



UTKAL UNIVERSITY

SELF STUDY REPORT

Faculty of Business Studies & Management

for submission to
National Assessment & Accreditation Council

VOLUME - II, Part - 3



UTKAL UNIVERSITY

BHUBANESWAR

VISION:

To be a centre of excellence in higher education with an innovative focus on teaching, learning, research, consultancy and extension activities so as to help build a creative, enlightened and productive civil society.

MISSION:

- To provide the students with knowledge, skill, values and sensitivity necessary for a good citizen.
- To generate and disseminate knowledge through interdisciplinary research and creative inquiry for creating a meaningful and sustainable society.
- To equip the students with problem solving, leadership and teamwork skills and to inculcate in them a sense of commitment to quality, ethical behaviour and respect for others.
- To provide a platform for free flow of ideas and to create a climate which fosters discovery, creativity and professional development.
- To ensure academic excellence in this dynamic knowledge economy by exposing the students to new ideas, new ways of understanding, new ways of knowing in their intellectual and spiritual odyssey.



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	Abbreviation	



Post Graduate Department of
BUSINESS ADMINISTRATION



EVALUATIVE REPORT OF THE DEPARTMENT

1. Name of the Department – P.G. DEPARTMENT OF BUSINESS ADMINISTRATION
2. Year of establishment – 1984
3. Is the Department part of a School/Faculty of the university? – Faculty of Business Studies and Management
4. Names of programmes offered (P.G., Ph.D., IMBA, EMBA, MBA-Agri-Business)

Name of the Programme	Intake	Year of Establishment
MBA (2-Years Regular Programme)	30	1984
EMBA (3-Year Part-Time Programme)	40	1994
IMBA (5-Year Integrated Programme)	60	1999
MBA (Agri-Business) in PPP mode	60	2006
Ph.D.	10+10	1984

5. Interdisciplinary programmes and departments involved -
Commerce, PMIR, Economics and Computer Science
6. Courses in collaboration with other universities, industries, foreign institutions, etc.
 - MBA (Agri-Business) with AIHD, Bhubaneswar
 - Propose to have an Incubation Centre in collaboration with ICRISAT, Hyderabad and funding from Govt. of Odisha
7. Details of programmes discontinued, if any, with reasons – NA
8. Examination System: Annual/Semester/Trimester/Choice Based Credit System –
Choice-based credit system in semester pattern
9. Participation of the department in the courses offered by other departments
Commerce, PMIR, Economics and Computer Science
10. Number of teaching posts sanctioned, filled and actual (Professors/Associate Professors/Asst. Professors/others)

	Sanctioned	Filled	Actual (including CAS & MPS)
Professor	3	Nil	2
Associate Professors/ (Reader)	5	2	2
Asst. Professors/ (Lecturer)	6	4	2
Placement officer	1	1	Nil

11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance

Name	Qualification	Designation	Specialization	No. of Year of Experience	No. of Ph.D./ M. Phil students guided for the last 4 years
Dr. P.K.Sahoo	Ph.D.	Retd. Professor	Finance	37	5
Dr.P.K.Mohanty	Ph.D.	Retd. Professor	HR	37	8
DrN.C.Kar	Ph.D.	Retd. Professor	Finance	36	7
Er. P.C.Ratha	MIM, AIM, Manila	Retd. Reader	Production & Operations Mgmt.	23	1

Dr. J. K. Panda	Ph.D.	Professor	Finance	36	10
Dr. B.B.Mishra	D. Litt.	Professor	Marketing	28	12
Dr.M.Kalyani	Ph.D.	Reader & Head	HR	21	05
Dr. S.S.Debasish	Ph.D.	Reader	Finance	15	08
Dr.(Mrs) R.Sahoo	Ph.D.	Lecturer	Finance	11	04
Dr. D.Sahu	Ph.D.	Lecturer	Systems	11	04
Dr. B.Kumar	Ph.D	Reader-cum-Placement Officer	Business Laws	20	02

12. List of senior Visiting Fellows, adjunct faculty, emeritus professors, Guest Faculties

1. Dr. Ayashakanta Mohanty, Associate Professor, IBCS, SOA University
2. Dr.(Mrs) Bishupriya Mishra, Director, PJ Group of Institutions
3. Prof. Debabrata Mishra, Retd. Professor of English, Govt of Odisha
4. Prof. K K Rout, Orissa University of Agriculture & Technology
5. Prof. K S Ramesh, Retd-Director, Administrative Staff College of India
6. Prof. KJR Amar Nayak, Xavier Institute of Management, Xavier University
7. Prof. MAM Baig, Retd. Orissa University of Agriculture & Technology
8. Prof. Prafulla Ku. Swain, IBCS, SOA University
9. Mrs. Sarita Chopra Chakraborty, Free Lancer Soft Skill Trainer
10. Dr. T.K.Lenka, Principal, Regional College of Engineering & Management

13. Percentage of classes taken by temporary faculty – programme-wise information

Name of the Programme	Percentage of classes taken by temporary faculty
MBA (2-Years Regular Programme)	20
EMBA (3-Year Part-Time Programme)	100
IMBA (5-Year Integrated Programme)	25
MBA (Agri-Business) in PPP mode	45

14. Programme-wise Student Teacher Ratio

Name of the Programme	Student Teacher Ratio
MBA (2-Years Regular Programme)	10:1
EMBA (3-Year Part-Time Programme)	-
IMBA (5-Year Integrated Programme)	43:1
MBA (Agri-Business) in PPP mode	20:1

15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual

	Sanctioned	Filled	Actual
Technical	1	1	1
Administrative	4	3	3

16. Research thrust areas as recognized by major funding agencies

1. Corporate Social Responsibility of Large Corporate Houses –Indian Oil
2. Action Research in Development Sectors – OMFED
3. Mutual Fund & Retail investment-UGC

17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.

Name of the Faculty member	Names of the funding agencies	Project title	Grants received (Rs)
Prof. B. B. Mishra	OMFED, Bhubaneswar	Benchmark survey of Khurdha and Puri districts under IDDP Project	231,000
Dr. S. S. Debasish	UGC	Study of Factors Influencing Selection of Mutual fund Schemes by Retail Investors in India Minor research project (2008-11)	100, 000

18. Inter-institutional collaborative projects and associated grants received
- National collaboration
 - Association of Indian Management Schools (AIMS)
 - Confederation of Indian Industries (CII)
 - International collaboration
 - Association of Management Development Institutions in South Asia (AMDISA)
19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received. -----
20. Research facility / centre with
- State recognition - Identified as Research Centre for Ph.D. Programme
21. Special research laboratories sponsored by / created by industry or corporate bodies
22. Publications:
- Number of papers published in peer reviewed journals (national/international) – 125
- (Annexure-1)
- Monographs - 01
 - Chapters in Books - 05
 - Edited Books - 05
 - Books with ISBN with details of publishers - 10
23. Details of patents and income generated - Nil
24. Areas of consultancy and income generated – Nil
25. a) Faculty selected nationally / internationally to visit other laboratories/ institutions industries in India and abroad
- Dr. B.B.Mishra awarded Commonwealth Academic Fellowship (2013) and visited Cardiff University, Cardiff (UK)
26. Faculty serving in
- National committees
 - Dr. B.B.Mishra

- 2015: i. Member of Advisory Committee of Textile Committee, Ministry of Textiles, Mumbai
 ii. Member of Academic Advisory Board of International Management Institute, Bhubaneswar
- 2013: Member of Venture Capital Fund of OSFC
- b) International committees
- c) Editorial Boards
- Dr. B.B.Mishra: Member of the Editorial Board of Srusti Journal of Management
- Dr. B.Kumar : The Sankalpa-The International Journal of Management Decisions, ISSN: 2454-7453 coming in October 2015
- Member Editorial Board & Reviewer
- i. International Journal of Management and Development Studies (IJMDS), India, ISSN (Online): 2320-0685, (Print) 2321-1423
- ii. Science Journal of Business and Management, Science Publishing Group, USA, ISSN-2331-0626 (Print), 2331-0634 (Online).
- c) any other (please specify)
- International Assignment and Recognition
- Dr. B. Kumar
- i. Conference Paper Reviewer for 38th 39, 40, 41 and 42 European Marketing Academy (EMAC)
 Conference 2010, 2011, 2012, 2013, 2014 France, (www.emac.org),
- ii. The International Engineering & Management Conference 2012,
- iii. Journal of Development & Agricultural Economics 2013
27. Faculty recharging strategies (UGC, ASC, Refresher / orientation programs, workshops, training programs and similar programs). (Annexure-1)
28. Student projects
- percentage of students who have done in-house projects including inter-departmental projects (Dissertation) - 75%
 - percentage of students doing projects in collaboration with other universities / industry / institute (MIP / SIP) – 100%
29. Awards / recognitions received at the national and international level by
- Faculty – Krupasindhu Sahoo Gold Medal by NIPM (Prof. P.K.Mohanty)
 - Doctoral / post doctoral fellows
 - Students – Best Summer project award to Sovan Choudhury by Astha School of Management
30. Seminars/ Conferences/Workshops organized and the source of funding (national / international) with details of outstanding participants, if any.

Seminars/Workshops organized	Source of funding	National/ International	Participants
Corporate Finance in New Era (2012)	University	National	From industry and Academics

Expo-cum-Seminar on Horticulture (2014)	NHB, MSME, AIHD	National	Farmers, industry people and Academics
Expo-cum-Seminar on Rice Processing technology (2015)	Rice Tech Expo, Shiny Traders	International	Farmers, industry people and Academics

31. Code of ethics for research followed by the departments

While doing research; we observe the following ethical practices:

1. We strictly observe the research methods followed in social sciences,
2. Plagiarisms check is done before the thesis is submitted / paper is published,
3. We acknowledge the works of other authors while using them for research, and
4. Data collected from the organizations are kept confidential and are used only for academic purpose with due acknowledgement.

32. Student profile programme-wise:

Name of the Program (refer to question no. 4)	Applications received	Selected		Pass percentage	
		Male	female	Male	female
MBA (2-Years Regular Programme)	Admission through OJIM	16	14	100	100
EMBA (3-Year Part-Time Programme)	47	10	05	85	90
IMBA (5-Year Integrated Programme)	437	18	42	90	95
MBA (Agri-Business) in PPP mode	260	36	24	88	92

33. Diversity of students:

Name of the Programme (refer to question no. 4)	% of students from the same university	% of students from other universities within the State	% of students From universities outside the State	% of students from other countries
MBA (2-Years Regular Programme)	50%	40%	10%	-
EMBA (3-Year Part-Time Programme)	50%	40%	10%	-
IMBA (5-Year Integrated Programme)*	-	-	-	-
MBA (Agri-Business) in PPP mode	30%	60%	10%	-

- Entry level of students is +2 or equivalent

34. How many students have cleared Civil Services and Defence Services examinations, NET, SET, SET and other competitive examinations? Give details category-wise. Students have cleared the following:

Civil Services	05
Defense Services Examinations	08

NET	09
SET	07
Banks	45
Others (Entrepreneur)	08

35. Student progression

Student progression	Percentage against enrolled
PG to Ph.D.	15
Ph.D. to Post-Doctoral	05
Employed - Campus selection	40
- Other than campus recruitment	35
Entrepreneurs	05

36. Diversity of staff : Percentage of faculty who are graduates of

the same university	60%
from other universities within the State	30%
from universities from other States	10%
from universities outside the country	nil

37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period - Nil

38. Present details of departmental infrastructural facilities with regard to

a) Library

1. Timing: 7.30-15.30
2. Text Books, Reference Books: About 12,500
3. Study room with capacity : 40, open during working days manned by students,
4. Total no. of journals & Periodicals (Indian/Foreign) subscribed annually: 15
5. All major e- journals through INFLIBNET

b) Internet facilities for staff and students 24 hours with wi fi facility

c) Total number of class rooms - 7 (including a smart class room)

d) Class rooms with ICT facility - 7

e) Students' laboratories - 1

39. List of Doctoral, Post-doctoral students and Research Associates (2010-15)

a) from the host institution/university – 25

b) from other institutions/universities – 35

40. Number of post graduate students getting financial assistance from the university.

Prerana Scholarship and other Govt. scholarships – 25

Industry scholarship – 05

41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology. Yes

42. Does the department obtain feedback from

a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how

- does the department utilize the feedback? yes
- b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback? Yes
 - c. Alumni and employers on the programmes offered and how does the department utilize the feedback? Yes
43. List the distinguished alumni of the department (maximum 10)
1. Mr. Abanindra Mohanty, Dy. Director General, Telecom Dept., Govt. of India
 2. Dr. Amlan Tripathy, IRS, Commissioner Income tax
 3. Prof. Asish Misra, IIM, Bangalore
 4. Mr. Debesh Behera, IPS, DIG
 5. Mr. Dilip Pattanaik, Country Head, Business Development, Reliance Retail
 6. Mr. Dillip K Pattanaik, GM, IDBI Bank
 7. Mrs. Roopa Mishra, IAS, Director, NRHM, Odisha
 8. Prof. Satya Bhusan Dash, IIM, Lucknow
 9. Mr. Tapas Mishra, GM, IDBI Bank
 10. Dr. U.S. Dash, IPS, SP. Baragarh
44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.
- Orientation programme for new comers
 - Special lectures by Industry Experts (collaboration with CII)
 - Invited lectures by Academic professionals
 - Quality Circle initiatives for students
 - Regular student seminars
 - Skill development programmes
45. List the teaching methods adopted by the faculty for different programmes.
- Lecture method using audio-visual aids
 - Participation of students through presentation and role play
 - Seminar presentations and quiz
 - Field studies
 - Industry interface and visits
 - SIP / MIP and other projects including dissertation
 - Case Analysis
46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?
- The learning outcomes are monitored through the procedures given below.
- a) Continuous evaluation in the class.
 - b) Quiz
 - c) Mid Semester Examination
 - d) Interaction Session in the Class room
 - e) Seminar Presentation

