

RESEARCH SCHOLARS DETAILS



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Regd. No.	184/2016/Mngt. w.e.f. 28 th September, 2016
Name of the Department & Address	Department of Business Administration, Sambalpur University, Jyoti Vihar, Burla – 768019 (Odisha)
Name of the Supervisor & Correspondence Address	Dr. Tushar Kanti Das , Associate Professor, Department of Business Administration, Sambalpur University, Jyoti Vihar, Burla – 768019 (Odisha)
Title of the Research Topic	Quality of Work Life in Managing Human Resources: An Empirical Study of Private and Public Sector
Progress of the Research Work	Data Analysis
Publications	08
Paper Presentation at Seminars & Conferences	14
Awards & Recognitions	<ul style="list-style-type: none"> • Best Paper Award for the Paper Entitled “Striving to Ensure Harmony in HR Spawn and Productivity: Special Reference taken to Small and Medium scale Firms of Cuttack Managing Human Resources in Turbulent Times” Awarded by NIT Rourkela (October 2015) in National Conference. • Best Paper Award for the Paper Entitled “Success of Sambalpur Handloom and Weavers’ Community: An Analysis with HRD” Awarded by ITM Business School Navi Mumbai (February 2016) in International Conference.
Participation in FDP, Short Term Courses & Other Training and Development Programme	07

Quality of Work Life in Managing Human Resources: An Empirical Study of Private and Public Sector

These days, human resource management (HRM) is being surrounded by challenging issues like, participative management, collective bargaining, industrial democracy, work stress and dignity of human being at work. Employees' turnover and absenteeism are major problems now a days and it reduces productivity of the organisation. Quality of Work Life (QWL) is able to solve all these problems. QWL is a human resource development (HRD) tool; which helps to owe commitment of the employees, enhance organisational effectiveness, make the work attractive, establish balance between work-life and personal life of the employees. Hence it is very essential in the practice of modern day human resource (HR).

QWL is defined as *“those perceived important personal needs, which an individual tries to satisfy by working in an organisation”* (Chris Argyris, 1975). It has been also defined as *“the quality of relationship between employees and the total working environment”* (Inda, 2013). Even Aswathappa (2008) said that, “QWL is ensured when members of an organisation are able to satisfy their important personal needs through their experiences in the organisation”. *“QWL is a multi-dimensional construct that refers to overall satisfaction with work life along with a cumulative sense of belonging to a working group, becoming oneself and being worthy and respectable”* (Morin and Morin, 2004).

Many researchers have contributed towards the same domain with different perceptions and purview. QWL depends upon the human desires and needs; so with the change of demography and environment its change. As we are living in a geographical area which is surrounded by many industries and our economy mainly depends upon these firms. The study tries to explore the human needs from their work, especially in the present firms and present conditions. It tries to compare and contrast between QWL of different public sector and private sector employees. An empirical study has been designed to find out the provincial human needs in terms of QWL so that it will be helpful for the local firms to frame their HR policies and practices.

The study proposed that respect to work and workforce is the key of a successful HRM system. People contribute towards any organisation in a hope to fulfil their life expectations through their occupations. Thus it is the duty of firms to fulfil their life expectations which is pragmatic in nature so that they will be motivated, committed and engaged for the betterment of the organisation. This study gives opportunities to the firms to understand and fulfil human desires from their work.

Publications in Journals:

- Pradhan, Siddhartha Shankar & Das, Tushar Kanti (2018). “Pristine Human Resource Practices through Striking Quality of Work Life in Provincial Indian Industries,” *International Journal of Business, Management & Allied Sciences*, Volume 5, Issue S1, 2018, Special Edition Journal, ISSN No: 2349-4638 (Print). www.ijbmas.in
- Pradhan, Siddhartha Shankar & Das, Tushar Kanti (2018). “Efficient Workforce Management by Enhancing Quality of Work Life: A Study in Provincial Indian Industries,” *International Journal of Research and Analytical Reviews*, Volume 5, Issue 3, 2018, Quarterly Journal, ISSN No: 2348-1269 (Online) & 2349-5138 (Print). www.ijrar.org
- Pradhan, Siddhartha Shankar (2017). “Thriving at Workplace: Quality of Work Life in Small and Medium Scale Enterprises,” *International Journal of Advance Research in Computer Science and Management Studies*, Volume 5, Issue 2, February 2017, Monthly Journal, ISSN No: 2321-7782 (Online) & 2347-1778 (Print). www.ijarcsms.com
- Pradhan, Siddhartha Shankar & Das, Tushar Kanti (2016). “Effectiveness of HRM Practices in Cement Industry: A Study in Western Odisha,” *Business Spectrum*, Vol. VI, No.1, January-July 2016, Published by Indian Accounting Association, Midnapore Branch, West Bengal, ISSN No: 2249-4804. www.iaamidnaporebranch.in

