

01. Name:

Dr. Bibhuti B. Mahapatro, Professor and Head, Industrial Relations and Personnel Management, Berhampur University, Berhampur, Ganjam, Odisha 9437082501(M)

02. Research Area:

HRM, Industrial Relations, Training and Development, HR Outsourcing.

03. Educational Qualification:

2008 Continuing D.Litt. in the PG. Department of Industrial Relations & Personnel Management, Berhampur University, Berhampur.

Topic: "Implementation & Understanding of HRD Practices in Manufacturing Industries of Odisha: An Empirical Analysis".

1991 Ph. D. Berhampur University. Berhampur. PG Department of Industrial Relations & Personnel Management.

Topic "Industrial Wage Regulation in Orissa: An Empirical Study ".

1987 M.Phil. Berhampur University. Department of Industrial Relations & Personnel Management.

Topic: Study of "Industrial Relations in Sugar Industry in Orissa". (With Special references to Industrial Discipline & Handling Grievances). Personnel Management. Berhampur University. with First Class.

1982 B.Sc. (Hons.) Berhampur University, First Class with Distinction.

04. Work experience:

Feb 2016- Continuing Professor and Head, Department of Industrial Relations and Personnel Management, Berhampur University, Bhanja Bihar Berhampur, Ganjam, Odisha.

2004 –Feb 2016 Reader in P. G. Department of Business Management, Fakir Mohan University, Vyasa Vihar, Balasore, Orissa.

2003-2004 Teaching in Center for Management Studies – OEC, Bhubaneswar, (BPUT). Orissa.

1995-2003 Teaching in Bhubaneswar Institute of Management And Information Technology, BIMIT. (Utkal University). Bhubaneswar, Orissa.

1990-1993 Teaching in Post- Graduate Center for Management Studies, SMIT. Ankushpur, (Berhampur University)

05. Dissertation and Thesis:

Sl. No.	Name of the Scholar	Designation	Institution/Organization	Topic	Remark
01	Mr. K. Pallani	Dean	DAMIT School of Business Management, Rourkela.	Labour Welfare Measures in Manufacturing Industries in Orissa: An Empirical Study.	Awarded Notification No: Exam Ph.D./2010/728/FMU Dated: 20. 02. 2010.
02	Mr. R.K. Nayak	Deputy. Director Placement	ICFAI, Bhubaneswar.	Performance Management of Business Schools: Special reference to Govt. & Private Institutions of Orissa.	
03	Mrs. Tullika Singh	Asst. Prof	College of Management Studies, OEC, Bhubaneswar	Job satisfaction of employees in Manufacturing industries in Orissa.	Awarded Notification No: Exam Ph.D/2010/294/FMU Dated: 28. 01.2010.
04	Mrs. Rupasree Goswami	Lecture	---	The Inter-relationship between Shift Work and Job Satisfaction in Ferro alloys Industries in Orissa: An Empirical Study.	Awarded Notification No: Exam Ph.D/2011/7598/FMU Dated: 19. 12.2011.
05	Lopamudra Pradhan	Lecture	Visiting Faculty, FM University, Vyasa Vihar, Balasore.	E-Readiness in the Agriculture sector in Orissa: An Empirical Study.	Awarded Notification No: Exam Ph. D/2010/294/FMU Dated: 28. 02.2010.
06	Mr. M. Benudhar Naidu	Manager	(Personnel & Administration) L&T Works	“Impact of Corporate Social Responsibility (CSR) on Socio-economic Development in Orissa (with reference to Aluminum Industry): An Empirical Study”.	No. Ex. Ph.D./200/3628/FMU.Dated: 20.05.2011
07	Mr. J. Satpathy.	Lt Col.	Indian Army	“Empirical inquiry into the Nature and Causes of	Awarded No. Ex.

