

**Dr. Pragyan Pushpanjali - Faculty Profile**  
**DEPARTMENT OF BUSINESS ADMINISTRATION**

<p><b>Personal Information</b></p>	<p><b>Name: Dr. Pragyan Pushpanjali</b>  <b>Designation :</b> Assistant Professor  <b>Courses taught :</b> MBA, PhD  <b>Specialization :</b> Human Resource Management  <b>Qualifications:</b> PGDPM, UGC – NET (Human Resource Management), Ph. D (Management)  <b>Number of Papers in Journals : 10</b>  <b>ORCID : 0000-0002-8268-9969</b>  <b>IRINS : 49182</b>  <b>Google Scholar profile:</b>  <a href="https://scholar.google.com/citations?view_op=new_profile&amp;hl=en">https://scholar.google.com/citations?view_op=new_profile&amp;hl=en</a></p>	
<p><b>Educational Qualification:</b></p>	<ul style="list-style-type: none"> <li>• BSc. (Chemistry Honours), University Topper, Ranchi University</li> <li>• MBA (PGDPM) from Xavier Institute of Social Service with specialization in Human Resource Management</li> <li>• UGC-NET qualified -Subject: Labour Welfare/Personnel Management/Industrial Relations/Labour and Social Welfare/Human Resource Management - Paper Code No.: 55</li> <li>• PhD in Human Resource Management, Title: A Study of Human Resource Accounting and Its Socio-Economic Impact on Selected Health Organizations Working in Jharkhand.</li> </ul>	
<p><b>Courses Taught:</b></p>	<ul style="list-style-type: none"> <li>• Human Resource Management</li> <li>• Organizational Behavior</li> <li>• International Human Resource Management and Cross Cultural Management</li> <li>• Principles, Practices and Application of Management</li> <li>• Statistics for Managers</li> <li>• Legal Aspects of Business</li> <li>• Management by Human Values</li> <li>• Industrial and Labour Laws</li> <li>• Employee Relations and Grievance Management</li> <li>• Business Communication</li> <li>• Quantitative Techniques for Research</li> </ul>	
<p><b>Professional /Administrative Experience:</b></p>	<ul style="list-style-type: none"> <li>• St. Xavier’s College Ranchi (Founder Head of the Dept. of BBA, 2007 to 2011)</li> <li>• Symbiosis (SCMS-UG) Pune (2005)</li> <li>• Assam Institute of Management, Guwahati (1998-2005)</li> </ul>	

<b>Achievements &amp; Honours</b>	<ul style="list-style-type: none"> <li>• Was the founding Co-ordinator of BBA of St. Xavier’s College, Ranchi and was instrumental in designing the syllabus and setting up the entire Department</li> <li>• Designed many training programmes for Indian Institute of Coal Management for all grades of Managers</li> <li>• Designed many training programmes for Shri Krishna Institute of Public Administration for Bureaucrats</li> <li>• Was felicitated by The Honourable Vice Chancellor, CUJ on Foundation Day for significant contribution to the University.</li> </ul>
<b>Research Area:</b>	<ul style="list-style-type: none"> <li>• Human Resource Management</li> <li>• Organizational Behavior</li> <li>• Human Resource Accounting</li> <li>• Labour laws</li> <li>• Employee Happiness</li> </ul>
<b>Research Guidance:</b>	<p><b>Ph. D.:</b></p> <ol style="list-style-type: none"> <li>1. Currently Guiding 3 Ph.D scholars (2 Full time and one Part-time scholar)</li> </ol>
<b>Brief introduction:</b>	<p>With more than 15 years of experience, Dr. Pragyan Pushpanjali has been associated with premier institutions across the country like – Symbiosis (SCMS-UG) Pune, Assam Institute of Management, Guwahati, St. Xavier’s College, Ranchi, besides her current employer – Central University of Jharkhand.</p> <p>She was the founder Co-Ordinator of the Department of BBA, St. Xavier’s College , Ranchi, where she not only designed the syllabus and curriculum but also set up and managed the Department single-handedly (From 2007-2011).</p> <p>She is a renowned trainer for institutions like:</p> <ol style="list-style-type: none"> <li>1) ATI- Shri Krishna Institute of Public Administration, Ranchi, Jharkhand (conducted training programmes for Senior Bureaucrats and also for the Probationers of JPSC and officials of the Jharkhand Government)</li> <li>2) Jharkhand Judicial Academy (Conducting training for Judges (various levels), Public Prosecutors, Court Managers etc.)</li> <li>3) UGC- Academic Staff Training College (for Lecturers’ and Professors’ Orientation and refresher courses)</li> <li>4) R&amp;D and MTI (SAIL) Management Development Programmes for GMs and DGMs</li> <li>5) Indian Institute of Coal Management (IICM) (for designing and conducting training programmes for management trainees, middle and senior executives and managers of Coal India limited)</li> </ol>

