



ENLIGHTENMENT TO EXCELLENCE

UNIVERSITY OF NORTH BENGAL

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Raja Ramohunpur, Dist- Darjeeling, West Bengal, Pin-734013, India.



Department of Commerce

Print

Dr. Debabrata Mitra



M.Com., Ph.D.

Professor

Life Member- Indian Commerce Association, Indian Accounting Association, Calcutta Branch; Indian Accounting Association Research Foundation



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e-Mail debabrata_nbu@yahoo.co.in , debabratamitrnbu@gmail.com

Subject specialization: Accounting & Finance

Areas of Research Interest: Organisational Behaviour, Human Resource Management, Industrial Relations, Insurance.

No. of Ph.D. students: (a) Supervised: 6 (b) Ongoing: 4.

No. of M.Phil. students: (a) Supervised: 2 (b) Ongoing: Nil.

No. of Publications: (a) Journal(s) : 39 (b) Book(s) : 06 (c) Book chapter(s): 09

Achievement & Awards:

- **UGC Sponsored Major Research Project :** Received and successfully completed a UGC sponsored Major Research Project entitled “Globalisation: Its impact on the industrial relations in Tea Plantations — A study on Terai and Dooars Regions in West Bengal” vide UGC letter bearing Ref. No. 5 — 103 I 2007 (HRP) dated March 2008 worth Rs.5,22,300 for the period from 01.04.2008 to 31.03.2011. Subsequently an additional amount of Rs.52, 000/- was granted vide UGC letter bearing Ref No. F. No.5 — 103 / 2007 (FIRP) dated 30.01.2010.
- **Visiting Fellow:** Delivered lectures as visiting fellow (as per UGC norms) in the Department of Business Administration of The University of Burdwan for a period of one week i.e from 03/09/2012 to 07/09/2012
- Awarded with the Silver Medal for the “BEST BUSINESS ACADEMIC OF THE YEAR AWARD – 2012” at the 65th All Indian Commerce Conference held in Mumbai on 9th to 11th November 2012 organised by K.P.B. Hunduja College of Commerce, Mumbai.
- Awarded with the “RASHTRIYA VIDYA SARASWATI PURASKAR” by the International Institute of Management for outstanding achievements in the field of Commerce & Management on the 20th day of September, 2010 at New Delhi.
- Awarded with the Honour of being the “Fellow” of Indian Commerce Association for outstanding contribution in the field of Commerce and Management at the Visakhapatnam Conference of Indian Commerce Association held in December, 2006.

Professional/Administrative Experiences:

- Served as Dean, School of Professional Studies, Sikkim University (A Central University)
- Acted as Head, Department of Management , University of North Bengal September 2008-March 2012
- Acted as Director, Directorate of Distance Education, University of North Bengal
- Former Member of the Executive Council of North Bengal University for the period from 2006-2010
- Member of the Undergraduate Board of Studies in Commerce of NBU.
- Member of the Board of Research Studies in Commerce of North Bengal University
- Member, Research Board of Studies in Commerce, The University of Burdwan, West Bengal
- Member Post Graduate Board of Studies in Commerce, Kazi Nazrul University, Asansol, West Bengal
- Member, Under Graduate Board of Studies in Commerce, Thakur Panchanan Burma University, Cooch Behar, West Bengal
- Member of the Faculty Council of Arts Commerce & Law of North Bengal University
- Member of the Editorial Board of Indian Journal of Commerce
- Member of the Board of Research Studies in Commerce of Gour Banga University
- Former member of BBA Expert committee of NBU
- Former member of Under Graduate Council of NBU.
- Editor-in-Chief of ANWESHAN (Journal of the Department of Commerce, NBU. Vol 4, No. 1 March 2016 issue)

Selective List of Publications:

Books:

1. Efficient Banking in Indian Banking Industry”, Abhijeet Publications, Delhi, 2012 (ISBN 978-93-81136-55-3) (Co-authored with Manas Kumar Baidya)
2. “Relationship between Productivity and Industrial Relations”, Abhijeet Publications, Delhi, 2012 (ISBN 978-93-81136-64-5) (Co-authored with Debashish Biswas)

3. "Globalization and its Impact on Industrial Relations", Abhijeet Publications, Delhi, 2011 (ISBN 978-93-81136-14-0)
4. "Globalization and Industrial Relations in Tea Plantations", Abhijeet Publications, Delhi, 2010 (ISBN 978-93-80031-53-8)
5. "Life Insurance in India -Reforms and Impacts", Abhijeet Publications, Delhi, 2010 (ISBN 978-93-80031-58-3) Co - authored with Dr. Amlan Ghosh
6. "Contemporary issues on Indian Business in the Globalized Regime" (Edited), Abhijeet Publications, Delhi, 2010 (ISBN 978-3-80031-7)

Selected Articles:

7. "The Impact of Information Technology in Commerce and Management: Evidence from Indian Life Insurance Industry" in the proceedings of Peter F. Drucker Memorial 6th National Business Research Conference on "Latest Trends in Management, Economics & Social Sciences" published by the Department of Business Administration, Siliguri Institute of Technology (A Unit of Techno India Group), November, 2015, pp. 97-109 (Co-authored with Ms. Piyali Chandra Khan), ISBN: 978-93-5235-998-1.
8. "A Study on Intellectual Capital and Performance of Life Insurance Companies Operating in India" in the quarterly Journal of Management Development, Vol. 46, No. 3-4, July-Dec. 2015, pp. 15-23 (Co-authored with Ms. Piyali Chandra Khan), ISSN: 0048-6175.
9. "A Study on Technical Efficiency of Life Insurance Companies Operating in India in the Post Liberalized Regime – A Dynamic Panel Approach" in the Indian Journal of Commerce, vol. 68, No. 3, July-September, 2015, pp. 16-27, ISSN: (Print) 19-512X, (Online) 2454-6801 (Co-authored with Ms. Piyali Chandra Khan).
10. "Corporate Social Responsibilities and Business Ethics of Large Scale Industries in India with Special Reference to Content Analysis – A Theoretical Study" in the edited volumes Traditional Indian Philosophy and Business Ethics edited by Dr. Sukumar Pal and Sri Sanjib Talukdar of Sree Chaitanya Mahavidyalaya, published in May, 2015 (ISBN: 978-81-928721-9-3).
11. "Globalization and Human Resource Development: Emerging Trends and Challenges" published in the "Contemporary Issues in Business Studies" published by the UGC Academic Staff College and Department of Business Management, University of Calcutta, Kolkata on December, 2014 (ISBN: 978-81-927807-3-3) pp. 191-196.
12. "Liquidity Risk Assessment of Life Insurance Corporation of India" published in the Indian Journal of Commerce, published by the Indian Commerce Association, Volume 67, No. 2, April-June, 2014 (ISSN: 0019-512X) pp. 55 – 63. (Co authored with Piyali Chandra Khan)
13. "ARIMA Forecasting of Exchange Rate in India" at the *Indian Journal of Commerce*, Vol. 66, No. 4, October-December 2013 pp. 54-64 (Co-authored with Biswajit Maitra and Santanu Kumar Mandal) (ISSN: 0019-512X) (Refereed Journal)
14. Published a paper entitled "Impact of Liberalization on Liquidity Structure of Life Insurance Firms – A Case Study of LIC of India" at *Global Journal of Management & Technology*, Vol. 2, No. 3, September 2013 pp. 39-45 (Co-authored with Ms. Piyali Chandra Khan)
15. "FDI in Multi Brand Retail: Cost Benefit Analysis" at *ANWESHAN* (Journal of the Department of Commerce, NBU) Vol. 1, No. 1, March 2013 pp. 80-90 (Co-authored with Dr. Amlan Ghosh)
16. "Managing Job Stress of The Corporate Personnel Through Counseling" at the Edited volume titled "Lectures on Contemporary Issues in Accounting and Management, published by the Coordinator of the Refresher Course in Business Studies, 2012, Department of Business Management, University of Calcutta, pp. 62-66.
17. "Relationship between Fiscal Balance and Balance in the Current Account in Singapore: An Econometric Analysis" at "The Indian Journal of Economics" Vol. XIII C, No. 368, Part – I, July 2012 pp.87-114 (Co-authored with Chandan Kumar Mukhopadhyay and Kanchan Datta). (Refereed Journal)
18. "The Role of Work Life Balance as a Workforce Management Tool" at the "Indian Journal of Commerce, Vol. 65, No. 2, April-June 2012, pp. 83-94.
19. "An analysis of the Technical Efficiency of Indian Public sector Banks through DEA approach" at the "International Journal of Business Performance Management" Vol. 13 Nos. 3/4, 2012, pp. 341-365 (Co-authored with Manas Kumar Baidya)
20. "Twin Deficits Phenomenon in India: An Econometric Analysis" at "The Indian Journal of Economics" Vol. XII C, No. 365, October 2011, pp.. 411–435 (Co-authored with Dr. Kanchan Datta).
21. "Direct Tax Code: Effect on Individuals and Corporates" at the "The Indian Journal of Commerce" Vol. 64, No. 2, April – June 2011, PP. 20–27.
22. "Globalisation and Indian Women" in the book titled "Towards Engendering Development" edited by Dr. Maya Ghosh, published by the Registrar, University of North Bengal on behalf of Centre for Women's Studies, University of North Bengal pp. 79–91 (Co-authored with Mr. Subrata Ray), 2011.
23. "Measurement of the level of Motivation of Public Sector Employees: A case study on Bharat Sanchar Nigam Limited with special reference to its Siliguri Unit" at CALYX Journal of Business Management, Published by DSMS Business School, Durgapur, pp. 5 – 14, Vol. 1, No. 1, December 2010 (ISSN 2229 – 4260) (Co – authored with Ms. Paramita Choudhury).
24. "Monetary Policy and Output Growth in Indian Economy – A Time Series Econometric Study" at *Osmania Journal of International Business Studies*, January – June, 2010 & July – December, 2010 (Vol. V No. 1 & 2) (ISSN 00973-5372) Co-authored with Dr. Biswajit Maitra PP. 23–31.
25. "Financial Sector Reforms and Indian Economy" at the International Conference on "Financial Sector Reforms and Indian Economy" organized by the Indian Institute of Management, Kozhikode (IIMK) during November 11–13, 2010.
26. "Special Economic Zones (SEZ) in West Bengal : Some Issues" published in the book titled "Role of SEZ in Economic Development of the Country" edited by Dr. Rabi Narayan Misra, Sonali Publications, New Delhi, pp 128 – 136.
27. "Determinants of Life Insurance Demand in India in the Post Economic Reform Era (1991 — 2008)", published in the "International Journal of Business Management Economics and Information Technology", January-June, 2010, pp.23-40 (Co-authored with Mr. Amlan Ghosh)
28. "Relationship between Budget Deficit and Interest rate in the Economy of Pakistan: An Econometric Study", *International Journal of Economics*, Volume 4, No. 1, June 2010 (Co-authored with Chandan Kumar Mukhopadhyay and Kanchan Datta) Refereed Journal.
29. "Job Stress of Working Nurses: Causes and Consequences - A Study at North Bengal Medical College, Darjeeling", published at *Vidyasagar University Journal of Commerce*, Vol. 15, March 2010, pp. 27 – 40 (Co- authored with Mr. Durlav Sarkar) .
30. "Rural Life Insurance in Post Reform Era in India: Growth and Opportunities", *International Journal of Rural Development and Management Studies*", International Science Press, New Delhi, Volume 3, No. 2, December 2009, pp. 241-257 (Co-authored with Mr. Amlan Ghosh)
31. "Impact of Globalisation on International Life Insurance Business with Special Reference to India" in the *Osmania Journal of International Business Studies*, Vol. IV No. 2, July-December 2009, pp. 180 – 184
32. "Export — Led Growth in India in the Post — Reform Period — An Econometric Enquiry", *International Journal of Economic Issues*, International Science Press, New Delhi, Vol. 2, No. 2, July — December 2009, pp. 271-283 (Co-authored with Mr. Biswajit Maitra).
33. "Joint Forest Management and Eco — development — A case study in Buxa Tiger Reserve" published in the book titled "Environment and Forest Resources Management" (Edited by Dr. R.N. Misra), Sonali Publications, New Delhi, 2008, pp. 41-49 (Co-authored with Mr. Amlan Ghosh).
34. "Private Life Insurance Consumption in Rural India and Role of Post Offices — An Analysis" published in *The Asian Economic Review* (Journal of the Indian Institute of Economics), Vol. 49, No.1, April 2007, pp.39-45 (Co-authored with Mr. Amlan Ghosh).
35. "Globalization and Economic Reforms: Its Impact on Higher Education in India", published in *The Management Accountant* (The institute of Cost & Works Accountants of India), Vol. 41, No. 10, October 2006, pp. 790-791.
36. "Need for Performance Appraisal (PA) of School Teachers with special reference to the Sponsored Schools in West Bengal", published in *The Management Accountant* (The Institute of Cost & Works Accountants of India), Vol. 41, No.9, September 2006, pp. 737-740 (Co-authored with Mr. Amlan Ghosh).
37. "Globalization — Its Effect on Employment", published in the *Management Accountant* (The Institute of Cost & Works Accountants of India), Vol. 41, No.1, January 2006, pp.63-65.
38. "WTO Agreements: Its Impact on Small Scale Industries in India", published in the book titled "Problems and Prospects of Small industries", R.N. Misra (Edited), Discovery Publishing House, New Delhi, 2005, pp. 63- 65.