				Absenteeism in Indian Army (for the Period: 1990 - 2010)": submitted to Univ. on May 2014	PhD/200/3244/FMU dated: 07.05.2011 Regd. No. Mgt/Com - 118/2010(P)
08	Mr. S.K. Bhattacharya	GM, Administration	Ms. Balasore Alloys Ltd., Balasore	"Performance Evaluation in Ferro Alloys Industry in Orissa: An Empirical Study (With Special References to Balanced Score card)	No. Ex. PhD/200/3455/FMU dated: 18.05.2011 Regd. No. Mgt/Com - 119/2010(P)
09	Mr. Satya Ranjan Das	Deputy Manager , Administration	Ms. Ankur Plastics Ltd., Balasore	"Man power planning in the steel industries of Orissa: An Empirical Study	Awarded No. Ex. PhD/200/3455/FMU dated: 13.05.2011 Regd. No. Mgt./Com - 116/2010(P)
10	Mr. Ashok Kumar Misra	Lecturer	Lecturer in IMIS, Bhubaneswar	"Measurement of Technical Efficiency of Indian Banking Companies and its Impact on Their Share Prices"	Regd No. Mgt/Com 118/2010 (P) AWARDED
11	Mrs. Amrita Rout	Lecturer	Lecturer in RCEM, Bhubaneswar	"Customer Perception in the marketing of Hotels in Orissa: An Empirical Study"	Regd No. Mgt./Com 213/2010 (P) Awarded
12	Mr. Sharada Prasad Sahoo	JRF ,UGC Scholar	FM University, Department of Business Management	HCM	Awarded
13	Ms. Sushree sangeeta sahu	Lecturer			Submitted for evaluation.
14	Mr. Rk Rai,	VP HR – Emamai Cements	VP HR –Emamai Cements	A study in Training activities Major Tyre companies in India	Regd No. Mgt/Com 112/2010(p) Awarded In

					the letter No. P.Hd/2018/2 52/FMU dsated; 24.02.2018..
--	--	--	--	--	---

06: Research Publications:

FDP & Conferences Attended

NATIONAL

2000

- Third National Conference on Management at Prestige Institute of Management and Research, Indore. 2000.
- AICTE Faculty Development Programme at Birla Institute of Management, Mesra. Ranchi. Bihar.

2005

- Eighth National Conference on “E-GOVERNANCE”, Organized by Government of India, Government of Orissa, Department of Information Technology, 3-5 February 2005, Bhubaneswar.
- UGC Sponsored National Workshop on “SOLID WASTE DISPOSAL MANAGEMENT “ Organized by P.G. Department of Commerce ,F.M. Autonomous College, on 16th and 17th December,2005 , Balasore.

2006

- National Management Seminar on “CORPORATE THAT CARES: TRUTH OR MYTH” Organized by DRIEMS Management School, on 30th April 2006, Cuttack.

2007

- Participated in National Workshop on “INDUSTRY-UNIVERSITY INTERACTION “on 21st March, 2007 in the Department of Business Management, Fakir Mohan University, Balasore, Orissa.
- UGC sponsored State level Seminar on “PRIVATIZATION OF PSUS- AN INTEGRATED APPROACH”, Jajpur Road, Jajpur, March 27, 2007.

- UGC sponsored State level Seminar on “ROLE OF MANAGEMENT IN HRD THROUGH TRAINING “, Udala College, Udala, 17 & 18 Nov 2007.
- National Seminar on “IT AND SOFT COMPUTING”, IMT Nagpur NOV17-18 2006.
- UGC Sponsored State Level Seminar on “PRIVATIZATION OF PSUS-AN INTEGRATED APPROACH” held on 25 th March 2007, Vyasa Nagar College, Jajpur, Orissa.
- NAAC Sponsored National Seminar on “QUALITY ASSURANCE IN HIGHER EDUCATION: REDESIGNING THE TECHNIQUES OF TEACHING” Conducted by KKS Women’s College, Balasore during 12-13th Oct 2007.