	<p>She has been invited for lectures/sessions and as expert at institutions and organizations like IIIT, ICAR-IIAB, Amity University, Institute of Forest Productivity, Ranchi, XISS, Nirmala College etc.</p> <p>She is actively involved in the Summer internship placement of Students of the Department, a member of DRC of the Department, member of the University Court and was also the member of Academic Council of Central University of Jharkhand. She has also served as member of Board of Studies and Member of School Board for Department of Business Administration, School of Management Sciences and School of Humanities and Social Sciences, Central University of Jharkhand. She has been a consultant for IPRD, Government of Jharkhand for various assignments.</p> <p>She has been a Reviewer of many peer reviewed journals and an ardent researcher herself.</p>
<p><b>Articles Published/ Accepted:</b></p>	<p><b>Total Publications (9)</b></p> <ol style="list-style-type: none"> <li>1. A single author paper titled “Human Resource Accounting” published in “Gondwana” A Journal of Indian Institute of Coal Management, July Issue, <b>2019</b>, Page 05</li> <li>2. A paper titled “The Human Resource Management Practices in India and South Korea- A Comparative Study of Chaebols of South Korea and the Private Indian Family Business Organizations” was published in the UGC Care listed journal “Third Concept” ISSN 0970 7247 , February 2022 Issue, Volume 35, No.420, age 97-100.</li> <li>3. A paper titled “An Empirical Study On Customer Satisfaction Towards The Online And Offline Shopping” co authored by Sidhant Kumar<sup>1</sup> <b>Dr. Pragyan Pushpanjali</b><sup>2</sup> Dr. Ashoke Kumar Sarkar<sup>3</sup>, published in Naagfani a Peer Reviewed Refereed Journal RNI No UTTHIN/2010/34408, ISSN- 2321-1504, Issue-12 Volume 43, Page – 117-118, October-Dec 2022.</li> <li>4. A paper titled “ India Water Resource Information Systems(India-WRIS) Managing Water Resource Information for better Strategies and Policies, Co-authored by – Mahendra Singh, <b>Pragyan Pushpanjali</b>, Nagapavan Chintalapati, Nitesh Bhatia and Rajkiran Prabhakar, Published in The Indian Economic Journal, (UGC Care –I, ABDC – B Category) - Volume 4 Special Issue, Dec 2022, Page – 218-227. (<a href="https://indianeconomicassociation1917.com/images/journal/Theme-4-Volume-1Book_2022.pdf">https://indianeconomicassociation1917.com/images/journal/Theme-4-Volume-1Book_2022.pdf</a>)</li> <li>5. A paper titled “ The Role and Benefits of Natural Resources of Kaziranga National Park in Supporting the Economic Well-Being, Physical and Mental Health and Positive Perception Towards Protected Area</li> </ol>