- f) Case Analysis
47. Highlight the participation of students and faculty in extension activities.
 - a) Relief work during calamities
 - b) Cultural activities
 - c) Study tours & Industry visit
 - d) Cleanliness drive – Swachha Bharat Abhiyan
 - e) Participation of students in sports event
 - f) Celebration of Environment Day through Debate, poster competition and special lectures.
 - g) Alumni Meet and popular talks
 - h) Celebration of Annual day
48. Give details of “beyond syllabus scholarly activities” of the department.
 - a) Students undergo summer internship programmes (SIP) and management in practice (MIP) at various organisations both inside and outside the State
 - b) Faculty members and students attend seminars / workshops at National and International levels
 - c) Students also interact with the industry and academic professionals during field visits
 - d) Students participation in Skill based workshops / training
49. State whether the programme / department is accredited/ graded by other agencies? If yes, give details. Yes
 - Accredited by AICTE (up to 2007) and now approval is pending.
 - Member of AMDISA , CII and AIMS
50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.
 - (a) Faculty members are engaged in research work and have published more than 85 research papers in peer reviewed journals during the last five years.
 - (b) Faculty members give talks on recent developments in various fields in different Institutions and training programmes.
 - (c) Organised training and skill development programmes for different organisations like India Post, Doordarsan, etc.
 - (d) Research output by the research scholars are presented in different seminars inside and outside the department participated by faculty members and students. The students are utilising the knowledge drawn from the field in the class room.
 - (e) Generating Entrepreneurs
 The department offers courses on entrepreneurship development and nurture the students to become entrepreneurs. The department sometimes hold seminars on entrepreneurship and invites successful entrepreneurs to show case their experiences. Some of our alumni have started their own ventures and some others have carried forward their own family business. The names of some of our alumni who are turned into entrepreneurs are given below:

1. Mr. Manoj Kar – S Z Builders Pvt. Ltd., Bhubaneswar
 2. Mr. Siddharth Agrawal – Siddhart Hotel, Bhubaneswar
 3. Mr. Pradeep K Pradhan – Ashoka Hotel, Balugan
51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.

Strengths:

- (a) MBA course has a high in demand and we are running four MBA programmes in the Dept.
- (b) We are generating the highest revenue in the University and are offering MBA degree at the lowest cost keeping in mind the social responsibility.
- (c) We are getting the top 30 students from OJJ for Management and receive around six times applications for other programmes.
- (d) Our students got selected in national institutions like IIMs, IITs, NITs, Central Universities and in foreign Universities; Corporate sectors and in Administrative jobs.
- (e) Faculty members are recognised as very good teachers and researchers. They regularly participate in national and international conferences.
- (f) The department offers courses on entrepreneurship development and nurture the students to become entrepreneurs.

Weakness:

- a) UGC sanctioned Teaching posts have not been filled-up, which restricts the teaching and research activities of the faculty members.
- b) Being a government funded University; lack of funds is a general problem for the Department. There should be more funding for computer laboratory up-gradation, expansion of seminar library with e-library facilities and for placement activities. Further, more funding is required for maintenance and repair of the Department building and in providing infrastructure comparable to other good Institutes.
- c) No new posts are created for technical and computer enabled persons to handle the modern IT equipments and office automation.
- d) Constraints of infrastructure limit the growth of the Department. We are not in a position to open new courses in the Department due to infrastructural constraints.

Opportunities:

- a) Collaboration with other departments of the University and other institutions in India and abroad as the market is buoyant and is growing very fast.
- b) More opportunity for employment generation and more industry interface.
- c) Interdisciplinary centres of strategic management involving teaching and research work in the field Entrepreneurship Development by setting up incubation centre.
- d) Helping with the industry by providing quality manpower and training; and be an agent in the industrial development in the State.

- e) Helping disadvantaged section of the society by expanding low cost management education in the State.

Challenges:

- a) Greater challenges are from private Institutions with better infrastructure and training facilities for developing trained manpower to cater to the needs of the business in the country.
- b) Because of the rapid changes that happened in the business world, it is difficult on our part to match those changes with limited facilities.
- c) To keep pace with the improvement in the quality of research and teaching compared to world-class institutions.
- d) Lack of adequate support from administration and autonomy for managing the Department.

52. Future plans of the department.

- (a) To devise programmes by involving students and staff for Societal Outreach and skill development.
- (b) To take the leadership in developing manpower and management training in the State.
- (c) To become a Centre of Excellence in both Research and Teaching Management Education.
- (d) To motivate the students to become good managers with a human touch.
- (e) To create and update the alumni data base and using those information for forging relationship with industry.

Annexure-1 **2015**

Title	Author	Journal	Volume	Page	ISSN Print	ISSN ONLINE
Socio-Economic Development and Use of Productive Potential of ST People on the Changing Business Scenario of Mayurbhanj and Rayagada District of Odisha (India)	Muna Kalyani & M. P. Sahoo	An Empirical Analysis, International Journal of Managerial Studies and Research (IJMSR)	3	1-17	2349-0330	WWW. arcjournals.org.
Week Of The Month Effect In Indian Automobile Sector – Using Kruskal Wallis Test & Regression Analysis	S.S. Debasish, and N. Mallick	International Journal of Management and Social Science Research Review	1	174-185	2349-6738	
Interlinkage between constructs of Technology Acceptance Model (TAM) – A Study among e-commerce users in India'	S.S. Debasish, and N. Mallick	GE- International Journal of Management Research	3	36-46	2348-0653	
CSR Values for Consumers: Indian Perspectives	Kumar Basanta, Panda Anjali, Mohanty Brajaraj	Science Journal of Business and Management	3	71-76	2331-0626	2331-0634
Factors Determining Retail Customer Satisfaction: A Study of Organised Retail outlets in an Indian Capital City	Kumar Basanta, Panda Anjali	International Journal of Management and Development Studies	4		2321-1423	2320-0685
"Role of Digital Divide in the effectiveness of e-Governance: A study on Rayagada District of Odisha"	Sahoo, Amiya Kumar, Sahu, D. Khuntia, Kshitish Kumar.	Global Journal for Research Analysis (International)	4	309-312	2277-8160	
"Corporate Social Responsibility, A Pilot for	Mallik, Brijlal, Sahu, D.	International Journal of Marketing,	.4(5),	13-22.	2277-3622	

Sustainable Human Resources Stimulation”		Financial Services & Management Research				
“Effectiveness of RFID Technology as a Corporate Culture”	Sahu, D, Mallik Brijlal	International Journal of Research in Management Sciences	3	27-37	2347-8780	2347-5943
“Corporate Sustainability Initiatives Reporting: A Study on India’s Most Valuable FMCG Companies”	Sahu, D, Mallik, Brijlal.	International Journal of Management and Social Science Research Review	1	PP 189-196	2349-6738	2349-6746

2014

Title	Author	Journal	Volume	Page	ISSN Print	ISSN ONLINE
Socio-psychological Correlation with Tribal Entrepreneurships in the Sc & St Community Development of Mayurbhanj and Rayagada District of Orissa, (India)	Muna Kalyani, M. P. Sahoo and P.R, Hathy,	International Journal of Application or Innovation in Engineering & Management (IJAIEM),	3		2319-4847	www.ijaiem.org.
Socio-Economic Development and Use of Productive Potential of SC People on the Changing Business Scenario of Mayurbhanj and Rayagada District of Odisha (India)	Muna Kalyani, M. P. Sahoo and P.R, Hathy,	An Empirical Analysis, International Journal of Application or Innovation in Engineering & Management (IJAIEM)	3		2319-4847	www.ijaiem.org.
Consumer Decision-Making Styles Among University Students: An Empirical Study	S.S. Debasish and P. Nayak	International Journal of Business and Administration Research Review	1	160-174	2348-0653	
Investigating random walk hypothesis in Indian stock market during Post-GFC period	S.S. Debasish	International Journal of Business and Administration Research Review	2	68-76		
A service quality assessment of banks with special reference to	S.S. Debasish and Sarma Sarmistha	Journal of Information and Knowledge	4	126-130	2224-5758	

State Bank of India and HDFC bank		Management					
Performance of Self Help Groups-Bank Linkage Programme An Indian Experience	Panda Sashikant, Kumar Basant, Dash Ambika Prasad	4D International Journal of Management and Science	4	48-91	2250-0669		
Internet Usage Categories and Profile of each category with respect to Demographic Factors: An Empirical study of Orissa (2014)	B.B. Mishra S.C Nath	GITAM Journal of Management	12	60-80			
Determinants of Collective Action by Women Self Help Group for Improving Market Access in Odisha (2014)	B.B. Mishra	International Journal for Management Research	IV	03-09			
Farmers' Organisation in Promotion of Quality livestock products	B.B. Mishra Co-author- Dr. Sanat Mishra	in <i>Nutrition, Productivity and Product Quality in Farm Animals</i> (ed.) by S.C Jadhav <i>et al.</i> ICAR, New Delhi (2014					
"Corporate Social Responsibility as A Pilot for Human Resources Development"	Sahu, D.	The Utkal Business Review (The Journal of Business Studies)	XXVIII No-2	PP 218-226	ISSN 0975-6191		
"RFID-The Technology Supply Chain Automation"	Best in Chain Sahu, D.	The Utkal Business Review (The Journal of Business Studies)	XXVII No-1	61-69	0975-6191		
"Testing the efficiency of Financial Derivatives Market: The NSE Case"	Satapathy Sarita, Sahu, D	Interdisciplinary Journal of Management and Behavioral Sciences	3 No.1	80-86	2278-1285		
"The Effects of	Rao, A.V.	International	2, Issue	01-12	2347-8780	2347-5943	

Customer and Supplier Co-Ordination on Value Chain Performance” Nageswar, Sahu, D Journal of Research in Management Sciences 1,

2013

Title	Author	Journal	Volume	Page	ISSN Print	ISSN ONLINE
Print Advertising: Consumer Behaviour	S.S. Debasish and A.Mohan Muralidhar	SCMS Journal of Indian Management	X	78-88	0973-3167	
Factors Determining Retail Customer Satisfaction: A Study of Organized Retail Outlets in an Indian Capital city	Anjali Panda, Kumar Basanta	International Journal of Management and Development Studies	3	92-101	2321-1423	2320-0685
Awakening Rural Consumers towards Sustainable Consumption: A Micro Level Study	Kumar Basanta, Mohanty Brajaraj	International Journal of Advance Research in Computer Science and Management Studies	1	22-30		2321-7782

2012

Title	Author	Journal	Volume	Page	ISSN Print	ISSN ONLINE
Optimal Portfolio construction in stock market- An empirical study on selected stocks in Manufacturing sectors in India	S.S. Debasish and J S Khan	OPINION – International Journal of Business Management	2	37-44	2231-5470	2277-4637
Analysis Of Lead-Lag Estimates Between Spot And Futures Market For Selected Companies In Indian Scenario	S.S. Debasish	ABHIGYAN- Journal of FORE School of Management	XXX	10-22	1447-9494	
Role of Television advertising in attitude formation and purchase intention- A study in Indian telecom sector	S.S. Debasish and A.Mohan Muralidhar	BHU Management Review	3	46-56	2231-0142	
Public Distribution System in Rural India	Kumar Basanta, Mohanty Brajaraj	Implications for Food Safety and Consumer Protection, Procedia		232-238	1877-042	

Consumer Protection in Indian Banking with Special Reference to Branchless Banking, Vilakshan	Kumar Basanta, Mohanty Brajraj	Social and Behavioral Sciences XIMB Journal of Management	IX	42-56	0973-1954
Use of e-Commerce by SMEs in a Developing Region in India – A Perception and Adoption Analysis (2012)	B.B. Mishra	International Journal of Business and Development Research (IJBDR)	1	09-22	2227-0302
Understanding Consumers' Risks Perception for Banking on the Internet (2012)	B.B. Mishra Co-authors Dash, M.R. et.al	International Journal of Engineering & Management Sciences	3	146-150	2229-400X
A Study on Service Quality in Retail Outlets of Bhubaneswar (2012)	B.B. Mishra Co-author – A. Tripathy	International Journal of Marketing & Business Communication	1	18-24	2277-484X
Knowledge and Innovation Management in SME for Global Sustainability and Competency (2012)	B.B. Mishra Co-authors- P.R. Parida, Manoranjan Dash	Small and Medium Enterprise in the Challenging Economic Environment” SSDN Publishers & Distributors Choudhry, S.K. (ed.)		126-145	