39. "Recovery of NPAs during 2004: A Study of different categories of banks operating in India", published in The Journal of Commerce & Economics (Commerce & Economics Society of Orissa, Brahmapur), Vol. XIV, December 2005, pp. 1-5 (Co-authored with Mr. Amlan Ghosh).
40. "Opening up of Insurance Sector — will it be possible for LIC to keep intact its market share?" Vidyasagar University Journal of Commerce, Vol. 9, March 2004, pp. 63-67. Refereed Journal.
41. "Development of Life Insurance Business in Bhutan: A brief Comparison with the LIC", The Journal of Commerce & Economics (Commerce & Economics Society of Orissa, Brahmapur), Vol. XIII, February 2004, pp.1-12 (Co-authored with Mr. Amlan Ghosh).
42. "Globalization and its impact on Corporate Governance in India", published in The Excellence (Academy of Business Administration, Balasore, Orissa), Vol. 2, No.1, July 2003, pp.35-38.
43. "Disinvestments of PSUs: Can it bring efficiency? — A Case study of Container Corporation of India", published in The Management Accountant, (The Institute of Cost & Works Accountants of India), Vol. 38, No.7, July 2003, pp.510-512.
44. "Customer Relationship Management — A New Approach of LIC to face competition", The Management Accountant (Student Edition), (The Institute of Cost & Works Accountants of India), Vol.2, No. 3, March, 2003, pp.41-44.
45. "Tax Perceptions of Tiny Scale Women Entrepreneurs in North Bengal" in the book titled "Development of Women Entrepreneurship in India — Problems and Prospects" (Edited by C. Swarajya Lakshmi), Discovery Publishing House, New Delhi, 1998, pp. 265-275 (Co-authored with Dr. S. N. Dhar).

Presentation of Papers/ Chairing of Technical Sessions in different National and International Seminars/Conferences:

1. Presented a paper entitled "The Impact of Information Technology on Commerce & Management: Evidence from Indian Life Insurance Industry" under the subtheme of Corporate Governance, Business Ethics & Business Analytics in the 6th National Business Research Conference on "Latest Trends in Management, Economics & Social Sciences", LTMES – 2015 organized by Department of Business Administration, Siliguri Institute of Technology, A Unit of Techno India Group held on 21st November, 2015 (Co-authored with Ms. Piyali Chandra Khan).
2. Acted as a technical chairperson on Human Capital in the 6th National Business Research Conference on "Latest Trends in Management, Economics & Social Sciences", LTMES – 2015 organized by Department of Business Administration, Siliguri Institute of Technology, A Unit of Techno India Group held on 21st November, 2015.
3. Presented a paper entitled "Women Empowerment through Microfinance in West Bengal with Special Reference to Jalpaiguri District" at the National Seminar on Emerging Issues in Accounting & Finance organized by the Department of Commerce, University of Kalyani and Board of Studies, Institute of Chartered Accountants of India, New Delhi held on 20th November, 2015.
4. Chaired a Technical Session IV at the National Seminar on Emerging Issues in Accounting & Finance organized by the Department of Commerce, University of Kalyani and Board of Studies, Institute of Chartered Accountants of India, New Delhi held on 20th November, 2015.
5. Presented a paper entitled "Business Education and Skill of Employability: An Empirical Study on East and West Midnapore Districts of West Bengal", at the 68th All India Commerce Conference organized by Vinoba Bhave University, Hazaribag held on 6th – 8th November, 2015 (co-authored with Dr. Debasish Biswas).
6. Presented a paper entitled "A Study on Influence of Behavioral Finance on Investors Preference towards Unit Linked Life Insurance Policies in India" at the 68th All India Commerce Conference organized by Vinoba Bhave University, Hazaribag held on 6th – 8th November, 2015 (co-authored with Ms. Piyali Chandra Khan).
7. Presented a paper entitled "Skill Development of Rural Artisans in this Globalized Regime: A Case Study with Special Reference to Three Districts of West Bengal" at the 68th All India Commerce Conference organized by Vinoba Bhave University, Hazaribag held on 6th – 8th November, 2015.
8. Presented a paper entitled "A Study on Smart Cities of North East India with Special Reference to Contemporary Digital India Initiatives" at the 68th All India Commerce Conference organized by Vinoba Bhave University, Hazaribag held on 6th – 8th November, 2015 (co-authored with Mr. Sanmoy Mallick).
9. Presented a paper entitled "Make in India: The Challenges Ahead" at the National Seminar Organised by Indian Association for Management Development, Lucknow in association with Impact College, Patna held on 4th November 2015.
10. Presented a paper entitled "Challenges & Responsibilities of Human Rights in this Globalized Regime with Special Reference to India" in the National Seminar on "Human Rights: Challenges & Responsibilites" organized by the Teachers' Council, Saldaha College, Saldaha, Bankura, West Bengal held on 8th – 9th October 2015.
11. Presented a paper entitled "Financial Inclusion: A Way to Empowerment of Women in Rural India" at the UGC Sponsored National Level Seminar on "Financial Inclusion: Challenges & Prospects" organized by Department of Commerce, Malda College, Malda, in collaboration with the Institute of Cost Accountants of India held on 12th – 13th September 2015 (co-authored with Ms. Piyali Chandra Khan).
12. Delivered key note address on "CSR and Sustainable Development" at the UGC Sponsored International Seminar organized by the P. G. Department of Business Administration, Berhampore University held on 6th – 7th April, 2015.
13. Chaired a Technical Session on "Human Resource Aspects and Sustainable Development" at the UGC Sponsored International Seminar organized by the P. G. Department of Business Administration, Berhampore University held on 6th – 7th April, 2015.
14. Delivered key note address at the National Seminar on "Manufacturing Sector in India: Issues & Challenges" organized by the P. G. Department of Commerce (DRS - III), Utkal University, Bhubaneswar held on 25th – 26th March, 2015.
15. Presented a Paper entitled "A Study on the Relationship between Women Health & their Productivity at the Workplace with special reference to India" at the 2-day UGC Sponsored National Seminar on "Changing Dimensions of Business in the new Millennium" organized by the Department of Business Administration, Vidyasagar University which was held on 13th – 14th March, 2015.
16. Delivered key note address at the Technical Session - I (A Session on Human Resource Management) at the 2-day UGC Sponsored National Seminar on "Changing Dimensions of Business in the new Millennium" organized by the Department of Business Administration, Vidyasagar University which was held on 13th – 14th March, 2015.
17. Delivered lectures as a key note speaker on the topic "Trade of Art: Passion for Economic Perspective" on 9.03.2015 and also delivered key note address on the topic "Handicraft: Rich and Poor: A Comparative Analysis of Different handicrafts of India with special reference to India's Northeast" on 10.03.2015 at the UGC Sponsored National Workshop titled "Development of Entrepreneurial Skill of Craftsmen of Diifferent Handicraft of Dhubri District" organized by the Pramathesh Barua College, Gauripur, Assam.
18. Delivered special lecture in the two day UGC Sponsored National Level Seminar on "Traditional Indian Philosophy and Business Ethics in the context of present Socio-Economic Scenario in India" organized by the Sree Chaitanya Mahavidyalaya, Habra, Prafullanagar, North 24 Parganas, West Bengal on 28th February, 2015.
19. Presented a Paper entitled "The Role of Financial Literacy for the Empowerment of Women in Rural India through Micro-Finance" at the National Conference on Human Resource Development organized by the Faculty of Commerce, Banaras Hindu University in association with Indian Council of Social Science Research and Ministry of Human Resource Development, New Delhi held on 14th – 15th February, 2015.
20. Chaired a Panel discussion at the National Conference on Human Resource Development organized by the Faculty of Commerce, Banaras Hindu University in association with Indian Council of Social Science Research and Ministry of Human Resource Development, New Delhi held on 14th – 15th February, 2015.
21. Presented a Paper entitled "A Study on the Trends and Opportunities in the Hospitality Industry in different Tourist places of Darjeeling District, Doars and Sikkim" at the 67th All India Commerce Conference organized by the KIIT University, Bhubaneswar in association with the Department of Commerce, Utkal University, Bhubaneswar held on 27th to 29th December, 2014.