	<p>Conservation and Local Communities ,Co-authored by – Shashank Shekhar, Ruchi Badola, <b>Pragyan Pushpanjali</b>, Anand Mihra, Published in The Indian Economic Journal, (UGC Care –I, ABDC – B Category) - Volume 4 Special Issue, Dec 2022, Page – 228 (<a href="https://indianeconomicassociation1917.com/images/journal/Theme-4-Volume-1Book_2022.pdf">https://indianeconomicassociation1917.com/images/journal/Theme-4-Volume-1Book_2022.pdf</a>)</p> <p>6. A paper titled “The Valuation of Human Resources and Human Resource Accounting - Tracing the Global Perspective and Development” ,Co-authored by –<b>Pragyan Pushpanjali</b> and Anand Mishra, Published in The Indian Economic Journal, (UGC Care –I, ABDC – B Category) - Volume 2 Special Issue, Dec 2022, Page – 59 (<a href="https://indianeconomicassociation1917.com/images/journal/Theme-2-Volume-1_plate.pdf">https://indianeconomicassociation1917.com/images/journal/Theme-2-Volume-1_plate.pdf</a>)</p> <p>7. A single author paper titled “ The Economic Destiny and the Contemporaneous Journey of India and South Korea” was published in the UGC Care listed journal “Third Concept- An International Journal of Ideas” ISSN 0970 7247 , March 2023, Issue, Volume 37, No.433, age 26-34.</p> <p>8. A paper Titled “Technology as the Panacea for Monitoring of Protected Areas” co-authored by Shashank Shekhar 1*, Ruchi Badola 1, <b>Pragyan Pushpanjali</b> 2 was published in the UGC Care listed journal “The Indian Forester” DOI: 10.36808/if/2023/v149i8/169635, Volume 149, Issue 8, August 2023, Page 811-818, (<a href="https://indianforester.co.in/index.php/indianforester/issue/view/9690/showToc">https://indianforester.co.in/index.php/indianforester/issue/view/9690/showToc</a>)</p> <p>9. A paper titled “Analysis of Retail- Investor’s Behavioural Intention to Use Mobile Trading Apps: Using UTAUT 2, co-authored by Saurabh Sonkar, Sidhant Kumar, Atul Anand Jha, <b>Pragyan Pushpanjali</b> &amp; Ashoke Kumar Sarkar was published in the UGC Care listed journal “Parikalpana” [Vol. 19.2,December-2023] DoI:10.23862/kiitparikalpana/2023/v19/i2/223473</p>
<p><b>Books and Book Chapters:</b></p>	<p><b>Total Book (01)</b></p> <p>1. The Next Leap – Exploring New Paradigms in Business, Edited by Taposh Ghoshal , Ashoke Kumar Sarkar, Nagapavan Chintalapati, <b>Pragyan Pushpanjali</b>, Mahendra Singh, Nitesh Bhatia, P.K.Banerjee, Neha Kaur, Prashant Jha, J.P.Verma, V. K.Sharma, Publisher: Excel India Publishers, New Delhi, 2014, ISBN: 978-93-83842-10-0</p> <p><b>Total Book Chapter (05)</b></p> <p>1. 1) A single author paper titled “Valuation, accounting and reporting of Human Resources for enhancing the performance of individuals, Groups and the Organisations – the next paradigm for Accounting and Human Resource Management” was published in an Edited book – “The New Leap”,2014, Page 52-75</p>

