

## **FACULTY PROFILE**



**Name : Dr. Itishree Gita Kumari,  
Assistant Professor,  
Deptt. of IR&PM**

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[https://www.researchgate.net/profile/Itishree\\_Gita\\_Kumari](https://www.researchgate.net/profile/Itishree_Gita_Kumari)

**Qualifications:** Ph.D., IIT Kharagpur, 2017

M. Phil., Dept. of PM&IR, Utkal University, 2011

Masters in P.M. & I.R., Utkal University, 2009

**Research Areas:** Human Resource Management, Organizational Behaviour, Industrial Relations Human Resource Effectiveness, Organizational Citizenship Behavior and Industrial and Organizational Psychology

**Work Experience:** 3 years 2months of experience in teaching & research

**TEACHING AND RESEARCH EXPERIENCE:**

Dr. Itishree is teaching and supervising Ph.D., Mphil and Masters Students of Industrial Relations and Personnel Management, Berhampur University. She teaches Industrial Relations, Organizational Behaviour, Compensation Management, and Human Resource Management and International HRM.

**RESEARCH INTEREST:**

Her current research interests include Human Resources Flexibility, Industrial Relations and Business Ethic, Human Capital, Emotional Intelligence, Human Resource Effectiveness, Leadership & Teamwork, Employee empowerment, Managerial Effectiveness, Stress and Conflict Management etc.

### **SUPERVISOR**

1. Supervising Post Graduation students in their project work.
2. Guiding and Accompanying Post Graduation Students in their Field Visit (Study Tour)

### **SKILLS:**

- Office Automation: Ms Word, Ms Excel, PPT,
- Statistical Software: SPSS, AMOS and R.

### **ACADEMIC DISSERTATIONS**

1. Ph.D. Thesis: Human resource flexibility and organizational effectiveness: role of organizational citizenship behaviour and employee intent to stay  
Submitted in January 2017, Awarded May, 2017 (IIT Kharagpur)
2. M. Phil Thesis: NALCO in Strategic Human Resource Management (Utkal University, 2011)
3. Master Thesis: Employee Retention, in Orissa Power Generation Corporation, Odisha (Utkal University, 2009)

### **PUBLICATIONS:**

1. Pradhan, R.K., Kumari, I.G. & Kumar, U. (2017). Human Resource Flexibility and Organisational Effectiveness: Mediating Role of Organizational Citizenship Behaviour. *International Journal Of Human Resource Development And Management* , 17 (3/4) 282, **Inderscience**.
2. Pradhan, R.K., Jena, L.K., & Kumari, I.G. (2016). Effect of Work-life Balance on organizational Citizenship Behavior: Role of Organizational Commitment. *Global Business Review*, 17(3S), **15s-29s**.
3. Kumari, I.G. & Pradhan, R.K. (2014). Human Resource Flexibility and Organizational Effectiveness: Role of Organizational Citizenship Behaviour and Employee Intent to Stay. *International Journal of Business and Management Invention*, 3(11), **43-51**.

### **MEMBERS OF PROFESSIONAL BODIES / ASSOCIATIONS / COMMITTEES**

1. Indian Society for Training and Development- Life Member
2. Reviewer: Sage Open : 2019

### **ADMINISTRATIVE DUTIES IN BERHAMPUR UNIVERSITY SINCE 2018**

1. Co-ordinator, Research Cell: September 2018 (Continue)
2. Assistant Superintendent, Kolab Ladies Hostel, Berhampur University: June 2019-June 2021
3. Nodal Officer for NFST Scholars: December-2019 (Continue)
4. Teacher in Charge of Game: Basket Ball (Women) – 2019-2020
5. Programme Officer, NSS, Berhampur University, Women's Wing: June 2021
6. Nodal Officer for CSIR Scholars: July 2021 (Continue)
7. SC/ST Cell (for Students and Scholars): July 2021 (Continue)

### **LIST NATIONAL AND INTERNATIONAL SEMINARS/CONFERENCES**

1. **National Conference:** National Conference on HR at Crossroads, January 24-25, 2020 at Berhampur University, Odisha  
**Paper titled:** Role of HR Intelligence at High Performing Organizations
2. **International Conference:** The International Conference on Organization and Management (ICOM) 2017, November 19-20 at Abu Dhabi.  
**Paper titled:** Influence of Flexibility of Skill, Behaviour and HR Practices on Organizational Citizenship Behaviour
3. **International Conference:** The International Conference on Organization and Management (ICOM) 2015, November 22-23 at Abu Dhabi.  
**Paper titled:** Human Resource Flexibility and organizational effectiveness: A Study on Indian manufacturing industries.
4. **National Conference:** 51st National and 20th International conference of the Indian Academy of Applied Psychology (IAAP) 6th – 8th May, 2016, on “PSYCHOLOGY FOR CHIEVING HUMAN EXCELLENCE” at Bangalore University.  
**Paper titled:** Skill Flexibility and employee performance: Mediating Role of Organizational Citizenship Behaviour.