Publications in Proceedings with ISBN No.:

ISBN No: 978-93-5281-513-5: Proceedings of National Seminar on “Envisioning Sustainability for New Age Businesses” 2017

- Name of the Research Paper - : “Nexus among quality of working life and employees’ job involvement in provincial Small and Medium scale enterprises.”
- Publication Summary: Proceedings of National Seminar organised by ASTHA School of Management, Bhubaneswar, 30th & 31st August 2017.

ISBN No: 978-93-52680-51-1: Proceedings of National Level Management Conclave on “Business Innovation and Sustainability” 2017

- Name of the Research Paper - : “Necessity and Challenges of Fostering Innovative HRM Practices for Rural and Domestic Livelihood: An Analysis with HRD in Attabira NAC.”

- Publication Summary: Proceedings of National Level Management Conclave on “Business Innovation and Sustainability” organised by School of Management, National Institute of Technology, Rourkela, 7th & 8th January 2017.

ISBN No: 978-93-83302-18-5: Inclusive Economic Growth and Sustainable Development

- Name of the Research Paper: Human Capital of Agricultural Employment and their Inclusive Growth: A Study in Attabira NAC Bargarh, Odisha.
- Publication Summary: Published by “Shri Dharmasthala Manjunatheswara Institute for Management Development” on the occasion of “2nd International Conference on Inclusive Economic Growth and Sustainable Development” held on November 18-19, 2016 at Mysore.

ISBN No: 978-93-52134-54-0: Inclusive Growth through Innovative HR Practices

- Name of the Research Paper: Challenges of Sambalpuri Handloom and Weavers’ Community: An Analysis with HRD.
- Publication Summary: Will be published by “Institute of Technology and Management” for the occasion of “International Conference on Inclusive Growth through Innovative HR Practices and Alternative Finance” held on February 20th, 2016 at Navi Mumbai.

Paper Presentations in Seminars & Conferences:

Date	Seminar/ Conferences	Title of the Paper	Venue
20 th September, 2018	International Seminar on “Recent Trends in Management, Commerce & Social Sciences – 2018” (RTMCSS-18)	Pristine Human Resource Practices through Striking Quality of Work Life in Provincial Indian Industries	Rourkela Institute of Management Studies (RIMS), Rourkela-769015 (Odisha)
20 th September, 2018	International Seminar on “Recent Trends in Management, Commerce & Social Sciences – 2018” (RTMCSS-18)	A Study on Quality of Work Life at NALCO, Odisha	Rourkela Institute of Management Studies (RIMS), Rourkela-769015 (Odisha)

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Date	Seminar/ Conferences	Title of the Paper	Venue
10th & 11th March, 2018	National Seminar (UGC) on “Sustainable Management Practices: Concepts and Emerging Trends (SMP CET)”	Elation of Workplace: Contemplation for Accomplishment, Achievement and Recognition	Department of Business Administration, Sambalpur University, Jyoti Vihar, Odisha
6th January 2018	National Conference on “Contemporary Issues in Management Research and Managerial Decision Making”	Strengthening Employer Branding Through Enhancing Quality of Work Life at Work Place	Birla Global University, Bhubaneswar, Odisha – 751029
30th & 31st August 2017	National Seminar on “Envisioning Sustainability for New Age Businesses”	Nexus among quality of working life and employees’ job involvement in provincial Small and Medium scale enterprises	ASTHA School of Management, Bhubaneswar, Odisha – 752101
16th April 2017	International Conference on “Research in Business”(ICRB 2017)	Promotion of Product without Proper HRD cannot Reinstatement Impediment to the Success of Sambalpuri Handloom	IIC, 40, Max Muller Marg, Lodhi Gardens, New Delhi
25th February 2017	National Seminar on “HRM: Changing Paradigms, Perspectives and Practices for the 21st Century”	Necessity of Human Resource Management Practices and Strategies for Indian Domestic Livelihood: A Study of Sambalpuri Handloom Works	Rourkela Institute of Management Studies (RIMS) , Rourkela-769015 (Odisha)