	<ol style="list-style-type: none"> <li>2. Co-authored a paper titled "Human Resource Accounting Concepts and their Applicability and Implications for Employees, Organizations, Donors and Society: A Critical Analysis", Ashoke Kumar Sarkar and <b>Pragyan Pushpanjali</b> was published in an Edited book "Sustainable Development South Asian Conundrum" Edited by Mazharul M. Islam and Moazzem Hossain, IIDS Australia-IIMS India- BEN Germany., 2015.</li> <li>3. Single author Paper titled "Intellectual Property Rights – a Brief Overview in The Indian Context" in the "Technical Handbook on Intellectual Property Rights in Agricultural Biotechnology", Editors- Bilab Sarkar, Soumen Nasker, Rishikesh Kumar, S.K Lal, V. P. Bhadana, published by ICAR- Indian Institute of Agricultural Biotechnology, 2016, Pages:1-8</li> <li>4. A Single author paper titled "India – South Korea, Management Lessons for the Next Millenium" Author: Ms. Pragyan Pushpanjali , was published in their edited book Evolving Indo Korea Relations, Manak publications pvt. Ltd. ISBN:978-93-7831-419-3Peer Reviewed (editor: Sushila Narsimhan, Kim do- Young) in 2016. Pages: 66-86</li> <li>5. A Single author chapter Titled " Human Resource accounting - A Comparative Analysis of its Application in India and South Korea- with Special Reference to its Applicability in valuation of the loss of Human Lives in Natural Disasters."was published in an International Edited Book - Strengthening Special Strategic Partnership Between India and South Korea- Prospects and Challenges, Editors - Sushila Narsimhan and Kim do-Young, Manak Publication Private Limited, New Delhi, <b>2019</b>, ISBN Number- 978-81-9430-350-3, pg-147-151</li> </ol>
<b>Consultancy Undertaken</b>	<ol style="list-style-type: none"> <li>1. Enhancing Customer Service and Employee Motivation (Principal Investigator / Consultant). Duration 03 months (01 January 2022 – 29 March 2022) for M/S- Wool House)</li> </ol>
<b>Paper presentation/ participation in Seminar/ Conference Participation</b>	<ol style="list-style-type: none"> <li>1) Presented a paper titled "Strategic Options for India in its Trade Relations vis-a-vis the Recent US financial Sanctions on Iran" at UGC sponsored International Seminar "Indian Foreign Policy in the changing world- Concept &amp; Context" organized by PG Dept. of Political Science, Ranchi University , Ranchi(29 Sept-1 Oct, 2012).</li> <li>2) A paper "Employer Branding- Issues and Dimensions" was accepted and presented in the 65<sup>th</sup> All India Commerce Conference of The Indian Commerce Association at Smt. P. D Hinduja Trust, KPB Hinduja College of Commerce, Nov. 9-11,2012.</li> <li>3) Sarkar, A and Pushpanjali, Pragyan, "Human Resources Accounting concepts and their applicability and implications for employees, organizations, donors and</li> </ol>

society- A Critical Analysis which was presented in the International Conference on Sustainable Development (ICSD), South Asian Conundrum, Organized by The University of Bonn, Germany, 9 to 12 July, 2014

4) Pushpanjali, Pragyan, "India -South Korea- Management Lessons for the Next Millennium" Presented in the international seminar on "Evolving Indo-Korea Relations: Perspectives on South Asia" organized by Researchers' Association for the study of South Korea (RASK) in collaboration with Department of East Korean Studies, University of Delhi at DU, 27-28 March, 2015. Paper published in Conference Proceedings page 106-124

5) Pushpanjali, Pragyan, presented a paper titled "India-South Korea- Perspectives on Values and Sustainable Development", in All India Rask International seminar- India Korea Relations: Forging a multidimensional Partnership in 21st Century Organized by: Researchers' association for the study of Korea (RASK) in collaboration with Centre for East Asian studies. JNU, New Delhi, April 18-19, 2016. Paper published in Conference Proceedings 10th anniversary of RASK Pages: 538-552

6) Pushpanjali, Pragyan, and Bhatia, Nitesh, Presented a paper titled "India-Assorted Facets of Glocalization" in an International Conference on India's Soft Power and Cultural Diplomacy. (April 11-12, 2016), Organized by Centre for International Relations, CUJ, Co-sponsored by Maulana Abul Kalam Azad Institute of Asian studies, Kolkata.

7) Pushpanjali, Pragyan, A single author paper titled "Valuation of the Loss of Human Lives in a Natural Calamity Using the Concept of Human Resource Accounting" was personally presented in 12<sup>th</sup> RASK (Researchers' Association of South Korea) 2 Days International Seminar on Strengthening Special Strategic Partnership Between India and South Korea" organized by RASK in collaboration with Department of East Asian studies, University of Delhi, at Conference Centre University of Delhi on 26<sup>th</sup>-27<sup>th</sup> October, 2018, Paper published in proceedings page 100-107.