2011

Title	Author	Journal	Volume	Page	ISSN Print	ISSN ONLINE
Success and Failure of Entrepreneurs in Implementation of Strategic Programs in Small Scale Enterprises in two States of India	Muna Kalyani and Bibhu Prasad Kar	A Comparative Study, European Journal of Business and Management	3			
Human Resource Strategy: A Tool of Managing Change for	Muna Kalyani & M. P. Sahoo	International Journal of Business and Management	6			

Organizational Excellence						
Analysis of Long-Term Relationship between Spot and Futures prices Using Johansen's Test of Cointegration	S.S. Debasish	Information Management and Business Review	2	65-80	2220-3796	
A Study on Buying Behavior of investors towards Capital Market Instruments in Odisha with Particular reference to Indian Stock Market	Mohanta, G., S K Nanda and S.S Debasish	The Orissa Journal of Commerce	XXXII	73-80	0974-8482	
Financial Inclusion and Inclusive Development in SAARC Countries with Special Reference to India, in Managing Change for Sustainable Development, AMDISA	Kumar Basanta, Mohanty Brajaraj	This paper was presented in 11 th South Asian Management Forum 2011 at Kathmandu, Nepal				
Financial Inclusion and Inclusive Development in SAARC Countries with Special Reference to India, Vilakshan	Kumar Basanta, Mohanty Brajaraj	XIMB Journal of Management	VIII	13-22	0973-1954	
Impact of Reform and Privatization on Consumers: A Case Study of Power Sector Reform in Orissa, India (2011)	B.B. Mishra G.K.Kundu	Energy Policy, published by Elsevier	39	3537-3549		
A Study on Impact of Visual Merchandising and Its Levels of Exposure on Different Categories of Shoppers (2011)	B.B. Mishra Co-authors – A. Patnaik & S.K. Panigrahi	ACUMEN – Marian Journal of Commerce & Management	4	42-51		
Category	B.B. Mishra	India in		111-128		

Management : A Case of Indian Organised Retail in Nayak	Co-authors – Mr. S.K. Kar & Dr. P.K. Sinha	Emerging Global Order AKJR & Jomeon, M.G. (ed.)				
“Supply Chain Integration and Its Impact on Organizational Performance”	Rao, A.V. Nageswar, Sahu, D. and Mohan, V. Krishna	Research Journal SIBAR, Pune	Issue-II,	01-10	0975-9964	
“Strategic Enterprise Resource Planning for Global Supply Chain Competitiveness”	Rao, A.V. Nageswar, Sahu, D. and Mohan, V. Krishna	<i>i-manager’s</i> Journal of Educational Technology	7	19-27	0973-0559	
“IT Adoption for Supply Chain Integration in Retail Sector”	Rao, A.V. Nageswar, Sahu, D. and Mohan, V. Krishna	Computers and Information Technology,	Issue-II,		2218-5224	2218-5224

2010

Title	Author	Journal	Volume	Page	ISSN Print	ISSN ONLINE
Investigating Expiration Day Effects in Stock Index Futures in India	S.S. Debasish	Journal of Economics and Behavioral Studies	1	9-19	2220-6140	
Employee Evaluation of Customer Satisfaction: A Comparative Study between Public and Private Banks in India (2010)	U.S. Mishra, B.B. Mishra & S.K .Biswal	International Research Journal of Finance & Economics		134-144		
Role of HR Architecture on Intellectual Capital (2010)	B.B. Mishra J. Choudhury	Journal of Business Perspective	14	35-44		
Theoretical and Empirical investigation of Impact of Developmental HR Configuration on Human Capital Management (2010)	B.B. Mishra J. Choudhury	International Business Research	3	181-186		
A model for assuring service quality of Indian management	B.B. Mishra V. Bandyopadhy aya &	Global Recession, Survival and Growth: Role of Management Education, Houston:		41-51		

institutions. In Gupta, Nagadevara, Sharma & Agarwal (Ed.) (2010)	A.K. Pani	AIMS International & Bangalore: IBA			
“Social marketing as a Behavioural Change Process- A study of treatment Seeking Behaviour of STI among Males	B.B. Mishra, (Co-author- P.K Panda & S Panda)	<i>KIIMS International Management Conclave 2010 on Sustainable Development in Collaboration with Southampton Solent University, UK</i>			
“The Effects of Integration Strategies on Organizational Performance in Retail Industry”	Rao, A.V. Nageswar, Sahu, D. and Mohan, V. Krishna	i-manager’s Journal on Management	5	23-34	0973-5054
“Employees Perception towards the Effectiveness of Employees Self Service (ESS) System through ERP	Biswal, Ratikanta and Sahu, D	Journal of SCIENCE, TECHNOLOGY, AND MANAGEMENT	03	25-29	0974-8334



Post Graduate Department of COMMERCE



EVALUATIVE REPORT OF THE DEPARTMENT

1. Name of the Department: **P. G. DEPARTMENT OF COMMERCE**
2. Year of establishment: **1962**
3. Is the Department part Faculty of the university: **Faculty of Business Studies and Management**
4. Names of programmes offered: M. Com., M. Phil., Ph.D., MBA-FM (Formerly MFC)
5. Interdisciplinary programmes and departments involved:

Department conducts inter-disciplinary programme of MBA(FM) with the support of Departments of Analytical & Applied Economics, Personnel Management & Industrial Relations, Business Administration, Computer Science & Application and Statistics.

6. Courses in collaboration with other universities / Institutions:

The Department conducts different market oriented courses in collaboration with MSME- Development Institute, Cuttack, FIEO, Bhubaneswar, Indian Institute of Insurance, Mumbai, Forward Markets Commission, Mumbai and COATS, Koraput.

7. Details of programmes discontinued, if any, with reasons: NA
8. Examination System: Semester with Choice Based Credit System (CBCS)

Sl. No.	Course	Examination Pattern	Modification
1	M. Com	Semester & CBCS with one Elective Paper	From Semester System to Semester with CBCS
2	MFC / MBA(FM)	Semester & CBCS	From Semester System to Semester with CBCS
3	M. Phil	Semester	From Traditional System to Semester System
4	Ph. D.	Ph. D. Course Work	From Traditional System to Course Work

9. Participation of the department in the courses offered by other departments:

A & A Economics, Personnel Management & Industrial Relations, Business Administration, Computer Science & Application and Statistics.

10. Number of teaching posts sanctioned, filled and actual (Professors/Associate Professors/Asst. Professors/others):

	Sanctioned	Filled	Actual (including CAS & MPS)
Professor	1	1	5
Associate Professor / Reader	3	3	3
Assistant Professor / Lecturer	6	6	2

11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance:

Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D./ M.Phil. students guided for the last 4 years
Prof. R. K. Bal	Ph. D.	Professor	Financial Accounting & Corporate Reporting	32years	Ph. D - 4 M. Phil - 5
Prof. K. B. Das	D. Litt., Ph. D.	Professor	Managerial Economics, Insurance & Risk Management, Financial Inclusion	35 Years	Ph. D- 1 M. Phil - 4
Prof. J. K. Parida	D. Litt., Ph. D.	Professor	Taxation & International Business	34 Years	Ph. D-4 M. Phil - 5
Prof. P. K. Pradhan	Ph. D.	Professor	General Mgt. & Organisational Behaviour	32 Years	Ph. D-2 M. Phil - 5
Dr. P. K. Hota	Ph. D.,	Reader	Statistics, Investment Mgt. and	25 Years	Ph. D- 3 M. Phil - 5

			Entrepreneurship		
Dr. M. Sahu	Ph. D.	Reader	Marketing, Financial Services	29 Years	Ph. D- 5 M. Phil - 4
Dr. A. K. Swain	Ph. D.	Reader	International Accounting & Portfolio Mgt.	31 Years	M. Phil - 5
Dr. R. K. Swain	Ph. D.	Lecturer	Accounting & Financial Mgt.	22 years	M. Phil - 5
Dr. S. K. Digal	Ph. D.	Lecturer	International Finance and Financial Institutions	12 Years	Ph. D- 2 M. Phil - 5
Prof. S. Moharana	Ph. D.	Professor Retd.	Finance and Banking	35 Years	Ph. D- 2 M. Phil - 4

12. List of senior Visiting Fellows, adjunct faculty, emeritus professors:

- i. Prof. R. S. Pradhan, Former Professor & Head, Tribhuban University, Kathamandu, Nepal
- ii. Prof. B. Mamun, Professor & Head, Dhaka University, Bangladesh
- iii. Prof. H.K. Singh, VC, Technical University, Lucknow, UP
- iv. Prof. V. Venkat, VC, Kakatiya University
- v. Prof. B. Jaiswal, VC, Ram Monohar Lohia Viswavidyalaya, Faridabad
- vi. Prof. B. P. Singh, Retired Prof. & Head, Delhi School of economics

13. Percentage of classes taken by temporary faculty – programme-wise information: 10%

14. Programme-wise Student Teacher Ratio:

1	M. Com.	10:1
2	M. Phil.	1:1
3	Ph. D.	1:1

15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual:

Sl. No.	Permanent	Support Staff	Sanctioned / Actual
1		Senior Assistant	1
2		Steno / Typist	1
3		Peon	1
	Temporary		
4		Library Assistant	1
5		Computer Assistant	1

6		Peon	1
7		Sweeper	1
8		Gardner	1

16. Research thrust areas as recognized by major funding agencies:

- ❖ Entrepreneurship in SMEs Odisha
- ❖ Entrepreneurial Innovation in MSME Sector for Sustainable Tribal Area Development in Odisha

17. Number of faculty with ongoing projects from a): **National**

Sl. No.	Name of the Faculty Member	Funding Agency	Thrust Area / Title	Amount in Rs. (Received)
1	Prof. K. B. Das	ICSSR	Policy Framework for Commodity Chains and Governance for Achieving Inclusive Growth	8,63,225/-
2	Prof. J. K. Parida	UGC, New Delhi	Micro Enterprises in Rural Craft : A Sustainable Strategic Model for Socio-Economic Development of tribal Artisans	8,81,480/-

18. Inter-institutional collaborative projects and associated grants received:

Collaboration	Institutions
National	Micro, Small and Medium Enterprises, Cuttack
	Federation of Indian Exporters Organizations, Bhubaneswar
	Indian Institute of Insurance, Pune
	Forward Markets Commission, Mumbai
	Bombay Stock Exchange, Mumbai

19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received. As Mentioned and No.17: UGC (DRS – III)

Sl. No.	Name of the Faculty Member	Funding Agency	Thrust Area / Title	Amount in Rs. (Received)
1	DRS II 2008-2009 to 2012-2013	UGC, New Delhi	Entrepreneurship in SMEs Odisha	17,90,254/- +6,00,000/-
2	DRS III 2013-2014 to 2017-2018	UGC, New Delhi	Entrepreneurial Innovation in MSME Sector for Sustainable Tribal Area Development in Odisha	47,00,000/- +Project Fellow
3	Prof. K. B. Das	ICSSR	Policy Framework for Commodity Chains and	8,63,225/-

			Governance for Achieving Inclusive Growth	
4	Prof. J. K. Parida	UGC, New Delhi	Micro Enterprises in Rural Craft: A Sustainable Strategic Model for Socio-Economic Development of tribal Artisans	8,81,480/-

20. Research facility / centre with:

Department is the strategic partner of Government of Odisha in Entrepreneurship Development

❖ **State Recognition -**

- i) Department Library with 6000 volumes of Books and Journals
- ii) Computer Laboratory with Statistical Package
- iii) 24 Hours Internet Connectivity

❖ **National Recognition -**

- i) UGC- DRS II & III (2013-2014 & 2015-2017)
- ii) Publication of Research Journal
“The Utkal Business Review”, ISSN No. 0975-6191
- iii) Library with 300 Ph. D. Thesis (unpublished) of both National & International
- iv) ICT Facility

21. Special research laboratories sponsored by / created by industry or corporate bodies:

- i) Entrepreneurship Training Cell in Collaboration with MSME, Cuttack.
- ii) Export Import Training Cell in Collaboration with FIEO, Bhubaneswar
- iii) Training Cell of Tribal entrepreneurs in collaboration with COATS, Koraput.

