



**Dr. NITESH BHATIA**

**Assistant Professor**

**Ph.D. in Management**

**MBA (Dual Specialization – HR & Marketing)**

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### **Area of Specialization & Research Interest:**

Human Resource Management, Organizational Behavior, Human Resource Audit, Family Business, and Entrepreneurship

### **Work Experience:**

- 17<sup>th</sup> August 2012 till date: Central university of Jharkhand, Brambe, Ranchi as an Assistant Professor-Centre for Business Administration.
- 8<sup>th</sup> July 2010 till 16 August 2012: Birla Institute of Technology, Mesra as an Associate lecturer -Department of Management and September 20<sup>th</sup> 2009 till July 7<sup>th</sup> 2010: Birla Institute of Technology, Mesra, International centre- Mauritius.
- May 30<sup>th</sup> 2009 till 16<sup>th</sup> September 2009: Axis Bank Ltd. Ranchi main Branch as Deputy Manager.
- June 1<sup>st</sup> 2007 till 29<sup>th</sup> May 2009 at Axis Bank Ltd. Previously known as UTI bank, Ranchi main branch as an Business banking management executive ( Selected through campus recruitment from BIT Mesra)

### **Courses Taught:**

HRM, Organizational Behavior, Organizational Change & Development, Principles of Management, Research Methodology, Human Resource Audit and Business Ethics

### **Short Term Training Programs & Projects:**

- Presently working on a Collaborative research project with Washington University in St. Louis, Olin Business School, investigating the role of individual differences in negotiation
- Took sessions at MDP on Research Methodology from 18-20<sup>th</sup> August, 2014 , at Indian Institute of Coal Management, Coal India Ltd. , Ranchi
- Took sessions at Research Methodology and Data Analysis course from 16<sup>th</sup> July, 2014 at Indian School of Mines, Dhanbad
- Took sessions at MDP on “Team Building” from 27-28<sup>th</sup> Feb 2014, at Research & Development Centre for Iron and Steel, Steel Authority of India Ltd., Ranchi
- Organized and took sessions at 7 day MDP on “ Research Methodology” from 11-17<sup>th</sup> Feb, 2013, at Central University of Jharkhand, City Centre , Ranchi

### **Publications (International/National):**

- Kaur, P., Mahuya, D., & **Bhatia, N.** (2014). An Intuitionistic Approach to EOQ Problem with Price Breaks. In *The Next Leap: Exploring New Paradigms in Business* (pp. 513-520). New Delhi: Excel India Publishers. ISBN: 978-93-83842-10-0.
- Dutta, T., **Bhatia, N.**, Shrivastava, U. & Kumar, S. (2013). Spiritual Intelligence at Workplace. In D. Chatterjee, *High-Tech People high - Touch HR: Are We Missing the Humane Touch* (pp. 181-189). New Delhi: Bloomsbury Publishing India (P) Ltd. ISBN: 978-93-82951-20-9
- **Bhatia, N.**, Haran, H., & Kumar, P. (2012). Human Resource Audit of Change Management: New Imperative for Organizational Effectiveness. *Growth*, 39 (4), 1-6. ISSN: 2249-6394
- **Bhatia, N.**, & Kumar, P. (2011) Rudiments of an HR Auditor for a thriving human resource audit, *Review of Business and Technology Research*, 4(1), 1076-1086. ISSN: 1941-9406
- Shukla, A., **Bhatia, N.**, & Kumar (2011) Quality of work life satisfaction of working female professionals in private banking sector- A case study of Ranchi City (Jharkhand), *Review of Business and Technology Research*, 4(1), 944-948. ISSN: 1941-9406
- **Bhatia, N.**, & Kumar, P. (2011) Human Resource Audit – A Contrivance for competent Personnel’s and Organization In *Human Resource Audit – A Contrivance for competent Personnel’s and Organization* (pp.135-137). New Delhi: Excel India Publishers. ISBN: 978-93-81361-60-3.
- **Bhatia, N.**, & Kumar, P. (2012). Human Resource Audit – A Concrete Scaffold. *Growth*, 37 (4), 33-37. ISSN: 2249-6394