2008

- National Conference on “RECENT ADVANCES AND FUTURE TRENDS IN INFORMATION AND COMMUNICATION TECHNOLOGY”, organized by Seemanta Engineering College, Mayurbhanj on 19th Jan 2008.
- AICTE Sponsored National Conferences on “KNOWLEDGE MANAGEMENT: CAPTURING & RESTRUCTURING FOR A HIGH PERFORMANCE ENTERPRISES” at Bhubaneswar during Feb 20-22, 2008.
- Participated in XXVIII Annual Conference of ORISSA COMMERCE ASSOCIATION at Fakir Mohan Autonomous College, Balasore on 1st and 2nd March, 2008.
- The UGC sponsored State level Seminar on the topic “SEZ-THE GROUND REALITIES” held on 26th Dec, 2008, VN College (Utkal University), Jajpur Road, Jajpur. Orissa.

2009

- Participated in National Seminar on “CAPACITY BUILDING OF SMES IN ORISSA” on 13 Feb, 2009. Organised by PG Department of Business Management, FM University, Vyasa Vihar, Balasore, Orissa on February, 13th 2009.

2010

- Participated in National Conference on “BUSINESS ETHICS AND CORPORATE SOCIAL RESPONSIBILITY” on December 18-19,2010 as Resource Person is organized by Post Graduate Department of Industrial Relations & Personnel Management, Berhampur University, Orissa.
- Participated in International Seminar on “EMERGING TRENDS IN M-COMMERCE”, Organized by Dr. Ambedkar Memorial Institute of IT & Management Science, Jagda, Rourkela-42 in 24-26 December 2010.

2011

- Participated in UGC Sponsored National Seminar Organized by Vidya Sagar University on “Trends in Contemporary management Functions”, March 23 & 24 2011, West Bengal, India.

- Participated in National Conference on “Information & knowledge Management” Organized Jointly by PG Department of Business Management and I &CT, Fakir Mohan University in March 12, 2011, Orissa.
- Participated in DEC, IGNOU Delhi Sponsored Staff Training & Development Workshop on Role of Distance Education in Society, Organized by CDCE, FM University, Vyasa Vihar, held on 29th & 30th June 2011.
- Participated in the National Seminar on “GLOBALIZATION AND CONSUMER RIGHTS” Organized by PG Department of Social Science, F.M .University, Balasore held on 25th & 26th November, 2011.
- Participated in the UGC Aided National Seminar on “WOMEN EMPOWERMENT THROUGH SELF-HELP GROUP”, organized by P.G Department of Commerce, F.M. (Auto) College, Balasore held on 27th-December-2011.

2012

- Participated in the UGC Sponsored National Seminar on “Agri- Business: A means to Inclusive Growth of Rural Sector in Orissa” held on 18-19th January, 2012 by the Department of commerce, V.N. (Auto) College Jajpur Road, Jajpur, Odisha.
- Participated in the National Seminar on “Innovative Fields of Ballistics and applied Physics” held on 21st January , 2012 by PG Department of Applied Physics and ballistics, Fakir Mohan University, Vyasa Vihar , Balasore.
- Participated in the National Seminar on “INFORMATION TECHNOLOGY: EMERGING PARADIGM IN DEVELOPMENT” Tuesday, 7th February, 2012 Organized by P.G. Department of Information Technology & Communication Technology, Fakir Mohan University, Balasore, Odisha, India 756019.
- Participated in the Two day National Conference on “EMERGING MARKETS AND INCLUSIVE GROWTH: A NEW PRESPECTIVES” organized by PG DEPARTMENT OF BUSINESS MANAGEMENT, FM University held on 2nd and 3rd March, 2012.
- Participated in the UGC Sponsored National Seminar on “SOCIAL LEGISLATION & EMPOWERMENT OF WOMEN” held on 5-6TH march, 2012 by the Department of Sociology, BJB (Auto) College Bhubaneswar, Odisha.
- Participated in the Two day UGC Sponsored National Seminar on “CONTEMPORARY MANAGEMENT FUNCTIONS FOR THE GROWTH OF THE NATION” organized by Master of Business Administration, Department of Commerce with farm Management, Vidyasagar University, Medinapur, West Bengal held on 13 and 14 March, 2012.
- Participated in the UGC Sponsored National Seminar on” DIRECT TAX CODE: A REVOLUTION IN THE WAY OF TAX REFORMS” organized on 22-23 March, 2012.by the

Department of Commerce, Kharagpur College , India, Kharagpur, Paschim Midnapur , West Bengal, India.

