



Swarup K Mohanty ,B.A.(Econ-Hons;Utkal Uni) M.A.(Industrial Sociology;Sambalpur Uni); M.Phil.(Personnel Management-Indore Uni) Ph.D(Sociology-organizational; Indore Uni)

Date of birth: D 10 M 07 Y 1965

Email: - swarupkm@yahoo.com

Faculty, Consultant and Trainer:-

- Associate Professor, **Institute of Management Technology**. (Ghaziabad, **Nagpur**, Dubai)
- ❖ Associate Professor, **Sri Ram Centre**, New Delhi
- ❖ Management Development Institute, **Oil and Natural Gas Commission**, Dehradun India,
- ❖ **Bharat Electronics**, Kotdwar, India
- ❖ **NTPC**
- ❖ **TATA STEEL**
- ❖ **New Holland Tractors**
- ❖ **CARE**-International
- ❖ **MTN – Rwanda Cell, Africa**
- ❖ **Coca-Cola**, Kigali, Rwanda Africa.
- ❖ Wigan & Leigh College, U.K. India Ltd, Dehradun.

Visiting Fellow/Faculty

- Developed an Entrepreneurial teaching pedagogy for OB and got **invitation** to teach at **Babson, MIT, Wellesley, USA** (June-11th -14th ,2008)
- Invited to teach Human Capital Management at **SP Jain –Singapore**(April 20th -30th ,2008)

Areas of interest:-

Small Group Behaviour in Organization , Organizational Culture (cross-cultural issues) , Organizational Development and Managing Organization Change , organization structure and design(technology absorption and innovation), entrepreneurial behavior, Transactional Analysis and Leadership

Experience: 16 years (Training and consulting **8** Years, Research: **15** Years, Teaching: **16**)

Consulting works

- Designed and Developed Course curriculum structure for College of Business administration –Saudi Arabia on the AACSB Line, benchmarking 10 best American Universities.

- Management-Union Interface for higher production: ONGC-Dehradun, India & **Bharat Electronics Limited**, India, 1999 .**BEL got a turn- around after our interventions.**
- **Organization Renewal at MTN Rwanda cell a South African based Tele-communication Co.** in Rwanda, **Africa, Feb. 2001.**
- Team restructuring for a Dynamic & Performing work culture; **Coca-Cola Unit** at Kigali, **Rwanda, Africa**
- **Diagnostic Study (climate survey) for Noth Delhi Power Limited** (Tata Power), New Delhi, 2002-2003.NDPL got a new structure and slowly became a profit making company after our series of interventions between 2003-2004
- Managing world class organization: **TATA STEEL**, (2003-2004)

Educational qualification:-

BA	Economics (Hons.)	1986	2nd	Utkal Uni, Ind.
MA	Sociology (Industrial)	1989	1st	Sambalpur Uni, Ind.
M.Phil.	Personnel Management	1991	1st	Indore Uni. Ind.
Ph.D.	Sociology of Small group Interaction and Change	1996		Indore Uni. Ind.

Awards and Laurels: Received Dr. Ambedkar National Scholarship for pursuing M. Phil .Leading to Ph.D
Holds **first rank** in M.Phil. in the University.(**Gold medalist**)

Professional Experience

Last Organization : Institute of Management Technology(IMT-**Nagpur**,Dubai,Ghaziabad)

Position : **Associate Professor (OB & HR) : 2006-2009**

- 1) Organization: SOM,KIIT University, Bhubaneswar
Position: **Associate Professor (OB & HR)**
Period: 2004 May- 2006 May
- 2) Organization: **Sri Ram Centre for IR and HR**, New Delhi-1
Position: **Associate Professor**
Period: 2002May-2004April

