



UNIVERSITY OF CALCUTTA

FACULTY ACADEMIC PROFILE/CV

- 1. Full name of the faculty member: SHARMISTHA BANERJEE**
- 2. Designation: PROFESSOR**
- 3. Specialisation: Human resource management, Social entrepreneurship**
- 4. Passport size photograph:**



- 5. Contact information:**
P 44 BHUPEN ROY ROAD
KOLKATA 700034
EMAIL: sharmisthabanerjee@hotmail.com
Phone no: +91 98302 51744

- 6. Academic qualifications:**

College/ university from which the degree was obtained	Abbreviation of the degree
University of Calcutta	BCom
University of Calcutta	B Ed
University of Calcutta	MCom
Crummer Graduate School, Rollins College, USA	Mini MBA (Certificate)
Institute of Cost and Management Accountants	FICMA
University of Calcutta	PhD (Business Management)

- 7. Position holding: Professor, Dept of Business Management**

- 8. Research interests:**

Small Business Management and Entrepreneurship, Human Resource Management, OB, Public Policy and Development, Children and Women's Issues and Environmental Management.

9. Research guidance:

Dissertations Supervised:

- M Phil Dissertation, 2007, West Bengal University of Technology, India.
- MA Dissertation (Politics and Governance), 2009, Upsala University, Sweden.
- M Phil Dissertation, 2007, Madurai Kamaraj University
- MBA Dissertation, 2010, Indira Gandhi Open University
- Ph D in Marketing of Mutual Funds, 2009, Calcutta University (Co-supervised)
- Ph D in Small Business Ethics, 2010, Calcutta University (Awarded)
- Ph D in Information Assymetry and Small Enterprise Finance, Calcutta University (Awarded)
- Ph D in Social Capital Impact Assessment, Calcutta University (Awarded)
- Ph D in Emotional Quotient and Sales Performance, Calcutta University (submitted)
- Ph D in Socialisation and Organisational Effectiveness, Calcutta University (Submitted)
- Ph D in Attrition of IT Sector Employees, Calcutta University (Awarded)
- Ph D in Performance Evaluation in Indian Railways, Calcutta University (Awarded)
- Ph D in Impact of Culture on Performance of Employees post Merger (ongoing)
- Ph D in Translation Of Turnover Intent Into Turnover Behaviour in Private Airlines (ongoing)
- Ph D in Corporate Social Responsibility and Performance (ongoing)
- Ph D in Economic Development and Pollution of Indian States (ongoing)

10. Projects:

Completed projects:

Small Enterprise Management/ Entrepreneurship/ MicroFinance

- Measuring Ethical Behaviour of SMEs in India and Pakistan: A Comparative Study, Sponsored by Institute of Management Sciences, Peshawar, Pakistan. (Aborted midway)
- Usage of Mobile Phones by the Small and Micro Enterprises for Business Development, in collaboration with Loyola Marymount University, CA, USA.
- **Microfinance and Empowerment of Women:** A study of India and Bangladesh, UGC Major Research Project

Human Resource Management

- **Antecedents of Role Innovation in Organizations: A Socialization Perspective,** Funded by SolBridge International School of Business, South Korea.
- **Emotional Quotient and Organisational Efficiency,** In Collaboration with Bloomsburg University, Pennsylvania, USA
- **Impact of Globalisation on Urban Indian Women,** UGC sponsored (UPE scheme)

Child Rights/ Child Education/ Violence against Children

- Infant Mortality Rate: Estimation and Determinants, Funded by National Rural Health Mission

- **Reaching out to the Unreached: An Analytical Report on the Activities of CINI Asha.** Funded by UNDP.
- **Tracking Children in Schools of Kolkata: CINI ASHA Experience.** Funded by UNICEF.
- **Estimating Child Labour: Some Conceptual and Methodological issues,** Funded by Institute of Research on Working Children, Amsterdam.
- **Tracking Children in Schools of Kolkata (Phase II):** Funded by CINI Asha
- **Estimating Child Labour in India Phase II:** Funded by CRY (Child Rights and You).
- **Estimating Child Labour in India:** Funded by CRY (Child Rights and You)
- **Prevention of Violence Against Children to Ensure Education for All,** funded by International Research for Working Children, Amsterdam, Netherlands.

