

Dr. Shreekumar K. Nair

M.A., M.Phil., D.B.M., Ph.D.(Psy.)



Professor

General Management Area

Areas of Expertise

- Organisational Behaviour**
- Human Resource Management**

Academic/Administrative Positions

Positions Presently Holding

- Dean (Research)
- Chairman, Board of Research, NITIE
- Professor In-Charge, Psychology Lab. of NITIE
- Chairman, Library Committee of NITIE
- Chairman, Committee for Assessment of Training Needs of NITIE Employees
- Member, Moderation Committee
- Member, Programme & Consultancy Committee

Positions Previously Held

- Member, NITIE Board of Governors
- Chairman, Standing Committee of NITIE
- Assistant Academic coordinator, NITIE
- Member, Board of Research, NITIE
- Member, PGP Committee, NITIE
- Chairman, NITIE Officers Club (NOC)
- Warden, PGP Hostels, NITIE

Publications

Research Papers

- Ratnakar, R. & Nair, S. K (2012). "A Review of Scientific Research on Spirituality", **Business Perspectives & Research**, Vol. 1, No. 1 (Jul-Dec), 2012.
- Srivastava, N. & Nair, S. K. (2011). Androgyny and Rational Emotive Behaviour as Antecedents of Managerial Effectiveness, **Vision**, Vol. 15, No. 4 (Oct-Dec), 2011.
- Nair, S. K. & Naik, N. S. (2011). The Johari Window: A Comparative Study of Public Sector & Private Sector Executives in India. **International Journal of Indian Culture & Business Management**, Vol. 4, No. 1, p. 13-29.
- Karve, S. & Nair, S. K. (2010). "A Study of Role Stress & Role Efficacy among Indian Women Executives", **International Journal of Arts & Sciences**, Vol. 3, No. 13, p. 542-573.
- Karve, S. & Nair, S. K. (2010). "Role Stress & Coping with Role Stress among Indian Women Executives", **International Journal of Arts & Sciences**, Vol. 3, No. 12, p. 57-85.
- Srivastava, N. & Nair, S. K. (2010). "Emotional Intelligence and Managerial Effectiveness: The Moderating Role of Rational Emotive Behaviour" **The Indian Journal of Industrial Relations**, Vol. 46, No. 2 (Oct), p. 313-327.
- Nair, S. K. & Naik, N. S. (2010). The Johari Window Profile of Executives of a Public Sector Undertaking, **Management & Labour Studies**, Vol. 35, No. 2 (May).
- Nair, S. K. (2009). Leadership Styles and Effectiveness of Managers in a Public Sector Enterprise, **Abhigyan**, Vol. XXVII, No. 1, p. 1-9.
- Jha, S. & Nair, S. K. (2008). Influence of Locus of Control, Job Characteristics and Superior-Subordinate Relationship on Psychological Empowerment: A Study in Five Star Hotels, **Journal of Management Research**, Vol. 8, No. 3 (Dec), p. 147-161.
- Nair, S. K. (2008). Organisational Downsizing: A Study of Survivor Attitudes, **The ICFAI Journal of Organizational Behavior**, Vol. 7, No. 1, p. 23-39.
- Nair, S. K. & Ghosh, S. (2006). Managerial Work Values in India: A Comparison Among Four Industry Sectors, **South Asian Journal of Management**, Vol. 13, No. 3, p. 45-58.
- Jha, S. & Nair, S. K. (2006). Empowerment in the Indian Hotel Industry: The Role of Employee Personality, **IIMB Management Review**, Vol. 18, No. 3, p. 253-264.
- Nair, S. K. & Ghosh, S. (2006). Factors Affecting the Placement Prospects of MBA Students: An Exploratory Study, **Vision**, Vol. 10, No. 1, p. 41-49.
- Nair, S. K. (2004). Managerial Work Values in the Indian Private Sector, **Productivity**, Vol. 45, No. 2, p. 245-251.
- Nair, S. K. (2004). Emotional Intelligence and Consumer Reactions to Emotional Advertisements: A Conceptual Framework, **ICFAI Journal of Marketing Management**, Vol. 3, No. 3, p. 57-65.
- Nair, S. K. (2002). Developing Executive EQ: Action Plan for a Self-Directed Approach, **Udyog**

Pragati, Vol. 26, No. 3, p. 23-35.