- 3) Organization: **UN assisted International University at KIGALI, Rwanda, Africa**
Position: **Sr. Consultant (OB –HR)**
 Tenure: 2000-2002 April
Salary: **3000 USD** per month (tax free) + + **300 USD COLA**
- 4) Organization: **Institute of Technology and Science, Ghaziabad, India**
Position: **Assistant Prof.**
Period: 1999nov. 2000 March
- 5) Organization: **Wigan and Leigh college (UK) India Ltd., Dehradun;**
 Position: **Faculty**
Task: Taught Human Resource Management, Personnel Management in PGDBM classes
Period: 1998 march to 1999 Oct.
- 6) Organisation: **CARE-International;**
Position: **Consultant**
Task: gave consultancy to Canadian International Dev. Agency
Period: 1997may-1997sep
- 7) Organisation **Institute of Management Studies, Indore University**
Position: **Visiting faculty;**
Taught: Social Psychology to **MBA (*Hospital Administration*)**
Period: 1993 Aug.1996 March

Membership:-

- World Future Society, U.S.A: www.wfs.org
- International Transactional Analysis Association, www.ityaa-net.org
- Indian society for Training and Development, India
- Organization Behavior Teaching Society, U.S.A www.obts.org

Editorial Responsibilities

Founder Editor: Indian Journal of Management Technology- a biannual peer reviewed Journal.

Editor: Managing Organizations in Changing Times: proceedings of a National seminar,2008.

Publications:

1. Research Papers: 8
2. National:6
3. International: 02

Recent Articles& Cases published between 2005-2008) :

- Entrepreneurial Mindset the case of Tata Iron and Steel Co., ***Indian Journal of Management Technology***, Vol 2, No.1, March-August, 2008. **(CASE)**
- Impact of Cultural Identity and stereotyping on Individual career outcomes and overall organizational effectiveness: A study of a culturally diverse workplace in Rwanda, Central Africa in ***Indian Journal of Management Technology***, Vol.1, No 1, March-August 2007, India.
- Corporate Social responsibility: present practices and future possibilities in ***Indian Journal Of Industrial Relations***, Sri Ram Centre, New Delhi, May-2005.
- Organizational Commitments in Indian Software Companies: Does Individual Demography Matter? ***IBATJM***, 2005

OTHERS:

- Tourism Analysis: A full life paradigm, International; Jr. of ***Tourism Analysis***, Cognizant, USA, vol.2, 1997
- Cultural conformation and work efficiency of Buddhist workers: A case study, ***Jr. of Social Change & Development***, Bhopal, India, 1995
- The Zen of work motivation: a study of the Buddhists workers in an industrial setting, Indore, India, Jr. ***AJSDJ***, Indore, 1995.
- Neo- Buddhist movement: Problems & Prospects, ***AJSDJ***, Vol. III, MHOW, M.P. 1994.
- They Dance to communicate: The Management of Non-verbal movement languages. ***Jr. Eastern Anthropologist***, India (sent).

Book(s) : 01

- Tata Steel : Becoming World class, Sri Ram Centre, 2005. Coauthored by JBP SINHA and Swarup MOHANTY.

Book Review: 03

- Unlearning the fifth discipline , by Devi Akela, Response Books, New Delhi, in ***IJIR***. Vol.39,3,2004
- Designing knowledge management Architecture by Archana Shukla and R.Shrinivasan, Response Books, New Delhi in ***IJIR***, 2003.
- The 86% solute on, by Vijay Mahajan and Kamini Banga, Whatorn School Publishing, in ***IJTM***, 2007
- Market's Maya(2009) by Subhash Sharma, IBA, Bangalore in ***IJMT***-(***IJIR***-forthcoming)

Article Review (International): 9

Review assignment from **OBTS*-4 articles(reviewed)**

- Capitalism in three easy diagrams – contextualizing organizational behavior, OBTS-2008, **BABSON** College, **Wellesley**, MA, **USA**.