22. Presented a Paper entitled “A Study on Technical Efficiency of Life Insurance Companies operating in India in the Post Liberalized Regime” at the 67th All India Commerce Conference organized by the KIIT University, Bhubaneswar in association with the Department of Commerce, Utkal University, Bhubaneswar held on 27th to 29th December, 2014.
23. Chaired a Technical Session entitled “The Emerging Trends in Human Resource Management” at the National Seminar on “Emerging Trends and Issues in North Bengal” organized by Department of Management, University of North Bengal held on 4th – 5th December, 2014.
24. Delivered lectures as a Chief Guest at the National Workshop on “Capacity Building Programme” organized by Department of Education, Binaya Bhavana, Visva-Bharati held on 28th – 29th November, 2014.
25. Delivered a keynote address in the technical session IV on Development at the International Conference on Finance, Sustainability, Governance and Development organized by MBA Department of Gaeddu College of Business Studies, Royal University of Bhutan held on June 5 – June 7, 2014 at GCBS Campus Gedu.
26. Chaired a technical session on Finance in the International Conference on Finance, Sustainability, Governance and Development organized by MBA Department of Gaeddu College of Business Studies, Royal University of Bhutan held on June 5 – June 7, 2014 at GCBS Campus Gedu.
27. Presented a paper entitled “The effect of Change Management with Special Reference to Private Sector Banks Operating in India – A Case Study on ICICI and HDFC Bank” International Conference on Finance, Sustainability, Governance and Development organized by MBA Department of Gaeddu College of Business Studies, Royal University of Bhutan held on June 5 – June 7, 2014 at GCBS Campus Gedu.
28. Presented a Paper entitled “The Role of Indian Women in the family purchase decision making” at the UGC sponsored National Seminar on “Changing Status of Women in India: Dimensions and Concerns” organized by The Centre for Women’s Studies, University of North Bengal held on 29th to 30th March 2014.
29. Presented a paper entitled “A Study on Application of Digital IQ by Organisations and its effect on overall performance increase” at the National Seminar on “Contemporary Issues in Accounting and Finance” organized by the Department of Commerce, University of Kalyani held on 27th & 28th March 2014.
30. Presented a paper entitled “Talent Management in Indian Industries with Special Reference to its Banking Sector” at the International Conference on “Global Business: Opportunities & Challenges” organized by the Department of Commerce, Osmania University, Hyderabad held on 27th to 29th March 2014.
31. Chaired a Technical Session on “International Insurance & Banking” at the International Conference on “Global Business: Opportunities & Challenges” organized by the Department of Commerce, Osmania University, Hyderabad held on 27th to 29th March 2014.
32. Presented a paper entitled “The Role of Financial System in Economic Prosperity: A Case Study” at the International Seminar on “Advancement of Management Thoughts and Practices” organized by the Department of Business Administration, Vidyasagar University held on 10th & 11th February, 2014 (Co-authored with Mr. Sanmoy Mallick).
33. Delivered lecture as a resource person on the topic “The Changing Role of Human Resource Management in Managing the Corporates With Special Reference to India” at the National Symposium on “Managing the Global Business: The Road Ahead” organized by the Department of Management, University of North Bengal held on 1st & 2nd February, 2014.
34. Co-chaired a Technical Session IA of the International Finance Conference on Current Issues in Finance in Developing Nations organized by the Department of Business Management, University of Calcutta in collaboration with Indian Accounting Association-Kolkata Branch held on 17th & 18th January, 2014.
35. Presented a paper entitled “Performance of Life Insurance Industry in the pre and post liberalized regime” at the International Finance Conference on Current Issues in Finance in Developing Nations organized by the Department of Business Management, University of Calcutta in collaboration with Indian Accounting Association-Kolkata Branch held on 17th & 18th January, 2014.
36. Presented a paper entitled “A Study on Change Management with Special Reference to Indian PSU Banks” at the International Finance Conference on Current Issues in Finance in Developing Nations organized by the Department of Business Management, University of Calcutta in collaboration with Indian Accounting Association-Kolkata Branch held on 17th & 18th January, 2014.
37. Presented a paper entitled “Role of Commerce Education for Sustainable Inclusive Growth in India” at the 66th All India Commerce Conference of Indian Commerce Association organized by The Department of Commerce, Bangalore University, Bangalore which was held on 5th to 7th December 2013.
38. Presented a paper entitled “The Future of Green Industrialization – A New Financial Policy for India” at the 66th All India Commerce Conference of Indian Commerce Association organized by The Department of Commerce, Bangalore University, Bangalore which was held on 5th to 7th December 2013.
39. Presented a paper entitled “Globalization and its Impact on Trade Union Militancy: A Study with Special Reference to Indian Financial Sector” at the National Conference on “Employment Laws in the Globalized Era: Changes and Trends in India” organized by The Department of Law, University of North Bengal which was held on 23rd & 24th November 2013.
40. Presented a paper entitled “The Play between Public and Private in the Post Liberalized Era – addressed with Life Insurance Sector of India” at the National Conference on Business Innovation, Economics & Management (BIEM-2013)” organized by Siliguri Institute of Technology, Siliguri which was held on 16th & 17th November 2013.
41. Chaired a Technical Session in the National Conference on “Organisational Development & Change Management” organized by the Siliguri Institute of Technology, Siliguri which was held on 16th & 17th November, 2013.
42. Chaired a Technical Session in the UGC sponsored Two Days National Seminar on “Contextual Management: Developing Indigenous Management Theories & Practices” organized by the Salesian College, Siliguri which was held on 5th-6th October, 2013.
43. Delivered Key Note Speech at the Technical Session VIII at NAAC Sponsored Workshop on “Quality Assurance Initiatives in Higher Education: Challenges, Trends & Priorities” organized by MUC Women’s College, Burdwan which was held on 25th-26th September, 2013.
44. Presented a paper entitled “Impact of Liberalization on Liquidity Structure of Life Insurance Firms – A Case Study on Life Insurance Corporation of India” at the AICTE sponsored two day National Seminar organized by ALLURI INSTITUTE OF MANGEMENT STUDIES, Warangal which was held on 26th & 27th September 2013.
45. Delivered Key Note Address in Technical Session I (Recent Innovations in General Management) at the National Seminar on “merging Innovations & Practices in Indian Business” organized by the Institute of Management, Pt. Ravishankar Shukla University, Raipur (C.G.) which was held on 6th-8th September, 2013.
46. Chaired Technical Session III (Recent Innovations in Finance) at the National Seminar on “merging Innovations & Practices in Indian Business” organized by the Institute of Management, Pt. Ravishankar Shukla University, Raipur (C.G.) which was held on 6th-8th September, 2013.
47. Delivered a Key Note Address on Contemporary Issues in Governance Sustainability at the International Conference on Cost Consciousness, Sustainability, Governance and Development organized by Institute of Cost Accountants of India which was held at the Lecture Hall of GCBS, Bhutan on 11th day of June 2013.
48. Chaired Technical Session on Contemporary Issues in Sustainability at the International Conference on Cost Consciousness, Sustainability, Governance and Development organized by Institute of Cost Accountants of India which was held at the Lecture Hall of GCBS, Bhutan on 10th day of June 2013.
49. Presented a paper entitled “Performance appraisal of life insurance companies operating in India in the liberalized regime: A critical analysis” at the UGC-Sponsored National Seminar on “Impact of Reforms on Indian Insurance Sector” organized by Department of Commerce, Deshbandhu College for Girls, Kolkata held on 5th & 6th April, 2013.
50. Presented a paper entitled “Life Insurance Corporation of India: Innovations, Customization and Achievement” at the UGC-Sponsored National Seminar on “Impact of Reforms on Indian Insurance Sector” organized by Department of Commerce, Deshbandhu College for Girls, Kolkata held on 5th & 6th April, 2013.

