (ISSN 0973-9866 (Online)) , Vol 13, Issue 2, 2022

<http://www.publishingindia.com/opus/53/a-study-on-organizational-commitment-job-satisfaction-stress-and-self-efficacy-of-anganwadi-workers/32029/76897/>

42. Rajeev Dutraj and **Palas R Sengupta** „Employee Well-Being and Influences of it’s Various Factors“, Asian Journal of Management, (ISSN 2321-5763 (Online) ; 0976-495X (Print)) , Vol 13, Issue 4, 2022, DOI: 10.52711/2321-5763.2022.00055

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43. Rajeev Dutraj, **Palas R Sengupta**, “Well-being in a Workplace Leads to Better Employee Performance.” [published in] *Netritva 4.0: Leadership in the Era of Connection and Collaboration*, (eds) Prabhat Pankaj, Lokesh Vijayvargy, Prerna Jain, Bloomsbury Publishing, 2023, pp. 66–77.

44. Tanisha Kansal and **Palas R Sengupta** „Person Job Fit and Person Organization Fit in Educational Institutions: Keys to Organizational Success“. Accepted for the publication in “The International Journal of Indian Psychology”

45. Dev Anand and **Palas R Sengupta** „Disputes and Their Settlement Machinery in Tea Plantation Industry in North Bengal“. Accepted for the publication in “Asian Journal of Management”

C. RECENT CONFERENCE PAPERS

1. Aliviya Ghosh and **Palas R Sengupta**, 'An empirical study of the quality of work life balance of Anganwadi workers in the Darjeeling district of North Bengal' [Paper Presentation], National Conference on Management in the VUCA World. Dehradun. 2021, December 11-12
2. Aliviya Ghosh and **Palas R Sengupta**, 'An investigation into the psychological health of Anganwadi Workers amidst the pandemic' [Paper Presentation] 57th National and 26th International Conference of Indian Academy of Applied Psychology (IAAP). Mizoram, 2022, January 27-29
3. Payel Mitra and **Palas R Sengupta**, 'Online education during pandemic and its impact' [Paper Presentation], 57th National and 26th International Conference of Indian Academy of Applied Psychology (IAAP). Mizoram, 2022, January 27-29.
4. Rajeev Dutraj and **Palas R Sengupta**, 'Well-Being in a Workplace Leads to Better Employee Performance' [Paper Presentation] 10th International Conference in the Series Youth 2025. Jaipur, 2023, February 16-18

RESEARCH GUIDANCE

No. of Ph.D. Students: Supervised-12 , Ongoing-6

No. of M.Phil Students : Supervised-2,

Contacts:

Office address; Department of Commerce, University of North Bengal, West Bengal-734013, India

Mobile No. 9434045690, 7479093169

Email; senguptapalas@gmail.com, senguptapalas@nbu.ac.in