- Nair, S. K. (2002). The Ethicality of Whistleblowing and its Implications for Human Resource Management, **Indian Journal of Industrial Relations**, Vol. 38, No. 1, p. 96-112.
- Nair, S. K. (2001). How Scientific are Hiring Practices in Indian Industry? A Preliminary Survey, **Udyog Pragati**, Vol. 25, No. 4, p. 67-73.
- Nair, S. K. & Yuvaraj, S. (2001). Managerial Effectiveness: A Comparative Study of Engineering and Non-Engineering Personnel, **Abhigyan**, Vol. XIX, No. 1, p. 5-11.
- Nair, S. K. & Yuvaraj, S. (2000). Locus of Control and Managerial Effectiveness: A Study of Private Sector Managers, **Indian Journal of Industrial Relations**, Vol. 36, No. 1, p. 41-52.
- Nair, S. K. (2000). Ingratiation Behaviours of Managerial Personnel in Two Organisational Settings, **Management and Labour Studies**, Vol. 25, No. 4, p. 254-261.
- Srivastava, D. K. & Nair, S. K. (2000). Training and Development: An Audit of Indian Companies, **Udyog Pragati**, Vol. 24, No. 1, p. 1-6.
- Nair, S. K. (1999). Committees and the Groupthink Syndrome, **Indian Management**, Vol. 38, No. 3/4, p. 97-101.
- Nair, S. K. (1997). Relationship between Locus of Control and Job Characteristics Model Dimensions, **Indian Journal of Industrial Relations**, Vol. 33, No. 4, p. 439-452.
- Pattanayak, B., Nair, S. K. & Panda, K. C. (1996). Mental and Auditory Fatigue – A Study on Coke Oven Employees of Rourkela Steel Plant, **Indian Journal of Occupational Health**, Vol. 39, No. 3, p. 82-85.
- Nair, S. K. (1997). Job Involvement and the Hackman – Oldham Job Characteristics Model, **Management and Labour Studies**, Vol. 22, No. 2, p. 100-105.
- Nair, S. K. & Pattanayak, B. (1996). The Hackman – Oldham Job Characteristics Model: An Empirical Investigation on Indian Employees, **Udyog Pragati**, Vol. XIX, No. 3, p. 57-63.
- Nair, S. K. (1993). Employee Supervision: Its Relevance as a Dimension of Job Satisfaction, **Indian Management**, Vol. 32, No. 2 & 3, p. 38-40.
- Nair, S. K. & Kulkarni, A. V. (1984). Job Satisfaction as a Function of Adjustment, **Managerial Psychology**, Vol. 5, No. 1, p. 17-23.

Book Chapters

- Nair, S. K. (2008). Emotional Intelligence and Consumer Reactions to Emotional Advertisements: A Conceptual Framework. In R. J. Devi (Ed.), **Marketing Intelligence: Concepts and Cases**, Hyderabad: The Icfai University Press.

- Nair, S. K. (2007). Emotional Advertising: A Conceptual Framework. In Anil Varna (Ed.), **Advertising Industry: Trends and Regulations**, Hyderabad: The Icfai University Press.
- Nair, S. K. (2005). Developing Emotional Intelligence in Younger Generation. In K. B. Kushal et al (Eds.), **Perspectives for Effective Management**, Mumbai: Himalaya Publishing House.
- Nair, S. K. (1994). Job Cognitions, Job Attitudes and Cognitive Styles. In A. V. Kulkarni (Ed.), **Cognition and Motivation**, Nagpur: Vishwa Bharati Prakashan.
- Nair, S. K. (1993). Work Into Play. In Saaz Kothare (Ed.) **The Best of Ascent**, Bombay: Bennett Coleman & Co. Ltd.