51. Chaired a technical session: V at the National Seminar on “Women in Contemporary India: Issues and Challenges” organized by Centre for Women Studies, University of North Bengal held on 29th & 30th March, 2013.
52. Presented a paper entitled “The role of Micro-finance in Women’s empowerment: the essence of financial literacy” at the UGC-Sponsored National Seminar on “Changing Dimensions of Management Practices in India” organized by Department of Business Administration, Vidyasagar University held on 22nd & 23rd March 2013.
53. Presented a paper entitled “Efficiency Analysis of Life Insurance Companies of India: A Data Envelopment Analysis” at the UGC-Sponsored National Seminar on “Changing Dimensions of Management Practices in India” organized by Department of Business Administration, Vidyasagar University held on 22nd & 23rd March 2013.
54. Chaired a technical session entitled “Human Resource Management” at the UGC-Sponsored National Seminar on “Changing Dimensions of Management Practices in India” organized by Department of Business Administration, Vidyasagar University held on 22nd & 23rd March 2013.
55. Chaired a technical session entitled “Recent Trends in Human Resource Management with Special Emphasis on Management Diversity” at the National Symposium on “Recent Trends in Management Studies & Practices in the Context of Liberalized Regime” organized by Department of Management, University of North Bengal held on 16th & 17th March, 2013.
56. Presented a paper entitled “Financial Education and Women’s Empowerment: A Discourse” at the UGC sponsored National Seminar organized by the Department of Commerce, Panchmura College, Bankura, West Bengal, held on 1st and 2nd day of March 2013.
57. Chaired a Technical Session – III at the UGC sponsored National Seminar organized by the Department of Commerce, Panchmura College, Bankura, West Bengal, held on 2nd day of March 2013.
58. Presented a paper entitled “A Study on Assessment of Intellectual Capital with Special Reference to Life Insurance Companies Operating in India” at the International HR Conference organized by IISWBM, Kolkata which was held on 27th – 28th February, 2013.
59. Presented a paper entitled “Life Insurance Companies Performance and Intellectual Capital : A study on life insurance companies in India” at the BIT International Conclave 2013 on “ Innovations in Engineering and Management” organized by Birla Institute of Technology (Mesra), Patna Campus held on 22nd – 23rd February 2013.
60. Presented a paper entitled “Performance Evaluation of Undergraduate College Teachers: A study on three Districts of North Bengal” at the BIT International Conclave 2013 on “ Innovations in Engineering and Management” organized by Birla Institute of Technology (Mesra), Patna Campus held on 22nd – 23rd February 2013.
61. Chaired a Technical session in the event of “Case Study” at the BIT International Conclave 2013 on “ Innovations in Engineering and Management” organized by Birla Institute of Technology (Mesra), Patna Campus held on 22nd – 23rd February 2013.
62. Presented a paper entitled “The Role of Media in Spreading the Corporate propaganda in this Liberalized regime” at the UGC & ICHR Sponsored International Seminar on “State Power and Ethics of Governance : The Indian Experiences”, organized by the Department of History, University of North Bengal from 18th to 20th February, 2013.
63. Presented a paper entitled “Liquidity Structures of Life Insurance Companies in India: Ratio Analysis” at the 3rd All India Conference on Business Studies, organized by Durgapur International Business Studies Academia from February 2nd to 3rd, 2013.
64. Presented a paper entitled “Growing Attrition Rate in the Indian Pharmaceutical Industry” at the 3rd All India Conference on Business Studies, organized by Durgapur International Business Studies Academia from February 2nd to 3rd , 2013.
65. Acted as a Conference Secretary at the 3rd All India Conference on Business Studies, organized by Durgapur International Business Studies Academia from February 2nd to 3rd, 2013 held in Durgapur.
66. Presented a paper entitled “Corporate Governance in the Globalize Regime : A study on some selected Indian Companies” at the International Conference on “Good Governance, Sustainable Development and Environmental Justice in SAARC Region” organized by the Department of Law, University of North Bengal held on 1st and 2nd December 2012.
67. Chaired a Technical Session entitled “Quality of Air and Water and Role of the Law (session vii) at the International Conference on “Good Governance, Sustainable Development and Environmental Justice in SAARC Region” organized by the Department of Law, University of North Bengal held on 1st and 2nd December 2012.
68. Presented a paper entitled “Estimation of Needs for Infrastructural Investment in India in the Globalized Regime with special reference to its Transportation Sector” at the 65th All India Commerce Conference of Indian Commerce Association organized by K.P.B. Hinduja College of Commerce, Mumbai, held at November 9-11, 2012.
69. Co-Chaired the Seminar on “Empirical Researches in the area of Human Resource” at the 65th All India Commerce Conference of Indian Commerce Association held on November 10, 2012 at Mumbai.
70. Presented a paper entitled “A Comparative Study of Traditional Policies & ULIP Policies with Reference to Life Insurance Companies in India” at the National Seminar on Opportunities & Challenges of Contemporary & Innovative Management Practices” organized by the Department of Business Administration, Siliguri Institute of Technology which was held on 5th and 6th October 2012.
71. Chaired a Technical session on “Human Resource” at the National Seminar on Opportunities & Challenges of Contemporary & Innovative Management Practices” organized by the Department of Business Administration, Siliguri Institute of Technology which was held on 5th and 6th October 2012.
72. Presented a paper entitled “A study on the Transitional aspects of Business Ethics and Corporate Governance with special reference to India under Globalised regime” at the Regional Symposium on “JUSTICE IN TRANSITION” jointly organised by the Department of Law, University of North Bengal, Department of Management, University of North Bengal & Calcutta Research Group, Kolkata held on 16th day of August, 2012 at the Conference hall of NBU.
73. Presented a paper entitled “Export of Indian Tea: Recent Problems” at the 2nd All India Conference on Business Studies Organized by Durgapur International Business Studies Academia held at Durgapur on February 25th – 26th, 2012.
74. Chaired a technical session II track 1st at the 2nd All India Conference on Business Studies on “Research in Business Studies: Modern Trends” organized by Durgapur International Business Studies Academia held at Durgapur on February 25th – 26th, 2012.
75. Participated in one day User Awareness Programme on Access to E – resources under N-LIST Programme Organized by the University Library of North Bengal University held on 10th February, 2012.
76. Presented a paper entitled “The probable effect of IFRS on disclosure practices of Indian Companies” at the one day National Seminar on “Emerging Issues in Accounting and Taxation” Organized by Department of Commerce, the University of Burdwan in collaboration with the Institute of Chartered Account of India, New Delhi, held on 22nd December, 2011.
77. Presented a paper entitled “Social Reporting: A New Dimension towards Corporate Social Performance – A Study on some leading selected Indian companies” at the 64th All India Commerce Conference Organized by Department of Commerce, Pondicherry university held during 13th – 15th December, 2011.
78. Presented a paper entitled “The role of Work Life Balance as a work force Management Tool - A Study on Employees Working at the Private Telecom Companies located in Siliguri” at the 64th All India Commerce Conference Organized by the Department of Commerce, Pondicherry University held during 13th – 15th December, 2011.
79. Presented a paper entitled “Privatization of Higher Education in the Globalized Regime with special reference to India” at the International Seminar on “Privatization of Higher Education and Entry of Foreign Universities in India: The legal Challenges” organized by the Department of Law, University of North Bengal held on 26 – 27 November, 2011.
80. Presented a paper entitled “Case Study Application in the Management Programmes through ODL System” at the National Seminar organised by the Indira Gandhi National Open University on 29th March, 2011 (Jointly with Mr. Subrata Ray and Ms. Paramita Choudhury).