8) Pushpanjali, Pragyan, paper titled "The Human Resource Management Practices in India and south Korea - A comparative Study of Chaebols of South Korea and the Private Indian Business Organizations" was personally presented in 5<sup>th</sup> AKS International Interdisciplinary Conference on "Emerging Trends in Korean studies in India: An Interdisciplinary Perspective on 5<sup>th</sup> and 6<sup>th</sup> July, 2019 at Central University of Jharkhand

9) Pushpanjali, Pragyan, Presented a paper titled: "The Phased Economic development of India and South Korea -- A Comparative Analysis" in the 15th

RASK Two Day International Webinar on “Multifaceted India-South Korea Relations: Exploring New Vistas for Deeper Collaboration”(12th & 13th Nov. 2021 ), Organized by : Researchers’ Association for the Study of Korea(RASK) In Collaboration with Jamia Millia Islamia University & DFEL, Central University of Jharkhand.

10) Pushpanjali, Pragyan, Presented a paper titled: “An Entropic Definition of Happiness-The Upanishad Way” in the Happiness Meet -2022- Happy Workplace – Industry Academia Interface (6-8 June. 2022 ), Organized by : Rekhi Centre of Excellence for The Science of Happiness, IIT Kharagpur, Partha Ghosh Academy of Leadership, IIT Kharagpur and Rekhi Centre for Excellence for the Science of Happiness, IIM Ranchi.

11) Pushpanjali, Pragyan, Presented a paper titled: “The Economic Destiny and the Contemporaneous Journey of India and South Korea” in the 16th RASK Two Day International Webinar on “Multifaceted India-South Korea Relations: Exploring New Vistas for Deeper Collaboration”(11th & 12th Nov. 2022 ), Organized by : Researchers’ Association for the Study of Korea(RASK) In Collaboration with Jamia Millia Islamia University & DFEL, Central University of Jharkhand in JMU, New Delhi), Paper published in proceedings page 95-103.

12) Co-authored a paper Titled – “Analysis of Retail-Investor’s Behavioural Intention to Use Mobile Trading Apps: Using UTAT 2” on 23<sup>rd</sup> Feb., 2023, in the International Conference on Management Research (ICMR 2023) Held at KIIT, School of Management, Bhubaneswar from 23-24 February, 2023. Paper published in Conference Proceedings

13) Co-authored a paper titled “Unsupported Familialism and the Status of Informal Caregivers - A study of the European Union.” - Author - 1 - Nirbhay Kumar, Research Scholar, Central University of Jharkhand.

Author - 2 - Dr. Pragyan Pushpanjali, Assistant Professor, Central University of Jharkhand, in the International Conference on “Understanding the European Union: Structures, Processes and Challenges” being organised by the Jean Monnet Module in collaboration with the Department of Political Science under the aegis of IQAC, St. Xavier’s College, Ranchi on 3-4 November 2023.

14) Co-authored a paper titled “Pink Washing -the European Union Story.”

Author - 1 – Urvashi Singh, Research Scholar, Central University of Jharkhand.

Author - 2 - Dr. Pragyan Pushpanjali, Assistant Professor, Central University of Jharkhand.

in the International Conference on “Understanding the European Union: Structures, Processes and Challenges” being organised by the Jean Monnet Module in collaboration with the Department of Political Science under the aegis