- Participated in National Conference on “PRESPECTIVES ON EMPLOYMENT RELATIONS” Organized by Department of INDUSTRIAL RELATIONS & PERSONNEL MANAGEMENT, Berhampur University, and Orissa held during 22-23 December, 2012.

2013

- Participated and presented a paper “CHANGING DIMENSIONS OF HRM IN 21ST CENTURY: A CROSS ROAD FOR CORPORATE EXCELLENCE” in UGC –Sponsored National Seminar conducted by VIDYA SAGAR UNIVERSITY, West Bengal on CHANGING DIMENSIONS OF MANAGEMENT PRACTICES IN INDIA ,22-23 March.2013.

2014

- Presented and participated in two day International Conference on “Multi-Disciplinary Approaches to Business Management and Sustainability” Organized by BIMTECH, 28-29 Nov 2014, Orissa.

2015

- ATTENDED as a Resource Person in the UGC –Sponsored Seminar conducted by MPC (Auto) College Govt. of Orissa, on “Higher Education and Employability” held on 24-25.03 2015 at Baripada, Mayurbhanj, Orissa.
- Attended as Honour Guest at Balasore College of Engineering and Technology (BCET), Balasore on “Mega Blood Donation Camp “Organized by NYC and NSS on 22.03.2015.
- Participated and presented a paper on “Work Place of Future”, UGC –Sponsored Seminar conducted by MPC (Auto) College Govt. of Orissa, on 24.03.2015.
- Participated as a resource person in UGC Sponsored National Seminar “Corporate Social Responsibility”, organized by FM (Auto) College, Balasore, Govt. of Orissa, on 24.03.2015.
- Participated and presented a paper entitled “Drivers of HCM Effectiveness in High Performing Organization” in an International Conference on “Emerging Business Opportunities for sustainable Development” during 06-07 April 2015 by Berhampur University, Department of Business Management, Odisha.

INTERNATIONAL

2005

- Attended International Workshop on “CAPACITY BUILDING OF SMALL AND MEDIUM ENTERPRISES AND FACILITATION OF BUSINESS DEVELOPMENT” collaboration between EU-India, Organized by NCT-CMS at Bhubaneswar, 2005.

2007

- International Conference on “GOING GLOBAL: UNLEASHING PEOPLE POTENTIAL”, GITAM, Visakpatnam, 19-21 Jan 2007.
- 10th United Nations e-Gov .net Networking –“BUILDING WORKSHOP ON ELECTRONIC GOVERNANCE IN EMERGING & DEVELOPING COUNTRIES” organized by KIIT University from 21st -23rd Dec,2007

2008

- International Management Colloquium-08 on “SERVICE-CENTRIC STRATEGY: AN ELIXIR TO DYNAMIC DISEQUILIBRIUM IN THE MARKET”, Organized by DRIEMS Business School, Cuttack, Orissa. 2008.

2010

- Participated in International Seminar on “EMERGING TRENDS ON M-COMMERCE (ISETMCOM-2010) Organized by Dr. Ambedkar Memorial Institute of Information Technology and management Science, jagda, rourkella-42 during 24th-26th December, 2010.

2011

- Presented the Papers in the “1st International Conference on Business, Strategy and Management (ICBSM), Game changers in the aftermath of Recession: Managing Challenges in Global economy, held at Kolkata on 25th June 2011.

2012

- Participated in International Conference on “MANAGING DEVELOPMENT IN DEVELOPING COUNTRIES” held during 28th to 30 March 2012 at Bangkok, Thailand, Organized by VU-IIMS, Kolkata, West Bengal, India.