22. Publications: ANNEXURE ATTACHED

SN	Name of the Teacher	Papers Published		Chapters in Book	Edited Books	Books with ISBN Numbers & Publishers
		National	International			
1	Prof. R. K. Bal	7	2			
2	Prof. K. B. Das	5				1
3	Prof. J. K. Parida	5	1			
4	Prof. P. K. Pradhan	5				
5	Dr. M. Sahu	10	2		1	
6	Dr. P. K. Hota	8				1

7	Dr. A. K. Swain	7		1	1	1
8	Dr. R. K. Swain	15	3			2
9	Dr. S. K. Digal	15	1	2		3
10	Prof. S. Moharana	6	4			

23. Details of patents and income generated: **NA**

24. Areas of consultancy and income generated:

(Department provides, free of cost, need based consultancy)

- ❖ Tax consultancy
- ❖ Saving and Investment consultancy
- ❖ Accounting Solutions

25. Faculty selected nationally / internationally to visit other laboratories / institutions / industries in India and abroad:

Name of the Faculty Member	Assignment / Position / Designation	Institution / Industry / University
Prof. R. K. Bal	Member, BoS	<ul style="list-style-type: none"> ❖ Osmania University, Hyderabad ❖ Banaras Hindu University, Varanasi ❖ North-East Hill University, Shillong ❖ Mizoram Central University, Aizawl ❖ Ravenshaw University, Cuttack ❖ KIIT University, Bhubaneswar.
	Member, Planning and Monitoring Board	❖ SOA University, Bhubaneswar.
	Member, Board of Studies	<ul style="list-style-type: none"> ❖ D. D. Autonomous College, Keonjhar. ❖ North Orissa University, Baripada ❖ Faculty of Commerce and Management, Ravenshaw University, Cuttack. ❖ Commerce, KIIT School of Social Sciences, KIIT University, Bhubaneswar. ❖ Member, Planning and Monitoring Board,
	Member, Subject Research Committee	❖ North Orissa University, Baripada.
	Key-Note Speaker	❖ UGC Sponsored National Seminar on "Ethics of Accountants: A Reality Check", Ramsaday

		<p>College in collaboration with The Institute of Cost Accountants Of India, Kolkata Information Center, February 12, 2014.</p> <ul style="list-style-type: none"> ❖ Commerce Conclave-2013, Sai International College of Commerce and Economics, in association with Business Standard, August 31, 2013. ❖ Inaugural Function, UGC Sponsored National Seminar on Accounting Standards, P.N. Das College, Kolkata, February 17, 2012. ❖ UGC Sponsored National Seminar on Changing Paradigm of Accounting and Taxation in 21st Century, BRS College, Kolkata, in collaboration with West Bengal State University, Barrackpur, West Bengal, January 6, 2012.
	Chairman	<ul style="list-style-type: none"> ❖ Technical Session-II, International Management Convention, 2014, Asian School of Business Management, February 7, 2014. ❖ Technical Session- I, UGC sponsored National Seminar on "Development of MSMEs in Odisha: Challenges and Opportunities", Choudwar College, Choudwar, December 22, 2013. ❖ Session – H, 10th International Accounting Conference, Taj Bengal, January 8-9, 2011, Kolkata. ❖ Technical Session – II, Theme: “IFRS and Indian Accounting Standards”, DEC sponsored National Seminar on Emerging Issues on Accounting and Finance, in association with Bengal National Chamber of Commerce and Industry, Netaji Subhas Open University, Kolkata, May 31, 2011. ❖ Technical Session-II, “Strategic Entrepreneurship in Emerging Economies: Competitiveness and Globalization” Kushagra International Management Conclave 2012, November 17-18, 2012. ❖ Technical Session-II, National Seminar on “A Symbiosis of Ethical Integrity and Corporate Excellence”, Sponsored by AICTE, NIIS Institute of Business Administration, Bhubaneswar, May 18-19, 2013.
	Resource Person	<ul style="list-style-type: none"> ❖ Workshop on “Research Methodology”, KIIT University, School of Management, April 2, 2011. ❖ Confederation of Indian Industry (CII), Orissa, Internal Meeting on “Two Decades of Economic Reform: A Way Forward”, July 29, 2011. ❖ Gopabandhu Academy of Administration, Bhubaneswar, Training Course, August 5, 2011. ❖ Gopabandhu Academy of Administration, Bhubaneswar, Training Course, sponsored by DoPT, Govt. of India, September 14, 2011.

Prof. K. B. Das	Visiting Faculty	<ul style="list-style-type: none"> ❖ University of Mauritius, Mauritius ❖ Asia Pacific, Japan
	Expert Selection Committee	<ul style="list-style-type: none"> ❖ Osmania University, Hyderabad ❖ Chancellors Nominee, Sambalpur University ❖ North Odisha University, Baripada ❖ R.D. Women's University, Bhubaneswar
	Chairman	<ul style="list-style-type: none"> ❖ Seminar Session "66th All India Commerce Conference" Bangalore University, 2014 ❖ National Seminar on "Banking & Insurance" Eluru, Andhra Pradesh, 2013 ❖ Globalisation and Sustainability of Business, Bombay University, Mumbai, February, 2012 ❖ International Seminar by MESD, at New Delhi on "Globalisation and MNEs Sustainability"
	Chairman & Key-Note Speaker	<ul style="list-style-type: none"> ❖ "Derivative Commodity Market" Osmania University, Hyderabad 2014 ❖ "Entrepreneurship and Challenges of Globalisation" Bombay University, Mumbai, January 2014 ❖ Prestige Institute of Mgt. Gwalior, M. P.
	Member Editorial Board	<ul style="list-style-type: none"> ❖ Utkal Business Review ❖ MIMT International Journal of Mgt. Review
Prof. J. K. Parida	Member, BoS	<ul style="list-style-type: none"> ❖ Banaras Hindu University, Banaras, UP. ❖ Rajib Gandhi University, Itanagar, A.P. ❖ Assam University, Silchar ❖ F. M. University, Balasore ❖ Sambalpur University, Sambalpur ❖ Berhampur University, Berhampur
	UGC Nominee, Advisory Body	<ul style="list-style-type: none"> ❖ Kurukshetra University, Kurukshetra ❖ Chhotelal University, Haryana
	Member, Editorial Board	<ul style="list-style-type: none"> ❖ 7 Journals
	Member, SRC, Governing Body	<ul style="list-style-type: none"> ❖ MBA, PMIR, and Commerce of Fakir Mohan University
	UGC Nominee, Advisory Body	<ul style="list-style-type: none"> ❖ Commerce Department of Pondicherry Central University ❖ Punjab University, Chandigarh
	Independent Director	<ul style="list-style-type: none"> ❖ Board of Odisha State Civil Supplies Corporation, Govt. of Odisha ❖ Board of Odisha Lift Irrigation Corporation, Govt. of Odisha

Prof. P. K. Pradhan	Member, Academic Council	❖ Talcher (Auto) College, Talcher ❖ Ramaddevi (Auto) College, Bhubaneswar
	Member, BoS	❖ Government College, Angul ❖ Khallikote University, Berhampur ❖ Government College, Rourkela ❖ North Odisha University, Baripada ❖ Banki Autonomous College
	Key - Note Speaker	❖ UGC Sponsored National Seminar at UNS College, Mugpal
	Member, Editorial Board	❖ Utkal Business Review
Dr. P. K. Hota	Member, BOS	❖ Faculties of Commerce, U.N. College of Sc & Tech, Adaspur (Continuing) ❖ Nimapara College, Nimapara (Continuing) ❖ Dept. of Bus. Adm, Utkal University (2013-15) ❖ Agri Business, Dept. of Bus. Adm, Utkal University(2013-15) ❖ MFC, Utkal University(2013-15) ❖ TTM, Utkal University(2013-15) ❖ PMIR, Utkal University(2013-15)
Dr. M. Sahu	Member, BoS	❖ North Orissa University, Baripada ❖ Dept. of MBA,UU ❖ Department of Commerce,UU ❖ Department of Agri MBA,UU ❖ Department of PMIR,UU ❖ Department of AICHA(Tourism),UU ❖ Angul College, Angul ❖ Ravenshaw University, Cuttack ❖ S. C. S. (Auto) College, Puri ❖ Bhadrak College, Bhadrak ❖ Salipur College, Salipur. ❖ Nimapara College, Nimapara ❖ Banki (Auto) College, Banki ❖ U. N. (Auto) College, Adaspur ❖ Talcher (Auto) College, Talcher
Dr. A. K. Swain		❖ Nimapara College, Nimapara ❖ Banki (Auto) College, Banki ❖ P.N.College, Khurda ❖ R.D.Women University,Bhubaneswr ❖ V.N.(Aut), Jajpur Road ❖ Kendrapada College, Kendrapara

26. Faculty serving in:

a) **National Committees:**

Prof. R. K Bal	Past President	<ul style="list-style-type: none"> ❖ All India Accounting Association ❖ All Odisha Commerce Association
	Editor	<ul style="list-style-type: none"> ❖ Orissa Journal of Commerce
	Expert Selection Committee	<ul style="list-style-type: none"> ❖ Orissa Public Service Commission, Cuttack, Odisha ❖ International Management Institute, Bhubaneswar ❖ XIM, Bhubaneswar ❖ MIITM, Bhubaneswar ❖ KIIT Business School, Bhubaneswar ❖ ASBM, Bhubaneswar ❖ Krupajal Business School, Bhubaneswar ❖ DAV School of Business Management, Bhubaneswar ❖ USBM, Bhubaneswar ❖ BIITM, Bhubaneswar ❖ Srusty Institute of Management, Bhubaneswar ❖ IBCS, Bhubaneswar ❖ SOA University, Bhubaneswar ❖ North Orissa University, Baripada ❖ UCO Bank, Bhubaneswar
	Member, Scientific Committee	<ul style="list-style-type: none"> ❖ International Conference on Corporate Governance in Bangkok, Thailand, organised by Shri Ram College of Commerce (SRCC), New Delhi
	Associated as Resource Person	<ul style="list-style-type: none"> ❖ UGC NET Workshop and Research Funding Council, UGC, New Delhi
	Adviser	<ul style="list-style-type: none"> ❖ Internal Quality Assurance Cell, PN Autonomous College, Khurdha, July 27, 2011.
Prof. K. B. Das	Past President	<ul style="list-style-type: none"> ❖ All Odisha Commerce Association
	Advisory Committee	<ul style="list-style-type: none"> ❖ RUSA & World Bank Monitoring Committee, Govt. of M. P.
	Member, Board of Studies	<ul style="list-style-type: none"> ❖ FM University, Balasore ❖ Sambalpur University ❖ Ravenshaw University, Cuttack ❖ Five Autonomous Colleges.
	Member, Governing Body	<ul style="list-style-type: none"> ❖ SCS Autonomous College, Puri ❖ Vyasanyar Autonomous, College, JK Road
	Member, Academic Council	<ul style="list-style-type: none"> ❖ N.C. Autonomous College, Jajpur ❖ Dhenkanal Autonomous College, Dhenkanal ❖ Talcher Autonomous College, Dhenkanal ❖ Kendrapara Autonomous College, Kendrapara ❖ Nayagarh Autonomous College, Nayagarh ❖ Banki Autonomous College, Athagarh ❖ U.N. Autonomous College, Adaspur

	Member, SRC	❖ North Odisha University, Baripada ❖ Ravenshaw University, Cuttack ❖
	Nominee	❖ Hon'ble President of India's Nominee to Rajiv Gandhi Central University, Itanagar, Andhra Pradesh
	UGC Nominee, Advisory Body	❖ Indraprastha University, Delhi ❖ S.N. University, Tirupati
Prof. J. K. Parida	President	❖ All India Commerce Association
	Expert Selection Committee	❖ Orissa Public Service Commission, Cuttack, Odisha
	Member, Executive Committee	❖ 65 th and 66 th All India Commerce Association
Prof. P. K. Pradhan	Executive Member	❖ All India Accounting Association ❖ Odisha Commerce Association
	Sectional Chairman	❖ International Seminar in 67 th All India Commerce Conference ❖ National Seminar Rajib Gandhi University, Itanagar, Arunachal Pradesh
	Expert Selection Committee	❖ Orissa Public Service Commission, Cuttack, Odisha ❖ Chancellor nominee at University of Gour Banga, Malda, West Bengal ❖ Kazi Nazrul University, Asansol, West Bengal ❖ West Bengal State Level Eligibility Test (SLET) ❖ DAV School of Business Management, Bhubaneswar ❖ CVRCE, Bhubaneswar ❖ North Odisha University, Baripada
Dr. M. Sahu	Executive Member	❖ All India Commerce Association ❖ All India Accounting Association
Dr. P. K. Hota	Co- Chairman	❖ 68 th All India Commerce Association
	Associate Editor	❖ Orissa Journal of Commerce
Dr. A. K. Swain	Member, Scientific Committee	❖ MESD, International Conference, 2015
	Executive Member	❖ Odisha Commerce Association
Dr. R. K. Swain	Executive Member	❖ All India Accounting Association
Dr. S. K. Digal	Assistant Editor	❖ Orissa Journal of Commerce ❖ Orissa Journal of Commerce & Management

27. Faculty recharging strategies (UGC, ASC, Refresher / orientation programs, workshops, training programs and similar programs):

	Refresher	Orientation	Workshops / Training Programmes
Prof. R. K Bal			
Prof. K. B. Das			
Prof. J. K. Parida			
Prof. P. K. Pradhan	1		
Dr. M. Sahu			3
Dr. P. K. Hota			
Dr.A.K.Swain	1		12
Dr. R. K. Swain	2	1	12
Dr. S. K. Digal	1		13