- Beyond the "Content Dumping Ground": Innovating in Blackboard, **OBTS*-2008, BABSON** College, Wellesley, MA, **USA**.
 - Creating personal and longer-lasting learning outcomes: innovations in organizational behavior design, **OBTS-2008, BABSON** College, Wellesley, **MA, USA**
- *Organisation Behaviour Teaching Society**

Review Assignment from **Academy of Management, USA: 2010 –5 Articles (reviewed)**

- An examination of organizational structure and continuous improvement and learning across cultures
- The challenge of cultural ecosystem
- Flexibility as rationale for change: towards a discourse perspective
- Compassionate Leadership: Impact on Motivation and Cohesiveness in Virtual Teams

An alter(native)View of Leadership

Working On : .

- A nation wide study on **Shifting Indian's Mind-set** in collaboration with JBP Sinha and other professors from India's top business schools
- **Pattern of Entrepreneurial mind -set in India and USA:** A socio-cultural Study (Project proposal will be submitted to AICTE very soon)
- Organization Development (A Text Book)
- Group Dynamics(Text Book)
- **Built to last: The Case of TATA STEEL** sent to **Ivey**, Canada.

Experience - Management Development programme

- Conducted a 5-day Management Development Programme On "Management-Union Interface," **Bharat Electronics**-an ISO9002 Organization, **Kotdwar**, India. Nov. 1999.
- Trained Branch Managers on Effective Communication and Attitudes at **Punjab National Bank Training Centre, Dehradun, 1999.**
- Conducted a 5-day MDP on Communication and Leadership for Organizational Effectiveness for Senior Executives at **Oil and Natural Gas Commission (ONGC) – ISO 9002**, Institute of Management Development, **Dehradun**, India, March, 2000.
- Conducted a 3-day Training Programme on Leadership and Motivation **for ESI govt. Medical doctors** at Institute of Technology and science, **Ghaziabad**, India, March, 2000.
- Conducted a 5-day MDP on working together for **ONGC Union leaders**, at *Dukes Resort* , **Khandala**, Mumbai, May (5-9), 2002.
- Conducted a 6-day crash course for Senior Manager on Managerial Effective in **Hindustan Graphite Ltd.**, (HEG), Bhopal, May (12-16), 2002.
- Conducted a 3-day Programme an "Effectiveness through self development" for the **Principals of Nursing staff college** (at all India level) at **International Youth Hostel**, New Delhi, (2-4) July, 2002.

- Conducted a 3-day MDP on “Effective leadership” for general manager & superintendent in **Vardhaman Spring Mill**, Ludhiana, (15-17) July, 2002.
- Conducted a 3-day MDP on “Developing Leadership & team building skills for managers” for Executive Trainers in **New Holland Tractor**, Greater Noida, U.P. (25-27), July, 2002.
- Conducted a 2-day MDP in **NTPC**, Korba, Chatisgarh for Senior Managers on “Developing Effective Leadership Skills”, (29-30), July,2002.
- Conducted a 2-day Programme on Time Management, in **Triveni Sugar Ltd**, Meerut, U.P., (15-16) Sept, 2002.
- Directed & conducted a 3-day MDP in Developing Leadership and Team Building Skills for **Sr.Managers**, The **Park hotel**, New Delhi, Sept. (18-20), 2002.
- A 3-day MDP on Effectiveness through Self Development, for **Sr. Executives**, The **Park**, hotel,New Delhi, Oct.(9-11), 2002.
- Trained Sr. Nurses and Technicians of **Ganga Ram Hospital** in a 5-day Management Development Crash Course, Oct (14-19) 2002, New Delhi.
- A 2-day MDP on –“Rightsizing the work force: Strategies for Designing and implementing Effective employee Separation Schemes” for Sr. H.R executives, Hotel Park, Nov. (13-14), New Delhi,2002.
- One day MDP on understanding Organization Culture in for the **Sr.Executives of ONGC, FORE School Of Management**,2003, New Delhi
- Conducted extensive trg. in the areas like team building, sensitivity, leadership, managing cultural change for **GM and AGM** level executives in organization like **NTPC,IFFCO,TISCO,NDPL and New Holland Tracktors** between **2003-2004** as a **resource person** of **Sri Ram Centre**, New Delhi.
- A 3- day Programme on **Leadership and team building** for DGM and GM level **RBI** executives, at **Toshali Resort, Puri**,11-13 oct,2004
- **OD** for **Sr. Govt. doctors** at State Family, Health and Welfare Dept. Ministry of Health, **Bhubaneswar**, Dec.2004
- **OD** for **Sr. Govt. doctors** at State Family Health and Welfare Dept., **Ministry of Health**, Bhubaneswar, Dec.2005
- One day Programme on **Enhancing Inter-personal effectiveness** for Sr. Executives - **NALCO**, , Bhubaneswar,Orissa: 22 March,2006.
- One Day MDP on Team Building and Leadership for the Sr. Executives of **Ordinance Factory** (from all sectors), **Nagpur**: Nov.2006.