Planning, Public Administration and Development

- **Rapid Assessment Survey of Homeless Population in Kolkata, Howrah and Asansol,** Funded by KUSP (through Calcutta Samaritans and SEED)
- **Job Creation Potentials among Micro and Small Enterprise Clusters and Public Policy,** Funded by GIDR.
- **Efficiency of the Livelihood generating schemes of the Government Schemes at the GP level: Funded by Development and Planning Department, Government of West Bengal**

Environmental Management

- **Evaluation of Open Spaces in Calcutta:** Funded by University Grants Commission, Government of India.
- **Economic Evaluation of Small and Medium Water Bodies in Calcutta:** Funded by University Grants Commission, Government of India.
- **Environmental Management in Steel Plants in Eastern India:** Funded by University Grants Commission, Government of India.
- **Feasibility of Green Auto for Kolkata Roads:** Funded by University Grants Commission, Government of India.
- **Promoting Environmentally Conscious Business among Women Street Food Vendors of Kolkata:** Funded by the USIEF.

Current projects:

Small Enterprise Management/ Entrepreneurship/ MicroFinance

- Indian Women's Eco-Entrepreneurship Program (IWEP), under the aegis of US-India 21st Century Knowledge Initiative, MHRD_UGC.
- Global links Programme, Sponsored by US Department of State for Global Women's issues, Rollins College, Tupperware Brands Corporation.
- **Micro finance and empowerment of the second generation of MF users,** sponsored by PKSF, Bangladesh

Planning, Public Administration and Development

- **Survey of R&D and Innovation in Large Firms in West Bengal, Orissa and Bihar,** Funded by Aspire of Academic Staff College of India, Hyderabad, Funded by DST, GOI.

Environmental Management

- **Social Responsibility of Indian Leather Industries: Focus on Employees and Neighbouring Community:** Funded by UGC (DSA)
- **Industrial performance and Environmental Degradation of Indian States: An Empirical Analysis:** Funded by UGC (DSA)

11. Select list of publications:

Select list of publications:

a) Journals:

- **Impact of Social Capital on Small Firms in West Bengal (Co-authored),** *The Journal of Entrepreneurship*, Sage, Vol. 24 No. 2, ISSN: 0971-3557 (September 2015)
- **SwasthanitirSanskar O Sishumrityu: GorayGalod?** Arijita Dutta, RatanKhasnabis&Sharmishtha Banerjee, *Arthabisleshon*, Volume 3, Issue 1, pp 35-42, ISSN 2321-1903, (2015)
- **Religious Organisations: Paving the Way for Good Governance in Entrepreneurial Businesses** (Co-authored) in Vol. 2 Nos. 1-2 of *IBSA Journal of Business Studies*, ISSN 2250 – 1924, (2014)
- **Impact of Socialization Measures on Role Orientation** (Co-authored) *Review of HRM*, Vol. 3, ISSN 2249-4650, (April 2014)
- **Training and Development of Employees of SMEs: A Social Capital Perspective** (Co-authored), *Review of HRM*, Vol. 3, ISSN 2249-4650, (April 2014)
- **Diagnosing Definitional Issues of the Small Scale Sector in India,** *Anweshan* Vol. 2., ISSN 2321-0370, (March, 2014)
- **Impact of Emotional Intelligence on Performance of Insurance Marketers: A Study of Personnel in Indian Public Sector** (Coauthored) *Paradigm-IMT Ghaziabad*. ISSN: 0971-8907, (2013)
- **Asymmetric Information and Financial Leverage: A Study of Small Enterprises in West Bengal,** *Indian Accounting Review*, Volume 17, Number 1, ISSN - 0972-1754 (June 2013).

- **Estimation of ‘Child Labour’ And ‘Child Worker’: Result of a Field Survey (Coauthored)** published in Indian Journal of Labour Economics, ISSN. 0971- 7927, (2013).
- **Business Associations as a Form of Social Capital Network: A Case study of Industrial Clusters in India**, (Co-authored) JIS Management Vista, Vol:V, No.:2, July-December 2011, ISSN:0974-0872 Published by: Centre for Management Studies, JIS College of Engineering, Kalyani, West Bengal. (July-December, 2011)
- **Leadership as a driver of sustainability in SMEs**, B.smart, *Journal of International School of Business*, Kolkata, Vol 1 Issue 2, (April-June 2010)
- **Stakeholder Perspective towards Evaluating Ethical Behaviour in Small Firms**, (Co-authored), SURVEY, IISWBM, (July-December 2010).
- **Information Assymetry and Small Firm Finance: Credit Scoring as a Technology** (Co-authored), *Journal of Business and Economic Issues*, BarrackporeRashtraguruSurendranath College, (Vol 1No 2), (2009).
- **Ownership Patterns and Ethical Practices of Small Enterprises in Kolkata**, (Co-authored), *Journal of Entrepreneurship*, Vol. 18 No. 2, Entrepreneurship Development Institute, India, (2009)
- **Benchmarking Environmental Performance: Five Leading Steel Mills in India** (Co-authored), *Benchmarking: an International Journal*, (2009).
- **Ethical Practices in Small Business: A Cross Country Comparison** (Co-authored), *Journal of Commerce*, Volume 12, Published by: Vidyasagar University. (March, 2007)
- **Gender and Business Ethics in Entrepreneurship: Towards a Comparative Perspective** (Co-authored), *Journal of Business and Behavioral Sciences, Special Issue*, (2006).
- **Constraints and Contingencies of the Small Business: A Comparative Perspective** (Co-authored),*International Business & Economics Research Journal*, Published by: Clute Institute For Academic Research, Littleton, Colorado, USA, (2005)