Department has Organised:

- ❖ Refresher Course in Commerce and Management – 4
 - ❖ Orientation programs - 1
 - ❖ International Conference - 4
 - ❖ National Seminars - 7
 - ❖ Workshops – 5
 - ❖ Training Programmes – 5
28. Student projects (2011-2015):
- Percentage of students who have done in-house projects including inter-departmental projects: (100%- As project work is compulsory)
- ❖ 203 M. Com. Students have submitted their Project Report
 - ❖ 200FC students have submitted the Summer Projects.
 - ❖ 192 MFC Student have submitted their Final Projects.
 - ❖ 36 M. Phil. Students have submitted M. Phil dissertations.
 - ❖ 30 Ph. D. Students have submitted the Ph. D. Thesis.
29. Awards / recognitions received at the national and international level by:

Name of the Faculty	Recognition / Award	Level	Institution / University
Prof. R. K. Bal	President	National	❖ Indian Accounting Association ❖ Odisha Commerce Association
	Best Professor in Finance and Youth Services	National	Vivekananda Institute of Social Work and Social Sciences
	Felicitation		Directorate of Distance and Continuing Education
Prof. K. B. Das	President		All Odisha Commerce Association

Prof J. K. Parida	Best Commercist		Maharashtra Commerce Association, Pune.
	Fellow-		Indian Commerce Association, New Delhi.
	Best Programme Officer		NSS. Vice-President of India Award
Prof. S. Moharana	Best Professor of Accounting and Finance		VISWASS, Bhubaneswar
Prof.P.K.Pradhan	Fellow Shiksha Ratna		Indian Commerce Association, New Delhi India International Friendship Society, New Delhi

No of Students Qualified: NET/JRF/ IIT/ IIMS – 38

30. Seminars/ Conferences/Workshops organized and the source of funding (national/international) with details of outstanding participants, if any:

Sl. No.	Topic	Date	Funding Agency	No of Participants (approx.)	Status
1	Development of Entrepreneurship in MSME: A Way forward to Sustainability	6-7 March, 2012	UGC- New Delhi	187	International
2	Industrialization and Rural Odisha: A Reality Check	4-5 March, 2012	UGC & All Odisha Commerce Association	174	National
3	Innovation and Competitive Strategies for Sustainable Entrepreneurship	23-24 February, 2013	UGC	198	International
4	Indian Insurance Industry: Sustainability in the Era of Globalization	24-25 January, 2013	III,Pune	185	International
5	Effective Regulation & Governance for Economic Sustainability	9-10 March, 2014	UGC	194	International
6	Strategic Entrepreneurial Innovation for Sustainable Tribal Area Development	27 March, 2014	UGC	188	National
7	Manufacturing Sector in India: Issues & Challenges	25-26 March, 2015	UGC	204	National

Six National Seminars have been organized with UGC Funding.

31. Code of ethics for research followed by the departments:

Guidelines of UGC and the University are strictly adhered to in undertaking research work in the department

32. Student profile programme-wise:

Name of the Programme (refer to question no. 4)	Applications received	Selected		Pass percentage	
		Male	Female	Male	Female
M. Com. 2011-12	924	29	19	100	100
2012-13	1056	23	25	100	100
2013-14	1163	27	21	100	100
2014-15	1274	37	11	100	100
2015-16	1418	29	19	100	100
MFC 2011-12	591	13	22	100	100
2012-13	461	20	15	100	100
2013-14	422	19	21	100	100
2014-15	391	12	28	100	100
2015-16	498	15	25	100	100
M. Phil. 2011-12	41	08	04	100	100
2012-13	42	04	06	100	100
2013-14	51	07	03	100	100
2014-15	67	05	05	100	100
2015-16	68	05	05	100	100
Ph. D. 2011-12	40	11	03	100	100
2012-13	42	13	04	100	100
2013-14	66	22	05	100	100
2014-15	57	13	10	100	100
2015-16	67	06	04	100	100

33. Diversity of students:

Name of the Programme (refer to question no. 4)	% of students from the same university	% of students from other universities within the State	% of students from universities outside the State	% of students from other countries
M. Com.	80%	20%	0	0
MFC	60%	38%	0	2%
M. Phil.	80%	20%	0	0
Ph. D.	70%	30%	0	0

34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise:

NET	32
JRF	06
GATE	NA
CIVIL SERVICE	1
DEFENCE SERVICE	0

35. Student Progression:

Student Progression	Percentage Against Enrolled
UG to PG	NA
PG to M.Phil.	20%
PG to Ph.D.	20%
Ph.D. to Post-Doctoral	
Employed	
<input type="checkbox"/> Campus selection	18%
<input type="checkbox"/> Other than campus recruitment	37%
Entrepreneurs	5%

36. Diversity of Staff:

Percentage of faculty who are graduates of the same university	80%
From other universities within the State	10%
Universities from other states	10%
Universities outside the country	NIL

37. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period: **Ph. D. -2**

38. Present details of departmental infrastructural facilities with regard to:

- Library Hall: 1 (24x45 feet)
- Study Room: 1 (24x15 feet)
- Research Lab: 1 (24x15 feet)
- Books: 6877
- Journal: 15
- Paper: 7
- Internet facilities for staff and students:
 - Computer Lab with 24 hours Internet
 - Desktop: 30 nos.

- iii. Laptop: 10 nos.
iv. Printer: 10 nos.
- h) Total number of Class Rooms: 06
- d) Class rooms with ICT facility: 02
- e) Students' laboratories: One Computer Centre with Internet
- f) Research laboratories: One Computerized Library with Photo copy provision.

39. List of Doctoral, Post-Doctoral Students and Research Associates:

- a) From the host institution/university:

Sl. No.	Faculty Member	Scholars Awarded
1	Prof. S. Moharana	Dr. Tanmoy Dey Dr. Pradip Banerjee Dr. Biswadev Dash
2	Prof. R. K. Bal	Dr. Pranati Mahapatra Dr. Pinku Paul Dr. Uma Sankar Mishra Dr. Manmohan Moharana Dr. Suresh C. Mohanty
3	Prof. K. B. Das	Dr. D. S. Mohanty
4	Prof. J. K. Parida	Dr. S. K. Jena Dr. S. K. Das Dr. S. Mishra
5	Prof. P. K. Pradhan	Dr. M. K. Jena Dr. Anjula Sukhla Dr. Singdha Rani Panda
6	Dr. M. Sahu	Dr. N.K. Mishra Dr. R.K. Swain Dr. M. Sahoo Dr. Abhaya Pattnaik Dr. Subash Nath
7	Dr. P. K. Hota	Dr. Manash Ranjan Panda Dr. S.K. Das Dr. K.C. Sahoo Dr. S.K. Mishra
8	Dr. S. K. Digal	Dr. Elina Kanugo Dr. Suman Chakraborty

- b) from other institutions/universities:

40. Number of post graduate students getting financial assistance from the university:

2011 SC- 5 ST –8
2012 SC-5 ST-8

2013	SC-5	ST-8
2014	SC -5	ST-8
2015	SC -6	ST- 9

Other Financial Awards:

- ❖ Best Student Award of the Year
- ❖ Poor Meritorious Students Award
- ❖ Best Finance Student of the year
- ❖ Topper of the Year Award
- ❖ Most Discipline Student of the Year Award
- ❖ Best Three Seminar Papers of the Year (Sarat and Pramila Patnaik Memorial)
- ❖ Best Three Elocution of the Year by the Forum of Free Enterprisers of India, Mumbai.
- ❖ Best Volunteer of the Year Award
- ❖ National/ State Scholarships : 50 students

- 41.** Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology:

Two times during introduction of innovative programmes:

1983-84: MBA
 1994-95: MFC/MBA(FM)
 2000-01: Export/Import Training Programme.
 2001-02: Entrepreneurial Motivation Campaigns

- 42.** Does the department obtain feedback from: **Yes**

- a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback? **Yes.**

- ❖ By revising syllabus,
- ❖ Methodology of teaching through case studies, individual presentations,
- ❖ Group presentations,
- ❖ Group discussions,
- ❖ Weekly seminars.

- b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback? **Yes.**

On the basis of the student's feedbacks and requirements, we adopt

- ❖ Conventional as well as ICT based Teaching
- ❖ Case presentation,
- ❖ Group assignment,
- ❖ Role play
- ❖ Participation in regular seminars.
- ❖ We also organize workshops for soft skill enhancements.

- c. Alumni and employers on the programmes offered and how does the department utilize the feedback? **Yes.**

- ❖ Revision of syllabus,
 - ❖ Increasing employability capacity,
 - ❖ Introducing new subjects face to face interaction with subject experts, entrepreneurs, professionals, financial companies, panel discussions, quiz, etc.
43. List the distinguished alumni of the department (maximum 10):
- Prof Brajaraj Mohanty, Former Professor IIM Kolkata, Former Professor of Business Administration, UU, Dean of XIMB Bhubaneswar
 - Prof. P.C.Tripathy, Former Vice Chancellor, Sambalpur University
 - Mr. R. B. Mishra, CMD, Heavy Engineering Corporation, Ranchi
 - Prof. Bhagaban Panigrahi, Norfolk State University, USA
 - Prof. Prasant Kumar Sahoo, Former Vice chancellor, Utkal University
 - Mr. Nityanand Palai, IAS, M. D., OSDC & OSIC
 - Prof. Bimal Prasad Nanda, Former Director, Higher Education, Odisha
 - Prof. Basudeb Chhatoi, Chairman, CHSE, Odisha
 - Sh. S. K. Rath, Director Finance, NTPC
 - Sh. Madhab Sardar, Former MP
 - Mr. Srinibas Swain, Vice President, HDFC Bank, Mumbai
44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts:
- ❖ Extension lectures by the Guest Faculty
 - ❖ Panel Discussions
 - ❖ Weekly Seminars
 - ❖ Group Discussions
 - ❖ Tips for Personality Development and Personal Interviews
 - ❖ Weekly Quiz
 - ❖ Financial Conclave (Fincon)
 - ❖ Alumni meets
45. List the teaching methods adopted by the faculty for different programmes:
- ❖ Lecture/ Discussion/ Interaction
 - ❖ Case Study and Case Presentation
 - ❖ Role Play
 - ❖ Project Preparation and Presentation
 - ❖ Field Study
 - ❖ Audio-visual / Film
46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?
- ❖ Successful Placement Records
 - ❖ Students Qualifying UGC-NET & JRF
 - ❖ Students Qualifying ICWAI, CS & ACAI enrollment
 - ❖ Students Qualifying and Joining premier Institutions like IIT, IIM, NIT, XIM, etc. as Faculty and Research Associates
47. Highlight the participation of students and faculty in extension activities:
- ❖ Business School Meets

- ❖ Environment Awareness Programmes
- ❖ Cleaning and Greening activities
- ❖ Cyclone and Flood Relief Camps
- ❖ Blood Donation Camps
- ❖ Entrepreneurship Development Programmes in tribal areas like KBK Districts
- ❖ Industrial Motivation Awareness programme in different districts
- ❖ Framing of new syllabus of other Institutions and Universities as the member of Board of Studies
- ❖ Financial literacy and Awareness Programmes

48. Give details of “beyond syllabus scholarly activities” of the department:

- Motivational Training Camps
- Group Discussions on Current Issues
- Free Consultancy services on Investment, Insurance, Personal Taxation, Accounting for Small Business
- Organizing short-term skill development programmes for employed and non-employed people
- B-School meets
- Organizing Sports Activities, Cultural Activities, etc.
- Member of various State level committees, organizations and institutions
- Organizing Refresher and Orientation Courses.

49. State whether the programme/ department is accredited/ graded by other agencies? If yes, give details:

Yes.

- i) Best Business School of the State
- ii) Accredited by UGC /OPSC / UPSC /
- iii) Recognized by ACWAI / AICTE / Govt. of India, Govt. of Odisha, etc.

50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.

Research is carried out on the topics of contemporary relevance, impact study of different government initiatives and policy measures. Latest developments in different sectors are suitably incorporated into the courses of studies to keep them update with the changes. Practitioners from industry are regularly invited to interact with the students to provide them practical orientation and application skill. Industrial tour is organized every year to acquaint the students with real life functioning of organization. Projects on entrepreneurship are given in group for project preparation and cost–effectiveness analysis. MBA (FM) students are required to undergo two months compulsory internship in organizations of repute to get on the spot experience.

The department is active in promoting and developing Sunrise Entrepreneurs & Professionals like:

- ❖ Accounting Professionals with CA / ICWA / CS /
- ❖ Future Managers,
- ❖ Researchers and
- ❖ Successful entrepreneurs.

51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.