- One day programme on Enhancing Inter-personal Effectiveness through **Transactional Analysis** for Sr. Managers in **Zion Software** Systems,Nagpur,15th Nov.2007.
- One day MDP on Team Building and **Team Dynamics** for the Sr. Managers in Zion Software Systems,Nagpur,13th Dec.,.2007.
- One day MDP on Building a **Team Culture** for Sr. Managers in Zion software Systems,Nagpur,10th Jan.2008.
- One day MDP on Developing **Team Competency** for Sr. Managers in **Zion Software** Systems,**Nagpur**,22th Jan.2008.

Organizing conferences (as a convener/chairperson)

- National conference on Managing Organization in Changing Times: Identity, Issues and Challenges,February-16-17,2008,IMT, Nagpur
- Future organization: Strategizing Business, SOM,KIIT University,4-6 Feb.,2005

International Conferences (as a presenter/ speaker/ key- note speaker/Chair)

- Participated and **taught a 60 minute** class on **Entrepreneurial Teaching Pedagogy** to the Professors ,scholars and students of **top business schools of USA** in connection with Organizational Behaviour Teaching Conference held in BABSON COLLEGE,Wellesey,**BOSTON,USA** (11th -14th June,2008)
- International Conference on Expanding Horizons of Indian Business & Indian Management, **IBA, Bangalore**, Feb 19th – 20th, 2008.**Chaired** the HRM track.
- International Conference on Expanding Horizons of Indian Business & Indian Management, **IBA, Bangalore**, Jan 15th – 16th, 2008.**Chaired** and also Presented a paper on **Managing hundred years of success: some lessons from an Indian Co.**
- International conference on Strategic Human Resource Management, EIASM, Brusseles, April 19-20, 2007.Presented a paper on **In Becoming World Class: The case of TATA IRON and Steel Co.**
- International Conference on Emerging Competitiveness paradigms; Goa,India, January,2007. Presented a paper on **Cross cultural issues in managing a culturally diverse work -climate –the case of an African Organization.**
- Presented a paper in 12th Asia Pacific Researchers on Organizational Studies, **Victoria University**, Melbourne, **Australia** (4-7 December-2005) presented a paper on **Stereotypes and organizational ineffectiveness.**

- Conference on developing effective Teaching curriculum in HRM, International Management Institute, Qutab Institutional Area, New Delhi, 11-12 January. 2000.
- Invited as one of the **keynote speakers** to talk on **‘Tourism Analysis: A Full Life Paradigm’ at the first International Conference** in tourism research held in University of **Jyvaskyla, Finland** in July(2-6) 1996.

Hobbies:

- Mystic Poetry: <http://swarup007-wingwords.blogspot.com/>
- Photography: www.trekearth.com/members/ninu70/photos
- Music: Mouthorgan and Harmonium

PERSONAL WEBSITE: linkedin.com/in/swarup1965
<http://www.fropper.com/zones/ninudarling>