81. Presented a paper entitled "Globalisation: its impact on Indian Women" at the National Seminar organized by centre for women's Studies, University of North Bengal on 28th & 29th March, 2011.
82. Co – Chaired a technical session on the theme "Emerging Issues in Business Studies" organized by IBSA Durgapur, West Bengal on March 26 – 27, 2011.
83. Presented a paper entitled "A study of Technical Efficiency of Public Sector Banks in India: DEA Approach" at the National Seminar organized by IBSA on March 26 – 27, 2011.
84. Presented a paper entitled "Corporate Corruption, Corporate Governance & Stock Holders Justice" at the National Seminar organized by IBSA on March 26 – 27, 2011.
85. Presented a paper entitled "Output, Price, Inflation and Monetary Policy: Malaysian Perspective" at the National Seminar on "Regional Economic Development and Women Empowerment" organized by Department of Economics, University of North Bengal on March 21 -22, 2011.
86. Participated in the workshop on "Open Educational Resources for Distance Mode of Learning" organized by Directorate of Distance Education, University of North Bengal on March 11- 12, 2011.
87. Presented a paper entitled "Effects of Global financial Meltdown on Efficiency of Indian Public Sector Banks: A DEA Approach" at the National Seminar on "Contemporary Issues and Challenges of Modern Management" organized by the Department of Management, University of North Bengal on 9th & 10th March, 2011.
88. Presented a paper entitled "Dynamics of Money, Income & Price in Malaysia – An econometric Study" at the National Seminar on "Contemporary Issues and Challenges of Modern Management" organized by the Department of Management, University of North Bengal on 9th & 10th March, 2011.
89. Presented a paper entitled "Application of Information and communication Technology for Agricultural production" at the National Seminar on "Contemporary Issues and Challenges of Modern Management" organized by Department of Management, University of North Bengal on 9th & 10th March, 2011.
90. Presented a paper entitled "Impact of Financial Meltdown on Employment Opportunities: A Study with Special Reference to India" at the IIMS International Conference on Development Management Organized by International Institute of Management Sciences held in Bangkok from 24th – 27th February, 2011 and this paper was awarded as the Third Best Paper.
91. Participated in the one day Seminar on "Global Financial Crisis and Problem of Foreign Exchange Management" organized by Department of Commerce, University of Burdwan and Midnapore chapter of Indian Accounting Association held on 4th day of December, 2010.
92. Presented a paper entitled "Corporate Governance: The Indian Perspective with special reference towards its Insurance Sector" at the 33rd All Indian Accounting Conference and International Seminar on Accounting Education and Research organized by Department of Commerce, University of Kerala and Indian Accounting Association, Kerala Branch which was held at Thiruvananthapuram on November 13 – 14, 2010.
93. Presented a paper entitled "A Study on the Corporate Governance in India with special reference to its Banking Sector" at the 33rd All Indian Accounting Conference and International Seminar on Accounting Education and Research organized by Department of Commerce, University of Kerala and Indian Accounting Association, Kerala Branch which was held at Thiruvananthapuram on November 13 – 14, 2010. (Co – authored with Dr. Amlan Ghosh).
94. Co – chaired a Technical Session entitled "Goods and Services Tax" at the 33rd All Indian Accounting Conference and International Seminar on Accounting Education and Research organized by Department of Commerce, University of Kerala and Indian Accounting Association, Kerala Branch which was held at Thiruvananthapuram on November 13 – 14, 2010.
95. Presented a paper entitled "Measurement of the level of motivation of employees of Public Sector: A Case study of Bharat Sanchar Nigam Ltd. with special reference to its Siliguri Unit" at the National Seminar on "Empirical Research on Management and Information Technology: Trends and Opportunities" organized by DSMS Business School, Durgapur in association with "School of Management & Sciences, West Bengal University of Technology" which was held on the 5th day of October, 2010.
96. Presented a paper entitled "Direct Tax Code : Its Probable Effect on Individuals and Corporates" at the 63rd All India Commerce Conference organized by Faculty of Commerce, Goa University which was held on 1st to 3rd October 2010. (This paper was selected as one of the best papers between the two best papers selected for the Technical Session 1 on "Direct Tax Code: An Evaluation".
97. Participated in the State Level Workshop on "Initiatives on Quality Assurance in Distance Mode of Higher Education" sponsored by the Distance Education Council and organized by the Directorate of Distance Education, University of North Bengal on June 25—26, 2010.
98. Presented a paper entitled "Global Financial Crisis & Financial Education in the Life Insurance Sector in India" at the International Conference on "Indian Financial System and the Global Scenario" organized by Department of Commerce with Farm Management of Vidyasagar University which was held on 10th to 11th March 2010 (Co- authored with Mr. Amlan Ghosh)
99. Presented a paper entitled "Impact of Globalization on International Life Insurance Business with special reference to India" at the International Conference on "International Trade & Commerce" organized by Department of Commerce, Osmania University, Hyderabad on 5th to 7th March 2010.
100. Presented a paper entitled "Monetary Policy and Output growth in Indian Economy — A Time Series Economic Study" at the International Conference on "International Trade & Commerce" organized by Department of Commerce, Osmania University, Hyderabad on 5th to 7th March 2010 (Co — authored with Dr. Biswajit Maitra).
101. Delivered Key note address at the Technical Session entitled "International Finance / Accounting / Taxation at the International Conference on International Trade & Commerce organized by Department of Commerce, Osmania University, Hyderabad on 5th to 7th March 2010.
102. Presented a paper entitled "Foreign Direct investment and Economic Growth in the Economy of Indonesia — An Econometric Study" at the International Conference on "Business & Economic Issues" organized by Serials Publications in association with the Indian Journal of Economics and Business which was held in New Delhi on 19th — 21st December, 2009.
103. Presented a paper entitled "Economy of North East India ---Some Simple Idea" at the National Seminar on "State of Inclusive Growth in the North East India---Some Simple Idea" organized by Margherita College , Tinsukia, Assam on 26th and 27th October, 2009.
104. Presented a paper entitled "Drive Towards Inclusive Growth in India — The need for improved Governance" at the 62 All India Commerce Conference organized by Maharshi Dayanand Saraswati University, Ajmer on 10th to 12th October 2009.
105. Presented a paper entitled "From Vicious to Virtuous Circle?: Gender and Micro Enterprise Development" at the National Seminar on "Population and Development Education" organized by Department of Adult Continuing Education, Extension & Field Outreach and State Resource Centre for Adult Education, West Bengal which was held on 24th to 26th March 2009.
106. Presented a paper entitled "Corporate Reporting Practices in India — The Recent Trend" at the National Seminar on "Corporate Reporting Practices" organized by Department of Commerce, The University of Burdwan held on March 23, 2009.
107. Presented a paper entitled "Decentralized Governance : Looking back and ahead" in the 6th International Conference on Citizenship and Governance Challenges for Social Inclusion organized by Department of Adult, Continuing Education, Extension & Field Outreach, University of North Bengal and PRIA on 19th and 20' February, 2009.
108. Presented a paper entitled "Intellectual Property Rights: Boon or Ban" at the 6 1st All India Commerce Conference organized by Dhanwate National College, Nagpur on 27th to December, 2008.
109. Presented a paper entitled "CRM in a new tool for Development of Corporate Renaissance" at the 61st All India Commerce Conference organized by Dhanwate National College, Nagpur on 27th to 29th December, 2008.
110. Presented a paper entitled "Financial Crimes: Its Effect on Selected Indian Companies" at the National Seminar on "The Protection of Human Rights and The Role of Law Enforcement Officials" organized by the Department of Law, University of North Bengal held on 29th and 30th March, 2008.
111. Presented a paper entitled "Development of Tourism – A Case Study on Sikkim in the Globalized Regime" at the 39th Annual Regional Science Conference organized by Regional Science Association of India on the theme "Alternative Development Strategy in the Periphery: A Focus of North Bengal and Sikkim" held at the University of North Bengal on 24th – 26th January, 2008.