Strengths:

- ❖ Motivated, Versatile, Highly Experienced, Qualified and Trained Faculty
- ❖ Good Placement Record
- ❖ Enriched library with more than 6000 volumes of current books and journals
- ❖ Most sought after Course in all state universities of Odisha and therefore, best students in the stream of Commerce are admitted
- ❖ Departmental Research Support (DRS-III) accorded by UGC

Weakness:

- ❖ Inadequate space for adding new courses/specialization
- ❖ Lack of Financial Autonomy
- ❖ Not able to reach the Full R & D Potential
- ❖ Placement needs to improve
- ❖ Inadequate maintenance of infrastructure

Opportunities:

- ❖ In a globalised Free Market Economy, the commerce students have greater role to play in Make in India Campaign
- ❖ Collaboration with MSME Development Institute, SIDBI, NABARD and other organization for research and training.
- ❖ Strong capacity and capability of opening emerging short-term courses
- ❖ Government support in taking up all types of entrepreneurial promotion and development programmes in tribal districts of the State

Challenges:

- ❖ Contributing and disseminating the productive knowledge to the Civil Society.
- ❖ Making Students Self-Reliant and Market fit.
- ❖ Inculcating and innovating new ideas with the students of Business studies
- ❖ Instilling and Promoting Ethical Values with the Students and Researchers

52. Future Plans of the Department.

- ❖ Working on thrust area of DRS-III on “Strategic Entrepreneurial Innovation in MSME Sector for sustainable tribal area development”
- ❖ Collaboration with foreign Universities for academic exchange program
- ❖ To be a Center of Advance Study in Commerce Education
- ❖ To make the Department an Institute of repute in the field of Promotion, Development and Sustainability of Tribal Entrepreneurship in the State of Odisha

ANNEXURE-I

ARTICLES IN PEER REVIEWED JOURNALS

Dr. RANJAN K. BAL

- ❖ “Transfer Pricing in India: A Study of Tax Provisions, Accounting Guidelines and Judicial Decisions” co-authored with Dr. Subhakant Padhi, *The Utkal Business Review*, No. 2, Vol.-XXVIII, pp 36-47, ISSN – 0975-6191, December 2014.
- ❖ ‘Corporate Social and Financial Performance Relationship: A Literature Review’ co-authored with Mr. Sushant K. Nandi, *The Utkal Business Review*, No. 1, Vol.-XXVII, pp 11-20, ISSN – 0975-6191, June 2014.
- ❖ "Activity Based Costing: A Conceptual Study for Implementation in the Housing Sector", Co-authored with Mr. Braja B. Mishra, *Search*, January, 2012.
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- ❖ “Impact of Corporate Governance Behaviour on Firm Value: A Study of Literature”, Co-authored Ms. Pranati Mohapatra *International Journal of Economics & Managerial Thoughts*, Vol. 1, No. 2, pp. 24-30, October-March 2010-11.
- ❖ “Youth Entrepreneurship and Strategic Marketing: A Case Study of a Young Entrepreneur”, Co-authored with Ms. Kulveen Kaur *The Utkal Business Review*, Vol. XXIII, pp. 31-38, 2010-2011.
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- ❖ “Reflections on Content Analysis of Indian Magazine Advertisements of 1995 and 2005”, Co-authored with B. Panigrahi and R. Mishra *International Journal of Business Research*, Volume 10, Number 1, pp. 163-171, 2010.

PROF. KSHITI BHUSAN DAS

- ❖ “Inclusive Growth & Sustainability - The Role of Commerce Education” Conference Issue 66th All India Commerce Associations Website, Bangalore Conference December 5th & 6th 2013.
- ❖ “The Survival & Growth Strategies for 21st Century Global Enterprises-
 - Case studies from Emerging Economics”.
 - Souvenir – R.A.P. University, Bepu, Japan, 5th November 2014.
- ❖ “Strategical Governance for Survival & Growth of Micro Finance Sector” 2012, Published in Conference Souvenir, Mumbai University, February 23rd & 24th, 2012.
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- ❖ “Corporate Non-Linearity the strategy for survival & growth of enterprises”. The Utkal Business Review. Vol. XXIII, 2011.
- ❖ “An Edifice of Client protection in discerning market based financial inclusion”. The Utkal Business Review, Vol XXII, 2010.

- ❖ “Financial Inclusion or Debit Trap Empirical Evidences from Micro Finance Institutions in Odisha” BIITM, Business Review, Vol-I, Jan. June 2010.
- ❖ “The Fallacious, Ethical Assertion & the cusp of Micro Finance” International Journal of Micro Finance, Pondicherry Central University, 2010.
- ❖ “Impact of Reforms on Efficiency of Commercial Banks in India” Indian Journal of Accounting Vol.XLV (I) December, 2013.

PROF. JAYANTA K. PARIDA

- ❖ “Sustainable Micro-entrepreneurship: Role of Microfinance in Development of MSEs in KBK Districts” in The Utkal Business Review, Vol. XXII, PP 01-26. (ISSN No – 0975 – 6191), Year 2010.
- ❖ “A System Approach to Develop a Sustainable Marketing Strategy through SCM in Micro-enterprises of Orissa – An Analysis” in The Utkal Business Review, Vol. XXIII, PP – 1-21, 2011.
- ❖ “Traditional Attires in the Era of Globalisation-A Case Study of Affected Women Handloom Artisans of Bargarh Districts”, The Utkal Business Review Vol.XXIV, pp.157-173, 2011-12.
- ❖ “The emerging Dimension of CSR in Globalised Era: A case study of Indian Corporate Sector”, The Orissa Journal of Commerce, Vol.XXXII, No.1 &2, pp.232-240, 2011-12.
- ❖ “Economic Transformation of Urban Poor Through Livelihood Programmes: A Case Study of SJSRY Beneficiaries of Barrackpore Municipality of West Bengal”, Good Governance and Economic Growth, Book Chapter, (ISBN: 978-81-8484-504-4)
- ❖ “India’s Parallel Economy and Tax Reforms: A Curative Measure”- Conference Proceedings, African Accounting and finance Association, University of Mauritius, 2-4, Sept, 2015

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- ❖ University-Industry Interface: An Approach Paper for Odisha Universities” , Co-authored with Jena, A.B.,” The Utkal Business Review, Vol-XXII, pp.46-55, 2010-11.

DR. R. K. SWAIN

- ❖ A Study of Socio-economic Aspects of Women Entrepreneurs in the KBK Districts of Odisha, Utkal Business Review, Vol – XXIII, pp 184 – 194 , ISSN 0975 – 6191 , (2010 – 2011)
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- ❖ Financing Pattern of Micro-Enterprises by Women entrepreneurs: A Conceptual Study, Orissa Journal of Commerce, Vol- XXXII, pp 169-175, ISSN 0974 – 8482 (2011-12)
- ❖ Micro-enterprises: Problems and Prospects-A case Study, Odisha Journal of Commerce and Management, Vol – II, pp 14-46 , ISSN 0976 – 8599 (2011)
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- ❖ Marketing Strategies and Micro-enterprises : A case Study, Utkal Business Review, Vol.- XXIV, pg 113-130 (ISSN 0975-6191, (2011-2012)
- ❖ Effective Corporate Social Responsibility : A win-Win Business Strategy for Sustainable Development” Utkal Business Review, Vol. XXV, pg249-258 (ISSN 0975- 6191, (2012)
- ❖ “Financial Inclusion: Policy Developments in India” Orissa Journal of Commerce, Vol. XXXIII, pg 45-50 (ISSN 0974 – 8482, (2012)
- ❖ “National Rural Employment Guarantee Scheme: Its Impact” Indian Journal of Social perspectives, Association for Social and Environmental Research, New Delhi, Volume-7, No-2, Pg 190-199, ISSN.0974-5238, , (2013)
- ❖ Global Economic Turbulence and its Impact on Indian Economy, Journal of Innovations in Business Management, Pg 30-42,ISBN 978-81-923793-2-6, (2013)
- ❖ “IFRS Convergence in India: Its Opportunities and Challenges” International Journal for Management Research (IJMR), Vol.- IV / Issue -1, Pg 65-73 ISSN NO. 2231-6949 (2014)
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DR. PRABODHA K. HOTA

- ❖ An Empirical Analysis of Technical Efficiency of Indian Commercial Banks, The Odisha Journal of Commerce, 2010
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- ❖ Insider Tradings Regulation in India: the Role of SEBI, Finquest ,2010
- ❖ Product reengineering and customer satisfaction: A comparative analysis of Public and private life insurance companies, Co-authored with Mishra, S., The Odisha Journal of Commerce, 2010
- ❖ Impact of Bank Finance on the Promotion of Agri-Entrepreneur in Odisha- An Empirical Study, Co-authored with Das, S.K, The Utkal Business Review, 2010
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- ❖ Natural Resources Management and Environment Restoration: An Impact Study on the Livelihood Practices of the Primitive Tribes in *The Utkal Business Review*, No. 1, Vol.-XXVII, pp 179-191, ISSN – 0975-6191, June 2014.
- ❖ Macroeconomic Factors Affecting the NPAs in the Indian Banking System: An Empirical Assessment, co-authored with Mr. Ashish Satpathy and Dr. Samir Ranjan Behera in *The IUP Journal of Bank Management*, Vol.-XIV, Number-1, pp 57-74, ISSN – 0972-6918, February 2015.
- ❖ Analysis of Investment Pattern of Mutual Funds Investors – An Empirical Study in Orissa, co-authored with Mr. Suman Chakraborty in *Gitam Journal of Management*, Vol.-11, Number-2, pp 192-207, ISSN – 0972-740X, April-June 2013.
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- ❖ Securitization in India: A Strategic Tool for Competitiveness, co-authored with Mr. Suman Chakraborty in *Indian Journal of Applied Research*, Vol.-3, Issue - 3 pp 29-32, ISSN – 2249-555X, March 2013.

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- ❖ In and Out of Fiscal Decentralization of Local Bodies of Uttar Pradesh, co-authored with Dr. Ankita Gupta, *Vision Research*, Jalgaon, Maharashtra, Vol. – I, Issue – I, Pp- 13-18, ISSN – 2250-2025, July, 2011.
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- ❖ Students as the Future Entrepreneurs of Odisha: A Misplaced Myth or Reality co-authored by Dr. Siddhartha S. Dash in *The Utkal Business Review*, the P. G. Department of Commerce, Utkal University, Bhubaneswar, Vol.-XXIII, pp 195-199, ISSN – 0975-6191, 2010-2011.
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BOOKS

PROF. K. B. DAS

- ❖ “Inclusive Growth through Financial Inclusion”- Mittal Publishers, New Delhi 2013.

DR. RABINDRA K. SWAIN

- ❖ “Micro Finance, Micro-Enterprises and Women Entrepreneurs” New Century Publications, New Delhi. ISBN:978-81-7708-373-6 (2014)
- ❖ “Strategic Financial Management” co-authored with Abhijit Dutta, , Lap Lambert Academic Publishing, Germany, ISBN 978-3-659-80362-8, (2015).
- ❖

DR. SABAT KUMAR DIGAL

- ❖ Entrepreneurship – With A Mission co-authored with Siddhartha Sankar Dash, Lap Lambert Academic Publishing, Germany, ISBN 978-3-659-41171-7, (2013).
- ❖ Indigenous People and Entrepreneurship in Kandhamal co-authored with Siddhartha Sankar Dash, Lap Lambert Academic Publishing, Germany, ISBN 978-3-659-23465-1, (2012).
- ❖ Women Entrepreneurial Competencies in Kandhamal and Khurda of Odisha Lap Lambert Academic Publishing, Germany, ISBN 978-3-659-30422-4, (2012).

ANNEXURE - II
LIST OF STUDENTS WHO HAVE QUALIFIED UGC NET FROM 2008-10
BATCH ONWARDS

1. Admitted batch 2008-10(Commerce)

S.NO	NAME	RESULT IN UGC NET
1.	GIRIDHARI SAHU	NET
2.	PRABIR KU MOHAPATRA	NET
3.	RAJANIKANTA KHUNTIA	NET
4.	BHIM CHARAN MURMU	NET
5.	SAMIRAN MISHRA	NET

2. Admitted batch 2009-11(Commerce)

S.NO	NAME	RESULT IN UGC NET
1.	MAHESWAR SETHY	JRF
2.	SUGYANI RATH	NET
3.	RAJNIKANTA TRIPATHY	NET
4.	ALKA PANDA	NET
5.	ARYA BIBHAS KUMAR	NET
6.	SAROJA MEHAR	NET
7.	AJIT BARAL	NET
8.	SREEDHAR BEHERA	NET

3. Admitted batch 2010-12(Commerce)

S.NO	NAME	RESULT IN UGC NET
<u>1.</u>	N. SUNITA	NET
<u>2.</u>	JYOTI PRAKASH NAYAK	NET

4. Admitted batch 2011-13(Commerce)

S.NO	NAME	RESULT IN UGC NET
1.	AMIT KUMAR BARDHAN	JRF
2.	ASISH KUMAR PANDA	NET
3.	DUKHIRAM NAYAK	NET
4.	ROMELY MUKHOPADHYAY	NET
5.	PIKULAL BEHERA	NET
6.	DEBASIS PAHI	NET

5. Admitted batch 2012-14(Commerce)

S.NO	NAME	RESULT IN UGC NET
1.	SURYAKANTA NAYAK	JRF
2.	TRUPTIMAYEE DASH	NET
3	LOPAMUDRA NAYAK	NET
4	JYOTI RANJAN NAYAK	NET
5	LAXMIDHAR SAMAL	NET
6	BRAMHANANDA	NET

6. Admitted Batch 2013-2015

S.NO	NAME	RESULT IN UGC NET
1.	JAGAN KUMAR SUR	JRF
2.	RANJITA NAYAK	NET
3	ROJI KANOONGO	NET
4	SIBA PRASAD MOHARANA	NET
5	SNEHASIS PANDA	NET

7. Admitted Batch 2014-2016

S.NO	NAME	RESULT IN UGC NET
<u>1.</u>	SWASTIK SUMAN SATPATHY	NET

MANAGEMENT(MFC)

1. Admitted batch 2008-10(MGT)

S.NO	NAME	RESULT IN UGC NET
1.	JISU KRISHNA SAHU	JRF
2.	NIGAMANANDA BAL	NET
3.	PRAFULLA KUMAR SAHU	NET

2. Admitted batch 2009-11(MGT)

S.NO	NAME	RESULT IN UGC NET
1.	PINKY THAKKAR	NET

3. Admitted batch 2011-13(MGT)

S.NO	NAME	RESULT IN UGC NET
1.	ANKIT JAIN	JRF



Post Graduate Department of
**PERSONNEL MANAGEMENT
AND INDUSTRIAL RELATIONS**



EVALUATIVE REPORT OF THE DEPARTMENT

1. Name of the Department: P.G. DEPARTMENT OF PERSONNEL MANAGEMENT AND INDUSTRIAL RELATIONS.

Chronological Development of the degree/nomenclature of the Dept.:

- 1972 - Sociology and Labour Welfare
- 1974 - Labour Welfare
- 1982 – Personnel Management and Labour Welfare
- 1992 - Personnel Management and Industrial Relations.