2017

Published an article “Measuring HCM Effectiveness in selected steel manufacturing Units of Odisha” in INTERNATIONAL JOURNAL OF MANAGEMENT SCIENCE & TECHNOLOGY , Vol.7 Issue 12 (Year 2016) ISSN 2250-1959(Online) 2348-9367(Print).

07. Research Funded Project:

UGC Major Research Project

2008-2011

A UGC Major Research Project on “Capacity Building of SMEs in Balaosre and Bhadrak Districts”, 2007 under XIth Plan. In the Letter No. F. No.5-391/2007/HRP, March 2008, UGC, New Delhi.

2016

An ILO, Government of Odisha and collaboration with IRPM Department, Berhampur University has conducted a study on Manpower Planning, identify Industry linkage for employment opportunities and assessing skill Development Needs of the Ganjam District, Panchayat Raj as a Nodal Center during 25.11.2016 to 24.12.2016.

08. & 09. University Administration:

- Controller of Finance, Berhampur University w.e.f., 13.03.2018 –March 2019.
- Advisor Students Union, Berhampur university 2017-2019
- Member academic council, Berhampur university 2017- till date
- Member, State Minimum Wage Advisory Board, Government of Odisha, 2016 -18
- Coordinator, Department of JMC, Berhampur University, 2017
- Coordinator, Visiting Professors/Fellows , Berhampur University since 2016
- Member , Board of Studies in IR&PM,MA PMIR, Utkal University since 2016
- Coordinator, MWS, Berhampur University since 2016
- Head, PG Department of IR&PM,MSW, Berhampur University since 2016
- Member , Election committee, Berhampur University 2016
- Member , Safety Committee, Berhampur University 2016
- Member, Board of Studies of Commerce & Management, FM University, 2015 -16.
- Member, Research Development Committee, of IR&PM,MSW, Berhampur University since 2016
- Chairman Board of Studies in IR&PM,MSW ,Rural Development, Berhampur University since 2016
- Coordinator, NSS Bureau, F.M. University, Balasore. (from2013-till date)
- Deputy controller of Examination, FM University, (2013-14).
- Coordinator, M.Com Program, F.M. University, Balasore. (2013- 2014)
- Head, Department of PMIR, F. M. University, Vyasa Vihar , Balasore (2011-12)
- Head, Integrated MBA, F.M. University, Vyasa Vihar , Balasore (2011-12)
- Head of the Department, PG. Department of Business Management, F.M. University (2010-2012), Vyasa Vihar , Balasore.

- Member Senate, F.M. University, Balaosre. 2008-2011.
- Development Officer: FM University 2009 -2012.
- Chairman, Board of Studies of Personnel Management & Industrial Relations,

F. M. University, Balasore. 2009.

- Director, Placement, FM University. (2006-08)
- Member, PG Council, FM University, 2005-06 (Officers –On–Special Duty)
- Member, Board of Studies of Commerce & Management, FM University, 2004 -11.
- Member, Subject Research Committee (SRC) in Commerce & Business Management, F.M. University.2004-13.
- Member, Board of Studies, Commerce & Management, F.M. University, Balaosre, Orissa.2004-12
- Member, Board of Studies, Commerce & Management, North -Orissa University, Baripada, Orissa.
- Member, Board of Moderators, in MBA, F.M University.2004 -12
- Coordinator, PG Diploma in Human Resource Management, DDCE, FM University.

11. Any other information such as conference attended, visits abroad, reviewer/editorial member etc:

FDP & Conferences Attended

NATIONAL

2000

- Third National Conference on Management at Prestige Institute of Management and Research, Indore. 2000.
- AICTE Faculty Development Programme at Birla Institute of Management, Mesra. Ranchi. Bihar.