- **Comparative Small Business: Toward a Model** (Co- Authored), *International Business & Economics Research Journal*, Published by: Clute Institute For Academic Research, Littleton, Colorado, USA, (2005).
- **Management in the Knowledge Economy: Balanced Score Card as a Tool**, *Research Bulletin, The Institute of Cost And Accountants of India, Volume – XXIII, July* –The Institute of Cost And Works Accountants of India, (2003)
- **Efficiency of Small Scale Units in West Bengal: An Empirical Analysis**, *Business Studies, Volume XXIV, Number 1 & 2*, Published by Dept. of Commerce, University of Calcutta. (January & July 2001)
- **Entrepreneurship in Small Business: Results of Field Survey in West Bengal**, *Indian Accounting Review, Volume 2, Number 2, (December 1998)*.

b) Books/ book chapters:

- **Biswayan O SaharbashiBharatiyaNarir Karma O Jibika**, in Biswayan O SaharbashiBharatiyaNari (ed) Sudakshina Gupta, Onusthup, Kolkata, ISBN 978-93-82425-50-2 (2016)
- **Social Enterprises: Positive Catalyst in Conflict Management**, in A. Ibemcha Chanu edited Entrepreneurship Development in Conflict Regions – Issues and Challenges published by Global Publishing House, India, ISBN: 978-93-81563-67-0 (2016).
- **Empowerment Enabling Empowerment**, (Co-authored) in The Lightning of Empowerment: Gender Equality Development and Women Empowerment, ed. Dr.DeveshBhowmik, Jaya Kumari Pandey, Abhishek Kumar Chintu and Rahul Ranjan, Globus Press, ISBN 978-93-82484-64-6, (2015)
- **Imperatives of SME Performance: A Social Capital Dimension** (Co-authored), in Pradhan, R. P. edited Frontiers of Infrastructure Finance - Problems and Prospects published by Bloomsbury Publishing India Pvt. Ltd, ISBN: 978-93-84898-88-5 (2015).
- **A Comparative Study on the Performance of Employees in Target and Acquirer Companies in case of India-UK Mergers and Acquisitions**, in Excellence in HRD for Sustainable Growth edited by Prof. S.C. Das, Excel India Publishers, New Delhi, ISBN: 978-93-84689-18-2, (2015)
- **Impact of Social Capital on Innovation Support and Firm Performance** in New Approach to Human Resource and Marketing Management, ed. Dr. Vijay Prakash and Raj Kumar Sah, Bharti Publications, New Delhi, ISBN 978-93-81212-80-6, (2014)

- **Behavioral Science in Management Practice** published by Department of Business Management & Academic Staff College, University of Calcutta, ISBN 978-81-927807-1-9, (2014)
- **Contemporary Issues in Business Studies** published by Department of Business Management & Academic Staff College, University of Calcutta, ISBN 978-81-927807-3-3, (2014)
- **Securing a cleaner environment in Kolkata: Challenges and Beyond** (Co-authored) in *Climate Security: Perceptions, Challenges and Beyond*, Eds. A. Mukhopadhyay and S.N. Ghosh, U.G.C. Academic staff College, University of Calcutta, Kolkata, (2014).
- **Microfinance through SHGs: Its impact on health and education; An Empirical study of West Bengal, India**, (co-authored) ed Amit Bhandari, Springer, (2014)
- **Integrated Environmental Pollution Control Framework and Strategies: A Collection of Essays and Cases** published by University of Calcutta under DSA Phase I (2011-16) Programme on Environmental Management, ISBN 978-81-927807-0-2, (2013)
- **Evaluation of Financial Inclusion Efforts by Cooperative Banks in West Bengal: A District Level Comparative Study**, (Co-authored) in *Microfinance and Financial Inclusion in Developing Economies*, ed Tagar Lal Khan, Abhijit Sinha and Tarak Nath Sahu, SPS Education India Pvt. Limited and Vidyasagar University, (2012).
- **Revisiting Business Ethics and Corporate Social Responsibility** in *Lectures on Contemporary Issues in Accounting and Management*, (ed) Ananda Mohan Pal, UGC-ASC and Department of Business Management, University of Calcutta, (2012)
- **Subordinates' Perception of Managerial Effectiveness: A Study of Sector Wise Managerial Behaviour**, (co-authored), in Ed, R Chopra, J. Ranjan, S Puri, J Mitra, *Facets of Business Excellence, Macmillan Advanced Research Series*, (2011)
- **Impact of Emotional Intelligence on Performance: A study on Insurance Personnel**, (co-authored), in Ed, S Jha and V. Malviya, *Contemporary Issues in Human Resource Management*, Spartacus India, New Delhi, ISBN 978-81-920513-0-7, (2011)
- **Role of Microfinance and Micro insurance Network on Empowerment of Women, in Insurance Reform in India: Introspects and Prospects**, (co-authored) ed. Syed Husain Ashraf, New Century Publications, New Delhi, (2011)