	<p>of IQAC, St. Xavier's College, Ranchi on 3-4 November 2023.</p> <p>15) Co-Authored a paper titled – “Flexible HR Practices: Ensuring and Sustaining Smooth Returnship Journeys” ( Authors- Nirbhay Kumar and Dr. Pragyan Pushpanjali) in GLOGIFT-24- Twenty fourth Global Conference on Flexible Systems Management in Indian Institute of Management- Bodh Gaya, 4<sup>th</sup> to 6<sup>th</sup> April, 2024</p>
<p><b>Workshop / FDP/ MDP / Other Programs attended</b></p>	<ol style="list-style-type: none"> <li>1. Attended the Refresher Course in Business Studies UGC – Academic Staff Training College 5th to 29th January, 2011</li> <li>2. Attended the “26th Appreciation course for Parliamentary Processes and Procedures” organized by Bureau of Parliamentary Studies and Training, New Delhi, from 22nd to 24th August, 2012</li> <li>3. Attended a UGC Capacity Building Workshop of Women Managers in Higher Education – Sensitivity/ Awareness/ Motivation Workshop in Jamshedpur, held at the Graduate School College for women. (6-10 Nov, 2012)</li> <li>4. Orientation Programme– Attended 70th Orientation Programme at UGC Academic Staff Training College Ranchi, 25 Nov-22 December, 2012.</li> <li>5. Attended a Management Development Programme on ‘Research Methodology’ at CUJ, City Centre from 11 to 17 February, 2013.</li> <li>6. Attended the Annual Refresher Programme in Teaching (ARPIT) - cleared the exam by National Testing agency for the same. ARPIT – MOOCS March 2019 Government of India , Ministry of Human Resource Development.</li> <li>7. Attended the Refresher Course in “Research Methodology (All Subjects)” UGC Human Resource Development Centre, Ranchi University, Ranchi, 7/1/2019 to 27/1/2019</li> <li>8. Attended an Online Faculty Development Programme 22-28 June 2020, conducted by School Of Commerce And Economics, Kalinga Institute Of Industrial Technology (KIIT), Deemed To Be University, Bhubaneswar</li> <li>9. Participated and successfully completed the 5-day online FDP on the theme “Inculcating Universal Human Values in Technical Education” organized by All India Council for Technical Education(AICTE) from 18th October, 2021 to 22nd October, 2021.</li> <li>10. Participated in the Online Lecture &amp; Training Programme on “Faculty Development Programme-QIP” organised by Internal Quality Assurance Cell (IQAC), Central University of Jharkhand, Ranchi, India, held during 30th January -13th February 2022</li> </ol>



	<p>11. Successfully Completed online Two - Week Interdisciplinary Refresher Course (MOOCs) in “ADVANCED RESEARCH METHODOLOGY” organized by Teaching Learning Centre, Ramanujan College, University of Delhi, In collaboration with Janki Devi Memorial College, University of Delhi, under the aegis of, MINISTRY OF EDUCATION PANDIT MADAN MOHAN MALAVIYA NATIONAL MISSION ON TEACHERS AND TEACHING, from 22 December, 2022 – 05 January, 2023 and obtained Grade A+.</p> <p>12. Successfully completed an online AICTE evaluated 2 Week Patent Course (Equivalent to 30 hours of workload, Course organized by Turnip Innovations and facilitated by Dr. Rahul Kapoor, from 9th October 2023 to 22nd October, 2023, Certificate number 918254, Certificate URL <a href="http://turnip.co.in/Certificates/3dHRAO/">turnip.co.in/Certificates/3dHRAO/</a>, Issue date 26th October, 2023.</p>
<b>Work Program Organized:</b>	<ul style="list-style-type: none"> <li>• Induction of Students</li> <li>• Induction of non-teaching staff</li> <li>• Organized (as core organizing committee member) AKHRA</li> <li>• Organized the Program “Salva Tagore” in CUJ</li> <li>• Organizer of the students’ program –Trailblazers – a flagship program of the Department of Business Administration</li> <li>• An active member of the organizing committee of the 3 Convocations of the Central University of Jharkhand</li> <li>• Organized (as core organizing committee member) one International Conference in The Department of Business Administration.</li> <li>• Organized many other students’ activities, outreach activities and women issues related activities in the University.</li> <li>• Was in the advisory committee of ISTD Eastern Region Conference held on 19<sup>th</sup> and 20<sup>th</sup> April, 2024</li> </ul>
<b>Any other information:</b>	<ul style="list-style-type: none"> <li>• Invited to be a Life Member of ISTD, Ranchi Chapter. (Membership registration in progress)</li> </ul>
<b>Updated as on</b>	26 <sup>th</sup> April ‘24