2005

- Eighth National Conference on “E-GOVERNANCE”, Organized by Government of India, Government of Orissa, Department of Information Technology, 3-5 February 2005, Bhubaneswar.
- UGC Sponsored National Workshop on “SOLID WASTE DISPOSAL MANAGEMENT “ Organized by P.G. Department of Commerce ,F.M. Autonomous College, on 16th and 17th December,2005 , Balasore.

2006

- National Management Seminar on “CORPORATE THAT CARES: TRUTH OR MYTH” Organized by DRIEMS Management School, on 30th April 2006, Cuttack.

2007

- Participated in National Workshop on “INDUSTRY-UNIVERSITY INTERACTION “on 21st March, 2007 in the Department of Business Management, Fakir Mohan University, Balasore, Orissa.
- UGC sponsored State level Seminar on “PRIVATIZATION OF PSUS- AN INTEGRATED APPROACH”, Jajpur Road, Jajpur, March 27, 2007.
- UGC sponsored State level Seminar on “ROLE OF MANAGEMENT IN HRD THROUGH TRAINING “, Udala College, Udala, 17 & 18 Nov 2007.
- National Seminar on “IT AND SOFT COMPUTING”, IMT Nagpur NOV17-18 2006.
- UGC Sponsored State Level Seminar on “PRIVATIZATION OF PSUS-AN INTEGRATED APPROACH” held on 25 th March 2007, Vyasa Nagar College, Jajpur, Orissa.
- NAAC Sponsored National Seminar on “QUALITY ASSURANCE IN HIGHER EDUCATION: REDESIGNING THE TECHNIQUES OF TEACHING” Conducted by KKS Women’s College, Balasore during 12-13th Oct 2007.

2008

- National Conference on “RECENT ADVANCES AND FUTURE TRENDS IN INFORMATION AND COMMUNICATION TECHNOLOGY”, organized by Seemanta Engineering College, Mayurbhanj on 19th Jan 2008.
- AICTE Sponsored National Conferences on “KNOWLEDGE MANAGEMENT: CAPTURING & RESTRUCTURING FOR A HIGH PERFORMANCE ENTERPRISES” at Bhubaneswar during Feb 20-22, 2008.
- Participated in XXVIII Annual Conference of ORISSA COMMERCE ASSOCIATION at Fakir Mohan Autonomous College, Balasore on 1st and 2nd March, 2008.
- The UGC sponsored State level Seminar on the topic “SEZ-THE GROUND REALITIES” held on 26th Dec, 2008, VN College (Utkal University), Jajpur Road, Jajpur. Orissa.

2009

- Participated in National Seminar on “CAPACITY BUILDING OF SMES IN ORISSA” on 13 Feb, 2009. Organised by PG Department of Business Management, FM University, Vyasa Vihar, Balasore, Orissa on February, 13th 2009.

2010

- Participated in National Conference on “BUSINESS ETHICS AND CORPORATE SOCIAL RESPONSIBILITY” on December 18-19, 2010 as Resource Person is organized by Post

Graduate Department of Industrial Relations & Personnel Management, Berhampur University, Orissa.

- Participated in International Seminar on “EMERGING TRENDS IN M-COMMERCE”, Organized by Dr. Ambedkar Memorial Institute of IT & Management Science, Jagda, Rourkela-42 in 24-26 December 2010.

2011

- Participated in UGC Sponsored National Seminar Organized by Vidya Sagar University on “Trends in Contemporary management Functions”, March 23 & 24 2011, West Bengal, India.
- Participated in National Conference on “Information & knowledge Management” Organized Jointly by PG Department of Business Management and I &CT, Fakir Mohan University in March 12, 2011, Orissa.
- Participated in DEC, IGNOU Delhi Sponsored Staff Training & Development Workshop on Role of Distance Education in Society, Organized by CDCE, FM University, Vyasa Vihar, held on 29th & 30th June 2011.
- Participated in the National Seminar on “GLOBALIZATION AND CONSUMER RIGHTS” Organized by PG Department of Social Science, F.M .University, Balasore held on 25th & 26th November, 2011.
- Participated in the UGC Aided National Seminar on “WOMEN EMPOWERMENT THROUGH SELF-HELP GROUP”, organized by P.G Department of Commerce, F.M. (Auto) College, Balasore held on 27th-December-2011.