- **Awareness About Available Environmental Quality: A Case Study of Households in the Howrah Municipal Corporation**, (Co-authored) In *Some Contemporary Issues on Development and Growth Economics*, Ed ArpitaDhar, Allied Publishers Pvt Ltd & Jadavpur University, Kolkata, (ISBN 978-81-8424-642-1) (2011)
- **New Thoughts in Entrepreneurship Research and Practice (Compilation)**, in *Business Research and Practice*, (ed) Arabinda Bhattacharya, Nabinanada Sen, Mahua Bhattacharya, UGC_Academic Staff College & Department of Business Management, University of Calcutta, (2010).
- **Moving on...From Dhaka to Daejon**, in *Shaping Minds: Multicultural Literature*, Authors Press, New Delhi, (2010)
- **The Paradox of IPR Systems**, in *Science, Environment and Education: Weaving an Interdisciplinary Understanding*, (ed) Shankarashis Mukherjee, UGC-ASC, University of Calcutta, (2010)
- **The Market as an Arena for Promoting Sustainable Development**, in *Market, Society and Environment*, Ed. R. Khasnabis, UGC DRS Publication, University of Calcutta, (**Listed as suggested reading material in Brown University, USA**) (2009)
- **Ethical Issues and Small Business Development: A Comparative Perspective**, in John Okpara (ed.), Chapter 10, *Globalization of Business*, (pp. 171-186), London, England: Adonis & Abbey Publishers, Ltd, (2007).
- **Valuation of Intellectual Capital: A Case Study** (Co-authored), *International Accounting and Finance*, Special Assistance Programme (UGC), Dept. of Commerce, University of Calcutta, (2006).
- **The Economics of Open Spaces: A Case Study in Kolkata**, *Revisiting Resources An Indian Perspective (Co- Authored)*, Ed: by Gautam Gupta, Published By: Department of Economics, Jadavpur University. (2005)
- **Economic Valuation of Open Spaces: A Case Study in Kolkata**, *Ecology, Economy and Society: A Collection of Essays*, Ed by: RatanKhasnabis, Published By: Departmental Research Support Programme, Dept. of Business Management, University of Calcutta. Funded by University Grants Commission, Government of India, (2004)

- **Primary, Secondary and Tertiary Sector Linkages and Environmental Management**, *Business Studies (Silver Jubilee Volume)*, Published by: Dept. of Commerce, University of Calcutta, (2002-04)
- **Performance Related Incentive Scheme for Hotel Industry Personnel in Kolkata: A Case Study**, *Economic Environment and Human Resource Management*. Special Assistance Programme (UGC), Dept. of Commerce, University of Calcutta, (2002)
- **Reaching out to the Unreached: An Analytical Report on the Activities of CINI Asha (Co- Authored)**. *Centre for Studies in Economic Appraisal, 2002*, Published By: CINI Asha, Funded by UNDP. (2002)