2. Year of Establishment: 1974
3. Is the Department part of a School/Faculty of the University? – Faculty of Business Studies and Management
4. Names of Programmes offered (UG, PG, M. Phil., Ph. D., Integrated Masters; Integrated Ph. D., D. Sc., D. Litt., etc.): P.G., M. Phil., Ph. D. in Personnel Management and Industrial Relations.
5. Interdisciplinary programmes and departments involved:- Commerce, A & A Economics, Business Administration and Law are the Departments involved in promoting collaborative teaching.
6. Courses in collaboration with other Universities, industries, foreign institutions, etc.:- NIL
7. Details of programmes discontinued, if any, with reasons:- N.A.
8. Examination System: Annual/Semester/Trimester/Choice Based Credit System: Semester with Choice Based Credit system implemented since 2014-15.
9. Participation of the department in the courses offered by other departments:
Business Administration- in Executive MBA, Integrated MBA, A & A Economics, Commerce and DDCE – MBA and PG DHRM
10. Number of teaching posts sanctioned, filled and actual (Professors/Associate Professors/Asst. Professors/Others)

	Sanctioned	Filled	Actual (including CAS & MPS)
Professor	02	01	01
Associate Professor/Reader	03	01	01
Assistant Professor/Lecturer	04	02	02
Others	-	-	-

11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance.

Name	Qualification	Designation	Specialization	Years of Experience	Ph.D./M. Phil. students guided last 4 years
Dr. S. K. Tripathy	Ph.D.	Professor	HRM	25	Ph.D.-03(Awd) -8 (working) M.Phil.-10(Awd)

					-3 (working)
Dr. K. Mohanty	Ph.D.	Reader	Man Power Planning	25	Ph.D.-05 (Awd) -8 (Working) M. Phil.-09(Awd) -03(Working)
Dr. S. Murmu	Ph.D.	Lecturer	IR	11	M. Phil.-02(Awd) -03 (Working)
Mr. K. C. Das	M. Phil.	Lecturer	Law	04	-
Prof B N Mishra	Ph.D.	Professor (retd - 2013)	OB & social security	34	Ph.D. – 03(Awd) - 04 (working) M.Phil – 04(Awd)
Prof K M Sahoo	Ph.D.	Professor (retd - 2013)	IR	26	Ph.D. -01(Awd) -04(working) M.Phil.- 03(Awd)

12. List of senior Visiting Fellows, adjunct faculty, emeritus professors:-

- Prof. B. N. Mishra, Emeritus Professor
- Dr S K Acharya (DDCE) Guest Faculty
- Dr B K Sundaray, Regional College of Management
- Dr T K Lenka, Rajdhani College of Engineering & Management
- Dr S K Parida, Global institute of Management
- Dr L M Sahoo, P N College

13. Percentage of classes taken by temporary faculty – programme-wise information.

Guest faculty – P. G. – 16 classes per week (6.7 per cent) Ph. D. – 04 classes per week (10 per cent)

14. Programme-wise Student Teacher Ratio:

Sl. No.	Programme	Ratio
1	P.G.	1:16
2	M.Phil.	1:3:3
3	Ph. D	1:5

15. Number of academic support staff (technical) and administrative staff; sanctioned, filled and actual:

Sl. No.	Support Staff	Number
1	Technical	01
2	Administrative	01
3	Helping Hand (Class-D)	01

16. Research thrust areas as recognized by major funding agencies:-

- Corporate Social Responsibility
- Human Resource Development
- Employee Relations and Labour Laws

17. Number of faculty with ongoing projects from

a) National –

- Functioning of Tourist Police in States/Union Territories and Documentation of Best Practices, Ministry of Tourism, Govt. of Odisha since 2013 (Partner Institute IITTM, Bhubaneswar) Dr K Mohanty
 - Learning Hubs in Odisha; Girls' Incentive Programme, (DFID, UK), Govt. of India since 2013. (Dr K Mohanty) A Project of India Development Foundation.
- b) International funding agencies: Nil c) Total grants received: Nil
18. Inter-institutional collaborative projects and associated grants received.
- (a) National collaboration:
- Functioning of Tourist Police in States/Union Territories and Documentation of Best Practices, Ministry of Tourism, Govt. of Odisha since 2013 (Partner Institute IITTM, Bhubaneswar)
- (b) International collaboration : Nil
19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received. – Nil
20. Research facility/ centre with
- State recognition – State Labour Institute recognizes the Department for collaborative Research.
 - National recognition – a destination to read PMIR as acclaimed by industrial houses after TISS and XLRI.
 - International recognition- nil
21. Special research laboratories sponsored by / created by industry or corporate bodies: Proposed Chair on R & R and CSR of MCL
22. Publications: (By teachers)
- Number of papers published in peer reviewed/referred journals:

(See Annexure)

National	: 29
International	: 06
E-journal	: 05
Conference Proceedings	-
International	- 05

- Monographs - nil
- Chapters in books
- Edited books with ISBN and details of publishers

I) Edited by Faculty Members of the Department:

Books Published	Editors	Publisher
Employee Engagement and HR Initiatives(2011) (ISBN No. 978-93-5042-944-4)	Prof B N Mishra Prof S K Tripathy	Himalaya publishing House, Mumbai
Contemporary Issues in HRM and Development Initiatives (2012)	Prof S K Tripathy Prof B N Mishra Dr K Mohanty	Himalaya publishing House, Mumbai

(ISBN No. 978-93-5051-558-7)	Dr S Murmu	
Corporate Leadership: Issues & Challenges (2013) (ISBN No. 978-93-5097-694-4)	Prof S K Tripathy Prof B N Mishra Dr K Mohanty Dr S Murmu	Himalaya publishing House, Mumbai
Human Relations in Industry: Issues & Challenges (2014) (ISBN No. 978-93-5142-641-7)	Prof S K Tripathy Dr K Mohanty Dr S Murmu	Himalaya publishing House

II. Edited by Faculty Members:

Industrial Relations in Liberalised India (2015)	Dr Kalyani Mohanty	R P Publications (ISBN No. 978-93-82398226)
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Authored by Individual Teachers:

I) Dr. S. K. Tripathy

Books Published & Year	Publisher	
Human Relations Legislations (1st Print – 2011 & Reprint-2014) (ISBN No.978-81-8281-366-3)	Vrinda Publishing House, New Delhi	Text Book for P G HR
Management of Change and Strategic Issues (2014) (ISBN No: 978-93-5142-956-6)	Himalaya Publishing House, Mumbai	Text Book for DDCE, Utkal University.
Man Power Planning and Development (2014) (ISBN No: 978-93-5202-781-1)	Himalaya Publishing House, Mumbai	Text Book for DDCE, Utkal University.

II) Dr. (Mrs.) Sumitra Murmu

Books Published & Year	Publisher	
Labour Welfare, 2014	DDCE, Utkal University	Text Book for Social Welfare

- Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Data base – International Social Science, Directory, EBSCO host, etc.): Nil
 - Citation Index – range /average: Nil
23. Details of patents and income generated: NA
24. Areas of consultancy and income generated:- NA
25. Faculty selected nationally/internationally to visit other laboratories / institutions / industries in India and abroad.-
- Prof S K Tripathy visited Nepal invited by Uniglobal College, Pokhara University
26. Faculty serving in
- National committees –
Dr Kalyani Mohanty, Member, Executive Committee, Indian Society for Labour Economics (2014)
 - International committees: Nil
 - Editorial Boards –

1. Dr. S. K. Tripathy:
 - Personnel Focus – Editor (ISSN No. 2229-6506)
 - International Journal for Management Research- Member, Editorial Board (ISSN-2231-6949)
 - Prabasi Shramika, SLI –Member, Editorial Board (ISSN No.2349-1760)
 - Shrama Darpan, SLI – Member, Editorial Board (ISSN No.2349-1752)
 - Sishu Sampad, SLI – Member, Editorial Board (ISSN No.2349-1779)
 - The Management Page- Member, Editorial Board (ISSN No. 2231-220X)
2. Dr. K. Mohanty:
 - Srusti Management Review- Member, Editorial Board (ISSN No. 0974-4274)
- d) Any other (please specify)
 1. Dr S K Tripathy:
 - Member, Academic Council, P N Autonomous College, Khurda 2015-17
 - Member, Board of Studies(IRPM), Berhampur University since 2011
 - Member, Board of Studies(PMLL), Sambalpur University since 2012
 - Member, Board of Studies(PMIR), North Odisha University since 2010
 - Member, Board of Studies(PMIR), F M University from 2007- 2010
 2. Dr K Mohanty:
 - Member, Academic Council, R D Autonomous College 2012-2014
 - Member, Board of Studies(SW), Berhampur University since 2011
 - Member, Board of Studies(IRPM), F M University since 2013
27. Faculty recharging strategies (UGC, ASC, Refresher / Orientation programs, workshops, training programs and similar programs)

Name of the Faculty	Designation	Programme
1. Dr S Murmu	Lecturer	<ul style="list-style-type: none"> • Utkal University, ASC, Bhubaneswar, FDP, UGC sponsored. 20th - 27th March, 2015. • Indian Institute of Productio Management, Kansbahal, Odisha. • Two days workshop on “Multivariant analysis”, 8th – 9th November, 2014. Sponsored by ICSSR. • DDCE, Utkal University, Summer Refresher Course, UGC • Sponsored, 25th June to 15th July, 2012. Topic- “Social Sciences: Issues and Challenges for 21st Century. • NHRD, NMEICT, Project- Microsoft Saksham, 11th – 20th Oct, 2012. Venue- P.G. Dept of Computer Science and Application, Utkal University, Bhubaneswar. • Utkal University ASC, Bhubaneswar, Faculty Development Program. 30th January to 7th February, 2012.