2012

- Participated in the UGC Sponsored National Seminar on “Agri- Business: A means to Inclusive Growth of Rural Sector in Orissa” held on 18-19th January, 2012 by the Department of commerce, V.N. (Auto) College Jajpur Road, Jajpur, Odisha.
- Participated in the National Seminar on “Innovative Fields of Ballistics and applied Physics” held on 21st January , 2012 by PG Department of Applied Physics and ballistics, Fakir Mohan University, Vyasa Vihar , Balasore.
- Participated in the National Seminar on “INFORMATION TECHNOLOGY: EMERGING PARADIGM IN DEVELOPMENT” Tuesday, 7th February, 2012 Organized by P.G. Department of Information Technology & Communication Technology, Fakir Mohan University, Balasore, Odisha, India 756019.
- Participated in the Two day National Conference on “EMERGING MARKETS AND INCLUSIVE GROWTH: A NEW PRESPECTIVES” organized by PG DEPARTMENT OF BUSINESS MANAGEMENT, FM University held on 2nd and 3rd March, 2012.

- Participated in the UGC Sponsored National Seminar on “SOCIAL LEGISLATION & EMPOWERMENT OF WOMEN” held on 5-6TH march, 2012 by the Department of Sociology, BJB (Auto) College Bhubaneswar, Odisha.
- Participated in the Two day UGC Sponsored National Seminar on “CONTEMPORARY MANAGEMENT FUNCTIONS FOR THE GROWTH OF THE NATION” organized by Master of Business Administration, Department of Commerce with farm Management, Vidyasagar University, Medinapur, West Bengal held on 13 and 14 March, 2012.
- Participated in the UGC Sponsored National Seminar on” DIRECT TAX CODE: A REVOLUTION IN THE WAY OF TAX REFORMS” organized on 22-23 March, 2012.by the Department of Commerce, Kharagpur College , India, Kharagpur, Paschim Midnapur , West Bengal, India.
- Participated in National Conference on “PRESPECTIVES ON EMPLOYMENT RELATIONS” Organized by Department of INDUSTRIAL RELATIONS & PERSONNEL MANAGEMENT, Berhampur University, and Orissa held during 22-23 December, 2012.

2013

- Participated and presented a paper “CHANGING DIMENSIONS OF HRM IN 21ST CENTURY: A CROSS ROAD FOR CORPORATE EXCELLENCE” in UGC –Sponsored National Seminar conducted by VIDYA SAGAR UNIVERSITY, West Bengal on CHANGING DIMENSIONS OF MANAGEMENT PRACTICES IN INDIA ,22-23 March.2013.

2014

- Presented and participated in two day **International Conference on “Multi-Disciplinary Approaches to Business Management and Sustainability”** Organized by BIMTECH, 28-29 Nov 2014, Orissa.

2015

- ATTENDED as a **Resource Person** in the UGC –Sponsored Seminar conducted by MPC (Auto) College Govt. of Orissa, on “**Higher Education and Employability**” held on 24-25.03 2015 at Baripada, Mayurbhanj, Orissa.
- Attended as **Honour Guest** at Balasore College of Engineering and Technology (BCET), Balasore on “**Mega Blood Donation Camp** “Organized by NYC and NSS on 22.03.2015.
- Participated and presented a paper on “**Work Place of Future**”, UGC –Sponsored Seminar conducted by MPC (Auto) College Govt. of Orissa, on 24.03.2015.
- Participated as a **resource person** in UGC Sponsored National Seminar “**Corporate Social Responsibility**”, organized by FM (Auto) College, Balasore, Govt. of Orissa, on 24.03.2015.
- Participated and presented a paper entitled “**Drivers of HCM Effectiveness in High Performing Organization**” in an International Conference on “**Emerging Business**

Opportunities for sustainable Development” during 06-07 April 2015 by Berhampur University, Department of Business Management, Odisha.

