

CURRICULUM VITAE

Dr. Arnab Kumar Samanta

M.Com, PGDMM, Ph.D.

State Aided College Teacher-I (SACT-I)

Head of the Dept., Department of Bachelor of Business Administration (BBA) ,

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Date of Birth: 28-12-1982

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Brief Bio-data:

Dr. Arnab Kumar Samanta is presently serving in the Department of Bachelor of Business Administration Netaji Mahavidyalaya, Arambagh, Hooghly, West Bengal. He is currently assigned as Teacher-in-charge of the said department. He has graduated and Post- graduated from the University of Burdwan, Burdwan, West Bengal. He has also obtained Post- graduate Diploma in Marketing Management from Vinayaka Mission University, Salem. He has been awarded Ph.D. from Seacom Skills University, Bolpur, Birbhum, , West Bengal. He is life members of Indian Business Studies Academia (IBSA) and India Accounting Association (IAA). He is also a Fellow member of Indian Academic Researchers' Association (IARA). Dr. Samanta has authored more than 20 research articles and management case studies indexed in Scopus, Web of Science & UGC Care Listed journals of national and international repute published from the Inderscience etc. His interest in research is in the field of General Management, Entrepreneurship, Human Resource Management, Organizational Behavior etc.

Experience Records/Positions held:

Serving as Faculty from August, 2012 to December,2019 and as **State Aided College Teacher** from January, 2020 and continuing at **Netaji Mahavidyalaya, Arambagh**. Previously served as Faculty member at **AMEX College**, Burdwan from 2011 to 2013 and worked as **Finance Analyst** at **CMC Ltd**, Kolkata from 2006 to 2011.

Areas of Research Interest: Organizational Culture and Climate, Employee engagement, Employee satisfaction, Retention and attrition, Training & Development, Human Resource Development, Work-Life Balance etc.

Areas of Teaching: Management Theory, Organizational Behaviour, Business Environment, Production and Material Management, Financial Management, Strategic Management Cost and Management Accounting Etc.

Personal Details

Gender: Male

Marital Status: Married

Address: Uttar Phatak, B.C. Road, P.O-Rajbati, Burdwan- 713104, Purba Bardhaman, W.B

Nationality: Indian

Languages Known: English, Bengali, Hindi

Educational Qualifications:

SL. No.	Degree	Board/University	Year	Division	Percentage	Specialization
1	Madhyamik	W.B.B.S.E	1999	I	64.62	General
2	H.S	W.B.C.H.S.E	2001	II	59.1	Commerce
3	B.com(H)	B.U	2004	I	62.25	Accounting
4	M.com	B.U	2006	I	61.67	Commerce & Management
5	PGDMM	V.M.U	2013	I	72.16	Marketing
6	Ph.D (Awarded)	S.S.U	2022	-	-	Management (HR)

PhD Research Topic: “Employee preferences of Work Culture in West Bengal: A Study of Selected I.T Companies” under the supervision of Prof.(Dr.) Raghunath Dutta (Seacom Skills University) and Co-Supervision of Prof.(Dr.) Pranam Dhar (West Bengal State University).

Life Member and Fellow member of Professional Bodies

- i) Indian Accounting Association (South Bengal Branch).
- ii) International Business Studies Academia.

iii) Indian Academic Researchers' Association

Publication Details:

1. Samanta, A.K, and Dhar, P (2021) **'IMPACT OF ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE AND BEHAVIOUR: AN ASSESSMENT'**, RESEARCH EXPLORER- A Blind Review & Refereed Quarterly International Journal, April – June 2021, Vol.9(31), pp. 52-58, ISSN: 2250-1940 (P) 2349-1647 (O).
2. Samanta, A.K (2020) **'Organizational Culture and Employee Engagement: A review of Selected Studies'**, Shodh Sarita- An International Refereed Quarterly Research Journal(UGC- Care Listed),, Oct-Dec, 2020, Vol. 7(28), pp. 134-138, ISSN: 2348-2397.
3. Samanta, A.K, and Dhar, P (2020) **Organizational Culture and Climate: A Conceptual study from Different perspectives**, *International Journal of Public Sector Performance Management*, (Scopus Indexed), *Inderscience journal*, ISSN: 1741-1041(p), 1741-105X(o)
4. Samanta, A.K (2020) **Impact of Organizational culture on employee motivation and Engagement: A study with special reference to IT industry**", *International Journal of Multidisciplinary Research and Development*, Vol. 7(10), pp. 71-74, ISSN:2349-4182.
5. Samanta, A.K (2020) **"A study on the influencing factors of employee satisfaction with reference to the selected IT companies in Kolkata"**, West Bengal, *Vidyasagar University Journal of Commerce*, Vol. 25, pp- 98-109, ISSN: 0973-5917.
6. Samanta, A.K (2018) **'ART OF RETAINING EMPLOYEES IN THE IT SECTOR: A STUDY WITH REFERENCE TO WEST BENGAL'**, *International Journal of Research in Management & Social Science*, Volume 6, Issue 1 (X): January - March, 2018, pp. 239-244, ISSN: 2322-0899.
7. Samanta, A.K (2017), **'Impact of the Quality of Working Environment on the employees' Intention, Motivation and Attitude with special Emphasize to IT Sector, Kolkata'**, *International Journal of Innovative research in Technology*, Vol.4(7), December, 2017, pp. 271-275, ISSN: 2349-6002.
8. Samanta, A.K (2017) **'Employee Satisfaction and Quality of Work Life: A Review of Literature'**, *International Journal of Trend in Scientific Research and Development*, Vol2(1), Nov-Dec 2017, pp. 356-360, ISSN: 2456-6470.
9. Samanta, A.K (2017), **'Different Expectations and the Motivation factors among the employees working in IT sector and its impact: A study based on Kolkata'**, *Panchakot Essays*, Vol.6 (2), November, 2017, ISSN: 0976-4958.
10. Samanta, A.K (2017), **'Employee motivation, retention and reasons of attrition in IT sector: A review'**, *Research Review*, Vol.2(11), November, 2017, pp. 64-66, ISSN: 2455-3085.
11. Samanta, A.K (2016) **Socio- Economic Status of women entrepreneurs with special reference to Katwa Sub-division, Burdwan, West Bengal- A Study**, *Singaporean Journal of Business Economics and Management Studies*, Vol. 5(5), pp. 20-28, ISSN: 2301-3621.