		<ul style="list-style-type: none"> • AIMA, FDP, Regional College of Management, Bhubaneswar. 17th April, 2012. • Himachal University, Shimla, ASC, Refresher Course on Business Studies, 17th May to 05th June, 2010.
2. K C Das	Lecturer	<ul style="list-style-type: none"> • Faculty Development Programme, Utkal University, 27March, 2015

28. Students projects:

Summer Internship Program in industry by 2nd Semester students -100% Topic based Project Report by 4th Semester students -100%

- Percentage of students who have done in-house projects including inter-departmental projects = 100% (A compendium published)
- Percentage of students doing projects in collaboration with other universities / industry / institute = 100%

29. Awards / recognitions received at the national and international level by

- Faculty:
Dr S K Tripathy: Chaired a Session at International Seminar at UNIGLOBE College of Pokhara University, Nepal during 17-18 November, 2014.
- Doctoral / post doctoral fellows: 01
- Students = POSCO, NIPM

30. Seminars/Conferences / Workshops organized and the source of funding (national / international) with details of outstanding participants, if any. (See Annexure Photographs)

- 2011 – National Seminar on “Employee Engagement and HR Initiatives” (Participants=213 Nos.), May 14-15.
- 2012 – National Seminar on “Contemporary Issues in HRM and Development Initiatives” (Participants = 217 Nos.), May 12-13.
- 2013 - International Seminar on “Corporate Leadership: Issues & Challenges” (Participants = 254 Nos.), May 11-12.
- 2014 – National Seminar on “Human Relations in Industry: Issues & Challenges” (Participants = 228 Nos.), May 10-11.
- 2015 – National Seminar on “Corporate Social Responsibility in India” (Participants – 239 Nos.), May 9-10.
- (own source of funding)

31. Code of ethics for research followed by the departments: As decided by University and UGC

32. Student profile programme-wise:

Name of the Programme (refer to question No.4)	Applications received	Selected (As per year of admission)		Pass Percentage (As per year of Examination)	
		Male	Female	Male	Female
P. G					
2010	630	17	15	08(32.00)	16(64.00)

2011	526	17	16	10(35.71)	17(60.72)
2012	466	20	12	14(51.85)	13(48.15)
2013	370	12	20	13(54.17)	11(45.83)
2014	365	18	14	19(65.52)	10(34.48)
2015	407	19	13	10(33.33)	20(66.67)
M. Phil					
2010	35	02	06	01(12.50)	06(75.00)
2011	41	03	06	01(12.50)	06(75.00)
2012	33	03	07	03(33.33)	05(55.57)
2013	25	03	05	03(27.27)	08(72.73)
2014	25	05	01	02(28.57)	05(71.43)
2015	36	05	05	-	-
Ph.D.					
2011	26	03	06	03(33.33)	06(66.67)
2012	46	04	07	03(37.50)	05(62.50)
2013	51	13	14	06(46.15)	07(53.85)
2014	34	10	12	10(50.00)	10(50.00)
2015	33	04	11	-	-

33. Diversity of students:

Name of the programme (refer to question No. 4)	% of students from the same University	% of students from other Universities within the State	% of students from Universities outside the State	% of students from other countries
P.G				
2011	23(69.70)	10(30.30)	-	-
2012	22(68.75)	10(31.25)	-	-
2013	20(62.50)	12(37.25)	-	-
2014	20(62.50)	12(37.25)	-	-
2015	22(68.75)	10(31.25)	-	-
M. Phil.			-	
2011	08(88.88)	01(11.12)	01(10.00)	-
2012	05(50.00)	04(40.00)	-	-
2013	06(75.00)	02(25.00)	-	-
2014	04(66.67)	02(33.33)	-	-
2015	09(90.00)	01(10.00)		
Ph. D.			-	-
2011	07(77.78)	02(22.22)	-	-
2012	10(90.90)	01(09.10)	03(11.11)	-
2013	14(51.85)	10(37.04)	03(13.64)	-
2014	14(63.63)	05(22.73)	-	-
2015	09(60.00)	06(40.00)		

34. How many students have cleared Civil Services and Defense Services examinations,

NET, SET, GATE and other competitive examinations? Give details category-wise.

Year	NET	Bank & PSUs	UPSC	State PSC
2010-11	03	04	-	05
2011-12	03	15	02	-
2012-13	05	07	-	04
2013-14	04	12	-	09
2014-15	05	15	03	-

35. Student progression:

Student progression	Percentage against enrolled
UG to PG	N A
PG to M. Phil	2010- 11 (100.00) 2011- 12 (88.88) 2012- 13 (50.00) 2013- 14 (62.50) 2014- 15 (90.00)
PG to Ph. D.	2010- 11 (66.66) 2011- 12 (90.91) 2012- 13 (44.44) 2013- 14 (40.99) 2014- 15 (40.00)
Ph.D. to Post-Doctoral	
Employed	
• Campus selection	2010 =01 2011= 03 2012= 05 2013 = 04 2014 =10
• Other than campus recruitment	2010=12 2011=06 2012=11 2013 =12 2014 =06
Entrepreneurs	01

36. Diversity of staff

Percentage of faculty who are graduates of the same University	100%
from other universities within the State	
from universities from other States	
from universities outside the country	

37. Number of faculty who were awarded M. Phil., Ph. D., D. Sc. And D. Litt. During the assessment period.

- Ph. D. = 01
- M. Phil.= 01

38. Present details of departmental infrastructural facilities with regard to

- Library: 01 with 3500 books, 803 Reference books & 09 Journals.
 - Internet facilities for staff and students: Available during working hour
 - Total number of class rooms: 02
 - Class rooms with ICT facility: 02
 - Students' laboratories: 01 (Computer Lab.)
 - Research Laboratories: NA
39. List of doctoral, post-doctoral students and Research Associates
- a) from the host institution / university
- Sumitra Murmu
 - Namita Rath
 - Bijay Kumar Sundaray
 - Jagabandhu Das
 - Chandan Parhi
 - Tapas Kumar Panda
 - Sanjita Lenka
 - Debasmita Panigrahi
 - Santosh Kumar Mohanty
 - Narendra Nath Sasmal
 - Sasmita Nayak
 - Ajaya Kumar Nayak
 - Lopamudra
- b) from other institutions / universities: About 05
40. Number of post graduate students getting financial assistance from the University:
- Medhabruti – 22
 - Prerana – 24
 - POSCO Scholarship – 02
 - R. K. Mohapatra NIPM Scholarship-05
 - Pranakrushna Parija Scholarship - 01
41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology. NA
42. Does the department obtain feedback from
- a. faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback? YES
- Teachers' Council meets every month to discuss on the issues.
- b. students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?
- For improvement of academic activities through regular interaction and mentoring.
- c. alumni and employers on the programmes offered and how does the department utilize the feedback?

- Course Restructured from time to time,
 - Teaching learning process redesigned from time to time.
43. List of the distinguished alumni of the department (maximum 10)
- Mr. Sarat Acharya, CMD, Neyvelli Lignite Limited
 - Mr. P. C. Panigrahi, Director, HR, MCL.
 - Mr. Bijay Kumar Sahoo, Chief Peoples' Officer, VP, Reliance Retail.
 - Mr. Rudra Narayan Mishra, Head, HR IR Legal, TATA Steel.
 - Dr. Pradip Kumar Rath, Deputy Chief Labour Commissioner, Central
 - Dr. Tapas Kumar Panda, Regional Labour Commissioner, Central
 - Dr. Tanaya Mishra, Vice President-HR, Accenture (India, Srilanka, Singapore).
 - Dr. Debasish Rath, Vice President- HR, Birla Finance Limited
 - Mr. C. K. Podder, Ex-Executive Director-HR, NINL
 - Mr. Santanu Kumar Rath, Director- HR, OPTCL
- (The Department has alumni in all central and State PSUs, Reputed academic institutes like MDI, NIT, IMI, Symbiosis, etc., in State and Central Government and in reputed private companies like RIL, Accenture, Blue Dart, Seimens, L&T, Singapore Food Brown, TATA, and in all banks.
44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts. (See Annexure)
- Corporate Talks by speakers from different Corporate Houses;
 - Professor Abhay Kumar Memorial Lectures since 2010;
 - Regular group activities like Group Discussion, Case discussion, Business quizzes, Presentation, etc.
45. List the teaching methods adopted by the faculty for different programmes Presentations/PPT Methods/ Group Discussion/Black Board method.
46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?
- Student Assessment from their results.
 - Students' feedback system.
47. Highlight the participation of students and faculty in extension activities.
Under "Civic Social Responsibility" Forum the following activities are undertaken: (See Annexure)
- Campus cleaning and greening
 - Cleaning Picnic spot
 - Service to orphan children
 - Relief Work during Calamities
48. Give details of "beyond syllabus scholarly activities" of the department.
Regular industry academy interface through seminar, workshop, Personality Development, business quiz and group discussion
49. State whether the programme / department is accredited /graded by other agencies? If

yes, give details.NA

50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.

Restructuring the Syllabus as per need of the time;

Introduced Environmental Law and Communicative English under Audit Course and CSR as a Core paper in Choice Based Credit System.

51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.

Strength :

- Well designed syllabus at par the syllabus of two eminent institutes TATA Institute of Social Science, Mumbai, and XLRI, Jamshedpur in the subject keeping the industry requirement in view.
- Continuous evaluation: 3 quizzes, 2 assignments, 1 mid-sem and 1 end- term exam accounting to 56 Exams. per semester.
- A student has to appear at three presentations and one viva exam during 4 semesters.
- Well placed alumni.
- Continuous industry academy interface through:
 - Industrial tour
 - Workshop
 - Seminar
 - Orientation programme
 - experience sharing.
- Social Outreaching Programmes

Weakness:

- No separate building
- No well equipped computer laboratory
- Less number of Faculty
- No provisions for academic associates
- Insufficient Funding

Opportunities for:

- Improvement in in-take quality through competitive selection process.
- Management Development Programmes
- Collaborative Consultancy.
- Collaborative Research projects with Government and Corporate
- 100 percent placement.

Challenges :

- Competitive job market.
- Status quo, if continues

52. Future plans of the department.

- To establish “CSR Chair in collaboration with MCL” – proposal under consideration by MCL by early 2016.
- To start special classes for NET and PSU Examinations with special examination to make students fully prepared.

53. Best Practices:

- Continuous Examination/Evaluation System:
- A candidate has to appear at : 07 Examinations per paper:
- Quizzes
- Assignments/presentations
- Midterm Examination
- End Term Examinations in each Theory paper
- Civic society Responsibility – A student initiative
- Corporate Talks – Regular talk by Corporate Executives.

ANNEXURE – I

PUBLICATIONS

INTERNATIONAL JOURNALS

2015

1. “Impact of Social, Intellectual and Personal Competencies on Managerial Performance: An Empirical Investigation”, S. Jena, C K Sahoo and S. K. Tripathy, International Journal- Indian Culture and Business Management, Vol. II, No. 2, 2015.

2014

1. “The New Pension Scheme-Its implications for the Unorganized Sector”, Dr. Biranchi Narayan Mishra, International Journal of Multidisciplinary Educational Research, USA, Vol.3, Issue-4, Page-89-113, 2014.
2. “Investor’s Suitability for opting Voluntary Pension plans using AHP Model”, Dr. Biranchi Narayan Mishra, International Journal of Current Research, 2014

2013

1. “Impact of Human Resource Interventions on Quality of work life: An exploration”, Bijay Kumar Sundaray, Chandan Kumar Sahoo, Santosh Kumar Tripathy, **International Employment Relations Review(Peer Reviewed)**, Vol.19, No.1, 2013 : 68-83

2011

1. “Practice of CSR in NALCO and the Perceptions of Employees and the Public: A Case Study”, Namita Rath & Santosh Kumar Tripathy, **South Asian Journal of Management**, Vol.18, No.4, Oct. Dec. 2011.

2010

1. “Employee Empowerment and Individual Commitment: An Analysis from Integrative Review of Research”, Chandan Kumar Sahoo, Neeraja Behera and Santosh Kumar Tripathy, **Employment Relations Record, (Peer refereed journal)** Volume 10, Number 1, 2010.

INDIAN JOURNALS

2015

1. “New Pension scheme its impact on State and Central Govt. Employees”, Prof. Biranchi Narayan Mishra, **Journal of Aging Studies**, 2015.
2. “Investigating Relationship between Employee involvement empowerment and satisfaction in Manufacturing Organization”, Dr. Kalyani Mohanty, Asian Journal of Research in Social Science and Humanities, Vol.5, Issue-7, Page-91-98, 2015.
3. “Employee Perception on Internal Customer Satisfaction”, Dr. Kalyani Mohanty, Strusti Management Review, Vol. 1 Issue-6 Page-16-26, 2015.
4. “World Class Manufacturing Model for Performance Excellence: A Study of HINDALCO, Odisha”, Dr. Kalyani Mohanty, Personnel Focus, Vol.11, Issue-2, Paper 1-10, 2015.
5. “Exploring HRD climate in Indian IT Companies”, Dr. Kalyani Mohanty, Indian Journal of Training Development, Vol.45, Issue-1, Page-94-112, 2015.

2014

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ABBREVIATION

AICTE- All India Council for Technical Education
CSR – Corporate Social Responsibility
DPE- Department of Public Enterprises
DRS - Departmental Research Support
EPW- Economic and Political Weekly
GATE – Graaduate Apptitude Test in Engineering
GDN- Global Development Network
HRDC- Human Resource Development Council
ICICI- Institute of Credit and Investment Corporation of India
ICSSR- Indian Council of Social Science Research
ICT-Information and communications technology
IGNOU- Indira Gandhi National Open University
IMMT – Institute of Minerals and Material Technology.
IRADe- Integrated Research and Action for Development
IRMA- Institute of Rural Management Anand
ISI- Indian Statistical Institute
MBA-Master of Business Administration
MFC – Master of Finance and Control
NAAC – National Assessment Accreditation Council
NASSCOM – National association of Software and Services Companies
NET – National Eligibility Test
NMMA - National Mission on Monuments and Antiquities
NMPB - National Medical Plants Board
NRPPD- National Research Programme on Plantation Development
NSDC - National Skill Development Corporation
NSS - National Service Scheme
NUEPA - National University of Educational Planning and Administration
NUSSD - National University Student Skill Development
PMIR- Personnel Management and Industrial Relations
POSCO - Pohang Iron and Steel Company
PRADAN – professional assistance for development action
PSU- Public Sector Undertaking
SEBI- Securities and Exchange Board of India
SPSS- Statistical Package for Social Science
TCS – Tata Consultancy Services
TISS – Tata Institute of Social Sciences



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