## Conferences (International/National):

- Attended and presented a case study titled “Entrepreneurship at Crossroads” at Fifth Asian International Conference on Family Business, held at Indian School of business, Hyderabad during 6- 8<sup>th</sup> Feb 2015
- Attended and presented a case study titled “Nitty-Gritty of Industrial Relations Getting Feeble: A Case of Nokia, Sriperumbudur Plant” at 56<sup>th</sup> Annual Conference of the Indian Society of Labour Economics (ISLE) at BIT Mesra, Ranchi during 18-20<sup>th</sup> Dec 2014
- Research paper selected and presented by co-author titled “ Acoustics to Decode Customers Black Box: Neuroscience as an Embryonic tool” at 2014 Annual Conference of the Emerging Markets Conference Board, organized by Centre for Marketing in Emerging Economies, from 9<sup>th</sup> -11<sup>th</sup> Jan 2014 at IIM-Lucknow (Noida Campus)
- Attended and presented a research paper titled "Scent-Sational: Olfactory Driven Purchase Decision" Under the theme: Sensory & Experiential Marketing” at International Conference of Research in Marketing, 2013, organized by IIT-D, XLRI & Curtin University, from 21<sup>st</sup> -22<sup>nd</sup> Sept 2013, at Indian Institute of Technology, Delhi.
- Attended and presented a case study titled “ Beyond the Dark clouds: Saga of a Courageous Entrepreneur” at the fourth Asian Invitational conference on Family Business, organized by ISB from 1<sup>st</sup> - 3<sup>rd</sup> Feb 2013 at Indian School of Business, Hyderabad.
- Research paper titled “Spiritual Intelligence at Workplace” selected for presentation at the HR Summit 2013, organized by IIM-K from 8<sup>th</sup> -10<sup>th</sup> Feb 2013 at Indian Institute of Management, Kozhikode.
- Attended and Presented Paper titled “ Human Resource Audit- A contrivance for competent personnel’s and organization” at National Seminar on Innovation and Creativity for Business Excellence at ISM, from 17<sup>th</sup> Feb 2011 till 18<sup>th</sup> Feb 2011, Dhanbad in Feb 2011.
- Attended International conference-3<sup>rd</sup> Research Week 2010 organized by University of Mauritius in Mauritius. Presented Paper titled “HR Audit: A prominent tool for an admirable corporate culture “at University of Mauritius Research week in Feb. 2010.
- Attended and the paper titled “ Cloud Computing: A 'Greener' corridor to Sustainable Business Excellence" presented by the co-author at the National Conference on Sustainable Development and Global Competitiveness" from 4<sup>th</sup> -5<sup>th</sup> Dec 2012 at Birla Institute of Technology, Mesra, Ranchi.

## Seminars & workshop:

- Attended the Training Course for young scholars on Project Proposal Writing, Drafting of Research Reports/Papers and Presentation Skills held at Ranchi during 21-23 December 2014 organized by Institute for Human Development, Eastern Regional Centre, Ranchi, held at Ranchi.
- Attended UGC sponsored Orientation Program (21st May 2012 till 17th June 2012), at UGC Academic Staff College, Ranchi University, Ranchi.
- Attended a Training program from 23<sup>rd</sup> -27<sup>th</sup> Aug 2011, on “Social Audit & Food Security” sponsored by Department of Personnel & Training, Govt. of India at SKIPA Ranchi.
- Attended UGC sponsored refresher course in “Financial Management” from 10th June 2011 till 30th June 2011 with Grade ‘A’, at UGC Academic Staff College, Ranchi University, Ranchi.
- Attended an FDP titled “Workshop on Data Analysis for Management Research” from 4<sup>th</sup> - 8<sup>th</sup> April 2011, organized by IIM-K, at Indian Institute of Management, Kozhikode.
- Attended and participated in a workshop titled “Mission\_KYaaT (Know yourself as a Teacher) held during 18<sup>th</sup> - 20<sup>th</sup> May 2011, organized by Internal Quality Assurance Cell, BIT Mesra, at BIT Mesra, Ranchi.
- Attended and presented paper titled “HR Audit – A tool for Organizational effectiveness” at Research scholar day on 26<sup>th</sup> -27<sup>th</sup> March 2011, organized by BIT Mesra, at Birla Institute of Technology, Mesra, Ranchi.

## Awards & Recognition

- Invited for Panel Discussion & talks delivered at 5<sup>th</sup> National HR Summit on HR Innovation: Transitions for adaptability, 5-6<sup>th</sup> Oct 2013 at IITM, Gwalior
- Invited as an expert for taking interview for recruiting project fellow, for major UGC research project, in the Department of Mathematics, on 27.05.2013.
- Reviewer for Journal of Business Economics and Management, Taylor & Francis, U.K.
- Reviewer for Journal for Human Resource Management, Taylor & Francis, U.K.
- Reviewer for British Educational Research Journal, Wiley Blackwell, U.K.
- Awarded the top 50 BBRM for financial year 08-09 at Axis Bank Ltd.
- Awarded as pan India No-1 Business Banking Relationship Manager employee for the month of Feb 2009.
- Chartered Member of Lions Youth Club, Ranchi.