Papers presented in various national/ international seminars/conferences:

1. **'Organizational Culture, Employee Engagement and its Role In Building of Job Satisfaction Among Employees of Information Technology Industries in West Bengal'**, 3rd International Conference on Recent Trends in Business and Entrepreneurial Ventures, organized by Lincoln University College, Malaysia on 4th July, 2020.
2. **Impact of Organizational Culture on Employee Motivation- A study of with special reference to IT Industry**, National Webinar on Emerging Trends, issues, challenges and opportunities post corona

crises organized by School of Commerce and Management Science, Mahatma Gandhi Central University, Bihar on 30th-31st May, 2020.

3. **Quality of Work Life and the Influencing Factors: A study of IT employees**, ICSSR sponsored Two-day national seminar on Contemporary Issues in Accounting and Finance, organized by Dept. of Commerce, Calcutta Girl's College and Vidyasagar Evening College on 29th-30th January, 2019

4. **Factors affecting employee satisfaction: A study of selected IT companies in Kolkata, West Bengal**, 4th Management Doctoral Colloquium and VGSOM Research Scholars' day organized by

Vinod Gupta School of Management, Indian Institute of Technology Kharagpur on 14-15th March, 2018

5. **Art of Retaining Employees: A study of IT Companies in West Bengal**, UGC sponsored International Conference on Research and Innovation in Finance organized by Department of Commerce with Farm Management, Vidyasagar University, W.B on 15th-16th February, 2018.

Articles Published in Edited Books

1. Samanta, A.K , and Adhikari, I (2016) Training and Development: Its impact and Effectiveness on Organizational Development, Human Resource Management and Sustainable Growth, Madhav Books (P) Ltd., New Delhi, 2016, ISBN: 978-93-80615-22-6.
2. Samanta, A.K (2019) **Quality of Work life and its influencing factors: A study of IT employees**, *Contemporary Issues in Accounting and Finance*, Rohini Nandan publications, Kolkata, August 2019, ISBN: 978-93-88866-15-6.
3. Samanta, A.K, and Dhar, P (2022) **Exploring the factors affecting Employee satisfaction of Information Technology Sector: Empirical Evidence from Kolkata, West Bengal**, *Contemporary Issues in Research: Evidences & Explorations*, Rohini Nandan publications, Kolkata, May 2022, ISBN: 978-93-91572-67-9.

Professional Development Programmes

1. **FDP (2-week) on Entrepreneurship** under DST-NIMAT project of Govt. of India from 10th Feb. to 21st Feb, 2014 Conducted by Enterprise Development Institute, Saltlake, Kolkata in association with EDII, Ahmedabad.
2. **STC on 'Analysing Public Policy Issues in India'** By National Institute of Technology, Durgapur, Ministry of HRD, Govt. of India from 19-5-19 to 25-5-19 .
3. **STC on Sustainable Development Goals** By UGC-HRDC, Osmania University from 4-6-20 to 6-6-20
4. **STC on Research Methodology** By UGC-HRDC, Osmania University from 15-6-20 to 17-6-20
5. **FDP on Gender Concerns in Education** By Centre for Women Studies, Dibrugarh University from 26-5-20 to 1-6-20
6. **STC on Writing Case studies, Project preparation and Funding of Research Projects**, Dept. of Commerce, University of Madras from 21-5-20 to 23-5-20
7. **FDP on Effective & Quality research writing**, Dept. of commerce, University of Madras from 7-6-20 to 13-6-20
8. **FDP on Engendering Research with Feminist Research Methods**, Dept. of Women Studies, Bharathidasan University from 16-6-20 to 29-6-20.
9. **Faculty Development Programme on Advanced Research Methodology** by GAD-TLC, A centre of Ministry of Education from 15-9-21 to 28-9-21 .

10. **Faculty Development Programme on Research Methodology- Contemporary issues** by GAD-TLC, MHRD, Govt.of India, from 8-12-21 to 22-8-21 .

Academic Award received: Awarded as **Best Researcher** from Indian Academic Researchers' Association in 2022.

Non Academic Awards received: Awarded as **Outstanding Club President** in the Dist. 322-c3 by Lions Club International (LCI) in the year 2022.

Awarded as Best **Zone Chairperson** in The Region-5 of Dist. 322-c3 by Lions Club International (LCI) in the year 2023.

Awarded as **Hero of the Dist. 322-c3** by Lions Club International (LCI) in the year 2024.

Others: Regular Examiner and Reviewer of the papers of Under graduate program of Business Administration and Commerce under The University of Burdwan.