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Date	Seminar/ Conferences	Title of the Paper	Venue
7th & 8th January 2017	National Level Management Conclave on “Business Innovation and Sustainability”	Necessity and Challenges of Fostering Innovative HRM Practices for Rural and Domestic Livelihood: An Analysis with HRD in Attabira NAC	School of Management, National Institute of Technology, Rourkela, Odisha- 768008
18th & 19th November 2016	International Conference on “Inclusive Growth and Sustainable Development”	Human Capital of Agricultural Employment and their Inclusive Growth: A Study in Attabira NAC, Bargarh, Odisha	SDMIMD, No. 1, Chamundi Hill Road, Siddharthanagar, Post – Mysore, Karnataka, India, Pin-570011
11th & 12th November 2016	“16th National Consortium in Management Research (COSMAR 16) Conference”	Fostering growth through work life balance in weavers’ community: A Study of Sambalpuri handloom work in Bargarh, Odisha	Department of Management Studies, Indian Institute of Science, Bangalore -12, Karnataka, India
20th February 2016	International Conference on “Inclusive Growth through Innovative HR Practices and Alternative Finance	Success of Sambalpuri Handloom and Weavers’ Community: An Analysis with HRD	Institute for Technology & Management, 25 & 26 Industrial Area, Sector 4, Kharghar, Navi Mumbai, Maharashtra, India, Pin-410210

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Date	Seminar/ Conferences	Title of the Paper	Venue
9th & 10th October 2015	National Conference on “Business Strategies for Emerging India”	Striving to Ensure Harmony in HR Spawn and Productivity: Special Reference taken to Small and Medium scale Firms of Cuttack	National Institute of Technology Rourkela, Dist-Sundergarh, Odisha, Pin-769008
28th February & 1st March 2015	National Conference on “Emerging Issues & Trends in Business Management”	High Rate of Employees’ Turnover is a Big Challenge for Indian Industries to Sustain in the Global Market	Mahendra Institute of Management & Technical Studies, At- Pitapalli, Post-Kumarbasta, Dist-Khordha, Odisha, Pin-752055
18th & 19th February 2015	National Seminar on “Global Economic Order and Indian Industries”	Employees’ Attrition in Indian Industries: Pragmatic Solutions For Overcoming the Challenges	Department of Business Administration, Sambalpur University, JyotiVihar, Odisha

Participation in FDP, STC & Other Training and Development Programme:

- One Week Faculty Development Programme, Organised by Birla Global University, Bhubaneswar on 4th to 10th June 2018.
- ICSSR, Two Week Capacity Building Programme for Young Social Science Faculty, Organised by Department of Geography, Aligarh Muslim University, Aligarh on 2nd to 14th April 2018.
- One Week National Workshop on “Research Methodology”, Organised by Birla Global University, Bhubaneswar on 8th to 14th May 2017.

- One Week Faculty Development Programme on “Improving Teaching Methodology & Research” Sponsored by Biju Patanaik University of Technology, Odisha and Organised by CIME, Bhubaneswar on 19th to 24th December, 2016.
- International Workshop on Social Responsibility and Sustainability – Strategic Dimensions, Organised by Shri Dharmasthala Manjunatheswara Institute for Management Development (SDMIMD), No.1, Chamundi Hill Road, Siddharthanagar, Mysore-570011, India on 17th November 2016.
- A Four-Day Short-Term Course on Time Series Modelling And Forecasting: Using E-Views Package, Organised by Department of Humanities & Social Sciences, NIT, Rourkela – 769008 (Odisha) on 27th to 30th January, 2016.
- National Workshop on “Research and Data Analysis (SPSS), Sponsored by UGC, Organised by Department of Economics, Mahapurush Hadidas Mahavidyalaya, Chhatia, Jajpur, Odisha on 20th & 21st September 2015.
