

## Research Scholar Profile



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5	Name of Supervisor & Corresponding Address	Prof. Biswajit Satpathy; Department of Business Administration, Sambalpur University, Burla
6	Details of Funding Agency (if any)	No
7	Title of Research Work	<b>Effect of Human Resource Management Practices On Gender Inequality At Workplace: A Study From The Indian Perspective</b>
8	Brief Abstract of the Research Work (250 words)	<p><i>Economic development and gender equality at workplace are so closely related that it is impossible to achieve one without the other. While economic development in India is gaining momentum over the past few decades, gender equality is still far from achieved. Gender inequality exists in various areas like education, health, political participation, law and legislation, workforce participation, to name a few. While most emphasis has been given on gender equality in education, the corollary i.e. equal participation of male and female employees in organizations is least focused on. Government legislations. This neglectfulness and growing inequality towards women is increasing the male female employee ratio at organizations at an increasing rate. The major problem in reducing gender inequality at workplace, is the biases ingrained in the HRM practices of organizations favoring male employees in selection, performance appraisal, training opportunities, remuneration, succession planning and various other practices and absence of gender neutral practices.</i></p> <p><i>This research work seeks to investigate the diverse factors affecting gender inequality at workplace from Indian perspective. It further attempts to explore the direction of relationship between government regulation regarding women participation, top management gender diversity and gender inequality towards women employees. Finally a comprehensive model will be developed to measure and manage the gender inequality at workplace from Indian perspective.</i></p> <p><i>Key words: Gender Inequality, human resource management, gender diversity</i></p>

9	Progress of Research Work (Stage)	Data Collection and Analysis
10	Research Experience	1.5 year
11	Teaching Experience	4 years
12	<b>Academic Publications</b>	
	<i>Journal</i>	3
	<i>Magazines</i>	0
	<i>Book</i>	
	<i>Book Chapters</i>	
	<i>Edited Books</i>	
	<i>Conference Proceedings</i>	2
	<i>Teaching Case</i>	
13	<b>Conference Presentations</b>	3
	<i>National</i>	3
	<i>International</i>	0
14	FDP/STC/Workshop Attended	2
15	Professional Recognitions	
16	Academic Distinctions	UGC NET Qualified
17	Professional Membership/Association	