

Research Scholars Profile



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Name of the Course	Ph.D. in Sociology
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Details of the funding agency/ scheme	N.A
Title of the research topic	Philanthropic Initiatives through Corporate Social Responsibility (CSR): A Comparative Study on Public and Private Sector Organizations of Odisha.
Abstract of the Research Work	<p>The parameter of good corporate citizenship behavior for a Corporate Organizations is its involvement in strategic Corporate Social Responsibility activities. This activity earns good reputation for corporate organization at the stakeholder and regulatory level, brings in market consolidation and increases its competitive advantage over other organization. The corporate organizations through the strategic CSR activities identify target beneficiaries; areas of intervention, involvement in planning of need based activities and implement these activities with the help of target beneficiaries. The entire process brings a sustainable change in lives and livelihood of the communities, empowers them to take their own decision and contribute towards overall economic growth of the country. However, depending upon the governance process, different types of CSR i.e., Philanthropic, Promotional and strategic activities have been adopted by the organization. In this context, this study aims to find out different type of CSR activities taken up by one Public Sector and Private Sector organization based in Odisha and try to establish a method for CSR policy which is more suitable in bringing out changes in the lives of the beneficiaries. Based on both primary and secondary source of information, this study will be carried out in OPGC, Banharpalli and TATA Steel Kalinga Nagar. Besides this data will be collected from local self-representatives and the</p>

	employees of both the organizations. The broad objective of the study is to understand the gravity of CSR programme in organization's functional and operational process and the impact of the programme on lives of the community member in the select public and private sector organizations of Odisha.
Progress of the Research Work	Interview Schedule is prepared for data collection.
Publication	<ol style="list-style-type: none"> 1. A Management Practices to increase the Work Performance with Special Reference to National Aluminum Company Limited (NALCO) - A Case Study- Published in Edited book; <i>HR Strategies in Changing Business Scenario</i>, ISBN: 978-81-921148-2-8, EXCEL India Publishers, New Delhi-110067, pp.52-63. 2. Onboarding Process: A Human Resource Strategy for Better Employee Performance, <i>GROWTH</i>, Vol.43, No.4, Jan-March 2016, ISSN: 2249-6394, pp.31-36. 3. Human Resource Development Practices in North Eastern Electricity Supply Company of Odisha (NESCO) : A Micro Analysis, <i>ASBM Journal of Management</i>, Vol. XI, Issue 2, July-December, 2018, ISSN: 0974-8512, pp.11-22. 4. Increasing Corporate Community Consistency by Entrenching Micro-Plan in CSR policies with reference to OPGC Limited- An Empirical study published in Edited book; <i>Recent Trends in Sustainability and Management Strategy</i>, ISBN: 978-93-85926-55-6, ALLIED Publishers Private Limited, New Delhi-110002, pp. 57-68. 5. Entrenching Micro Planning in CSR policies, <i>The Directorial</i>, Vol-1, Issue-2, 5th June 2016, pp. 11-14.
Participation in Conference & Workshop	<ol style="list-style-type: none"> 1. Business Development Services- A Strategy for the Growth of Micro-enterprises in India- Presented in MSME International Conference at Institute of Management Technology (IMT), Nagpur, 8th -9th July, 2011. 2. Behaviour Modification- A Technique for Creating Value Based Leadership- A Case of the OTELP Project- Presented in Value Creation and Delivery National Conference at Rourkela Institute of Management Studies, Rourkela, 21st December, 2011. 3. Restoring the Livelihood of Kondh Tribes through strengthening the value-chain process of Non-Timber Forest Products- A Case of Niyamgiri Hills, Kalahandi- Presented in International Conference in Resettlement and Rehabilitation at XIMB, Bhubaneswar, jointly organized by XIMB, XLRI and TISS, 8th-9th February, 2012. 4. Work Life Balance - A Management Practices to Increase the Work Performance with Special Reference to National Aluminum Company Limited (NALCO)-A Case Study- Presented in International Conference on HRM at Institute of Management

	<p>Studies (IMS, Noida) ,12th-13th October, 2012.</p> <p>5. Role of Human Resource Information System (HRIS) in Increasing Business competitiveness of Human Resource Management Process of Rourkela Steel Plant- Presented in 12th International Conference in HRM at Management Development Institute (MDI) Gurgaon, 18th-19th December, 2012.</p> <p>6. Increasing Corporate Community Consistency by Entrenching Micro-Plan in CSR Policies with reference to OPGC Limited in 4th International Conference in Sustainable and Management Strategy at Institute of Management and Technology (IMT), Nagpur, 4th and 5th September, 2015.</p> <p>7. Awareness level and Participation of the women members in Developmental Programmes and its success rate with reference to Odisha presented in ICSSR Sponsored National Seminar on Gender Discrimination in Rural Labour Market in India, Department of Economics, Ravenshaw University, Odisha, 28th-29thMarch, 2017.</p> <p>8. Socio-economic Status of the Affected Tribal Families of TATA Steel Kalinga Nagar Project and their Rehabilitation and Resettlement Preferences presented in UGC Sponsored National Seminar on Social Inclusion: Policies and Practices, PG Department of Sociology, Sambalpur University, Sambalpur, Odisha on 3rd&4th March, 2018.</p>
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