c) **Conference/seminar volumes:**

- **Social Capital and Information Sharing: Impact on Firm Performance** (Co-authored) in Bilgin, M.H., Danis, H., Demir, E., Lau, C.K.M. edited *Innovation, Finance, and the Economy, Proceedings of the 13th Eurasia Business and Economics Society Conference* published by Springer, ISBN 978-3-319-15879-2 (May, 2015)
- **Does Emotional Intelligence Score drive successful Life Insurance Marketing?** *International Research Conference on Business and Economics*, Semarang-Indonesia June- ISBN No. 978-602-097-371-5, (2013)
- **Personality as a Determinant of Performance: A study on life insurance advisors**, (co-authored), Conference publication, National Conference on Emerging Challenges for Sustainable Business, ISBN 978-93-81583-46-3, (2012)
- **Employee Attrition in Engineering Firms: Case Study of DCIPS Pvt. Ltd, India** (Co-authored), Proceedings of the International Conference on Industrial Engineering and Operations Management, Bangladesh, ISBN No. 978-984-33-0989-1, (2010)
- **Analysing Ethical Practices Towards Employees in Small Enterprises**, (Co-authored) in Business, Strategy and Management (International Conference Proceedings (ISBN 81 87912 08 01), (2010)
- **The Canvass of Indian Higher Education: Promoting or Restricting Inclusiveness and Access**, Proceedings of national seminar on Restructuring and Privatisation of Higher Education: Inclusiveness and Access, XXVII AIFUCTO Academic Conference, (November, 2010)

- **ISO 14000 Standards and Environmental Performance Index: A Case Study of Leading Steel Mills in India**, (Co-authored), *Referred Proceedings of the Annual Conference of Academy of Business Disciplines*, USA, (2007).
- **Ethical Issues in Small Business: A Comparative Perspective**, (Co-authored), *Referred Proceedings of the Annual Conference of Academy of Business Disciplines*, USA, (2006)

d) Other publications:

- **The Artist and the Shoe Shiner**, (A travelogue on inequality), The Independent, Rollins College, USA, (2015)
- **Global Links mentoring scheme will help female entrepreneurs in India**. *The Guardian*. Jan. 29, 2015. <http://www.theguardian.com/women-in-leadership/2015/jan/29/us-mentoring-scheme-help-female-entrepreneurs-india>
- **It Touched My Heart**, in Indian Fulbrighter, A News Letter, Vol XIII No 2,(Summer 2006)

12. Membership of Learned Societies:

1. **Indian Accounting Association**
2. **Indian Accounting Association Research Foundation**
3. **Indian Association of Productivity, Quality and Reliability**
4. **Asiatic Society**

13. Invited lectures delivered:

(International only)

- On Motivating the Sales Force Leaders, Tupperware, USA, 2015
- On Market as an Arena for Sustainable Development, SIT Graduate Institute, Vermont, USA, 2012
- Workshop on Field based Survey, Sampling and Data Management, PLAN Kenya, Nairobi, September 2009
- On Ethics in Small Business: a Quantitative study, Woosong University, South Korea, 2008
- On Entrepreneurship Education in India, Entrepreneurship Education Forum, Charleston, USA, 2007
- On Capacity Utilisation of Small Firms, BRAC University, Bangladesh, 2006
- On Globalization and Child Labour, University of Colorado at Boulder, USA, November 2005

14. Awards:*International*

2015 – 2017	Global Links Scholar, USA Department of State for Global Women's Issues, Rollins College & Tupperware Brands Corporation, USA
2012	Fulbright Scholar in Residence, Moreno Valley College, California, USA
2005	Fulbright Scholarship, Visiting Faculty, College of Business, Department of Management, Bloomsburg University, Pennsylvania, USA

Best paper awards:

- **Does Emotional Intelligence Score drive successful Life Insurance Marketing?**, (Co-authored) at the *International Research Conference on Business and Economics*, Semarang-Indonesia June- ISBN No. 978-602-097-371-5, (2013)
- **A Study of Customer Ethics in Small Businesses**, (Co-authored) at the LCBR European Marketing Conference 2010, Munich, Germany, June 3-4, 2010.
- **Financial Constraint of Small Business: Issue of Documentation** (Co-authored) in the International Conference on Indian Financial System and The Global Scenario organized by the Department of Commerce and Farm Management, Vidyasagar University, West Bengal, India, March 2010.
- **Comparative Small Business: Toward a Model** (Co- Authored), *International Business & Economics Research Journal*, Published by: Clute Institute For Academic Research, Littleton, Colorado, USA, (2006).

15. Other notable activities:

Winner of President's award as Girl Guide from President of India, Sri Nilam Sanjeev Reddy (1982)

Academic Referee/Reviewer:

- Sage house
- Journal: Benchmarking.
- Journal: Kindler
- Pearson Publications
- Universities Press (India)
- Journal of Research in International Business and Management (formerly International Research Journal of Management and Business Studies)
- Journal of Business Ethics (Springer)
- African Journal of Banking and Finance
- International Scholars Journal
- International Journal of Learning and Intellectual Capital (IJLIC)