INTERNATIONAL

2005

- Attended International Workshop on “CAPACITY BUILDING OF SMALL AND MEDIUM ENTERPRISES AND FACILITATION OF BUSINESS DEVELOPMENT” collaboration between EU-India, Organized by NCT-CMS at Bhubaneswar, 2005.

2007

- International Conference on “GOING GLOBAL: UNLEASHING PEOPLE POTENTIAL”, GITAM, Visakpatnam, 19-21 Jan 2007.
- 10th United Nations e -Gov .net Networking –“BUILDING WORKSHOP ON ELECTRONIC GOVERNANCE IN EMERGING & DEVELOPING COUNTRIES” organized by KIIT University from 21st -23rd Dec,2007

2008

- International Management Colloquium-08 on “SERVICE-CENTRIC STRATEGY: AN ELIXIR TO DYNAMIC DISEQUILIBRIUM IN THE MARKET”, Organized by DRIEMS Business School, Cuttack, Orissa. 2008.

2010

- Participated in International Seminar on “EMERGING TRENDS ON M-COMMERCE (ISETMCOM-2010) Organized by Dr. Ambedkar Memorial Institute of Information Technology and management Science, jagda, rourkella-42 during 24th-26th December, 2010.

2011

- Presented the Papers in the “1st International Conference on Business, Strategy and Management (ICBSM), Game changers in the aftermath of Recession: Managing Challenges in Global economy, held at Kolkata on 25th June 2011.

2012

- Participated in International Conference on “MANAGING DEVELOPMENT IN DEVELOPING COUNTRIES” held during 28th to 30 March 2012 at Bangkok, Thailand, Organized by VU-IIMS, Kolkata, West Bengal, India.

2017

Published an article “Measuring HCM Effectiveness in selected steel manufacturing Units of Odisha” in INTERNATIONAL JOURNAL OF MANAGEMENT SCIENCE & TECHNOLOGY , Vol.7 Issue 12 (Year 2016) ISSN 2250-1959(Online) 2348-9367(Print).

Book Publication:

PUBLISHED BOOKS

1993

- Industrial Wage Regulation in Orissa: An Empirical Study, Mittal Publication, A-110, Mohan Garden, New Delhi-110059, 1993.

2006

- “FUNCTIONS OF MANAGEMENT”. Published by S.M. Publication, 435, Baramunda, Bhubaneswar, 2006.
- “MANAGING COMPLEX BEHAVIOR”. Media Publication (Pvt.) Limited, 43-47-5, Institutional Area, Lodhi Road, New Delhi-110056, 2006.

2007

- “ORGANIZATION STRUCTURE & PERSONNEL MANAGEMENT”. Published by S.M. Publication, 435, Baramunda Bhubaneswar, 2007.

2008

- “MANAGEMENT”. Published by S.M. Publication, 435, Baramunda, Bhubaneswar, Orissa, India 2008.

2010

- “HUMAN RESOURCE MANAGEMENT”. New Age International Publication, New Delhi, 2010.
- Published in an Edited Book entitled “ENTREPRENEURSHIP: MSME (Issues & Challenges), Wisdom Publication, New Delhi-110095, Jhilmil Colony, 2010.

2012

“INCLUSIVE GROWTH IN NEW MARKET REGIME” Chandrabhaga Publication, Motiganj, Odisha, 2012, India.

2015

International Journal on Research and Development –A Management Review ,Published by IRD India, Institute for Research and development India, Bhubaneswar,Odisha, India 2015.

2016

“MANAGEMENT OF HUMAN RESOURCES”, By Prof. Bibhuti B.Mahapatro, Published by NEW CENTRAL BOOM AGENCY, 8/1 Chintamani Das Lane, Kolkatta- 9, 2016.

Prof. Bibhuti B.Mahapatro.
Deptt. of IRPM,BU.