112. Chaired a Technical Session entitled “Strategy for Forest, Tea and Tourism Development” at the 39th Annual Regional Science Conference organized by Regional Science Association of India held at University of North Bengal on 24th to 26th January 2008.
113. Participated at the International Conference on “How are the poor Affected by Trade” organized by UNCTAD India in New Delhi on 14th – 16th October, 2008.
114. Presented a paper entitled “Sickness in Micro — Enterprises in the Rural areas of North Bengal under PMRY” in the 60th All India Commerce Conference held in Hyderabad from 27th to 29th December, 2007.
115. Presented a paper entitled “Development of Tourism and preservation of Antique Culture in a Developing Country : A Case Study of Bhutan” at the UGC sponsored National Conference organized by Department of Business Administration, The University of Burdwan on — 16th March, 2007.
116. Presented a paper entitled “Strategic Human Resource Management---Its relevance to Indian Corporates in the Globalized Regime” at the National Seminar on “ Strategic Human Resource Management : Emerging Issues and Challenges” organized by the Department of Commerce, University of Burdwan in collaboration with Indian Industrial Relations Association , New Delhi, which was held on 3rd & 4th February , 2007
117. Presented a paper entitled “Creation of Effective Brand Image — A Few Steps” at the 59th All India Commerce Conference held at Visakhapatnam on 28th to 30th December, 2006.
118. Presented a paper entitled “The impact of Corporate Governance on Indian Corporates — A Selective Study” at the National Seminar on “Corporate Governance & Capital Market in India” organized by Department of Commerce, The University of Burdwan & The Institute of Chartered Accountants of India, which was held on January, 2006.
119. Presented a paper entitled “Globalization : New Challenges Before Human Resource Management” at the International Conference on “Emerging Issues in Accounting Information Technology, Business and Management” organized by the Research Development Association, Jaipur, which was held on 9th & 10th January 2006.
120. Presented a paper entitled “Impact of Globalization on Small Scale Industries in India” at the 58th All India Commerce Conference organized by Faculty of Commerce & Management Studies, Mahatma Gandhi Kashi Vidyapith, Varanasi, which was held on to 29th December, 2005.
121. Presented a paper entitled “Growth of Information Technology---Its Importance to Indian Business in the liberalized regime” at the National Seminar on “Technology and Business: Quest for Excellence” organized by Department of Commerce , University of Burdwan which was held on 5th and 6th October, 2005.
122. Delivered lectures as a guest speaker at the UGC sponsored Regional Level Seminar on “Performance Appraisal” organized by the Commerce Department of Kalyaganj College on 22—23 March, 2005.
123. Presented a paper entitled “Challenges in Liberalization before Indian Insurance Industry” at the UGC sponsored State Level Seminar on “India in the Post — Reform Context — Issues, Challenges and Prospects” organized by Siliguri College of Commerce held on 5th March, 2005.
124. Presented a paper entitled as “Drive to make Insurance Industry as an effective tool of Risk Management — Relevant Strategies” at the UGC sponsored National Seminar organized by Department of Commerce with Farm Management, Vidyasagar University on 4th March, 2005.
125. Presented a paper entitled “Disinvestments of PSUs: Can it bring efficiency? — A Case study of CCI” at the International Seminar organized by the P.G. Department Commerce, Utkal University, Bhubaneswar on 9th to 10th March, 2002.
126. Presented a paper entitled “Liberating the Insurance Tiger — Boon or Bane? at the National Seminar on “Emerging Issues and Strategic options Before Business in the Liberalised Regime” organized by the Department of Commerce, University of North Bengal on 7th March 2001.