International Conference Papers

- Karve, S. & Nair, S. K. "Role Stress & Coping with Role Stress among Indian Women Entrepreneurs", **9th Biennial Conference on Entrepreneurship**, EDI, Ahmedabad, February 16-18, 2011.
- Karve, S. & Nair, S. K. "Role Efficacy: A Means to Enable the Entrepreneurial Role", **10th International Entrepreneurship Forum**, Bahrain, January 9-11, 2011.
- Karve, S. & Nair, S. K. "Role Stress & Coping with Role Stress among Indian Women Executives", **International Journal of Arts & Sciences' Conference**, Harvard University, Boston, USA., May 31-June 3, 2010.
- Karve, S. & Nair, S. K. "A Study of Role Stress & Role Efficacy among Indian Women Executives", **International Journal of Arts & Sciences' Conference**, Ryerson University, Toronto, Canada, May 24-27, 2010.
- Ghosh, S. & Nair, S. K. "B-School Placement Prospects: A Case Study", **Portland International Conference on Management of Engineering & Technology - Bulletin**, Portland, Oregon, USA, July 2003.

Popular Articles

- Nair, S. K. (2005). "The Psychology of Cyberloafing", **B'Cognizance** (Online Journal of IIIT, Allahabad), Vol. 1, Issue V, (Jun – Jul).
- Nair, S. K. (1992). "Keeping them Happy", **The Times of India - Ascent** dated 21.11.1992.
- Nair, S. K. (1992). "Work Into Play", **The Times of India - Ascent** dated 7.3.1992.
- Nair, S. K. (1988). "My Ideas of the Application of Psychology for Individual and Social Good", **Silver Jubilee Souvenir of Dept. of Psychology, Nagpur University**, 1988.
- Nair, S. K. (1981). "Shaping the Future Man", **Nagpur Times – Sunday Magazine** dated 30-8-1981.

Fellow (Doctoral) Guidance

Awarded Fellow Students

- R. Ramaswamy: "A Conceptual Model Towards Attaining Organisational Effectiveness through Knowledge Management with Information Technology as Enabler" (2000).
- Sumi Jha: "Influence of Personality and Organisational Variables on Empowerment: A Study in Five Star Hotels" (2007).
- Shailaja Karve: "Role Stress and Coping with Role Stress as Influencers of Role Efficacy: A Study of Women Entrepreneurs and Women Executives" (2010).
- Nivedita Srivastava: "Individual and Organisational Correlates of Emotional Intelligence: A Study in the Indian Corporate Sector" (2011).
- Rajesh Ratnakar: "Spiritual Evolution Level: Conceptualisation, Measurement and Linkage with Some Psychological and Organisationally Relevant Variables" (2013).

Current Fellow Students

- Sarika Jain: "Work – Family Balance in Relation to Work Related Outcomes: A Study of Sales Employees".
- Jenny Sabu Puliken: "Role of Personality Variables and Leader – Member Exchange on Some Organisational Variables".

Teaching and Training

Courses Taught for PGP & Fellow Programme

- Organisational Behaviour
- Human Resource Management
- Principles of Management
- Advanced Topics in OB & HR
- Questionnaire Design

Titles of MDPs Conducted

- Managerial Skills for Technical Personnel
- Effective Leadership Styles
- Effective Communication
- Conflict Management and Team Building Skills
- Managerial Effectiveness
- Self Development Workshop for Executives
- Advanced Personnel Selection Techniques
- Managerial Competence Mapping and Career Planning
- Behavioural Approach to Managerial Effectiveness
- Managerial Leadership and Team Building
- Human Resource Management
- Management Teaching Techniques (FDP)
- Interpersonal and Team Effectiveness Workshop
- Personal Growth and Effectiveness Workshop
- Workshop on Developing Managerial Competencies
- Workshop on Developing Executive EQ

Titles of UBPs Conducted

- "Conflict Management and Team Building Skills" for Dept. Of Personnel & Training, Govt. of India.
- "Development of Executive Competencies" for Calcutta Electric Supply Corporation, Calcutta.

- "Personnel Selection Techniques" for CIBATUL Ltd., Atul, Valsad.
- "Management Orientation" for Graduate Engineer Trainees of BHEL, Bhopal.
- "Managerial Skills for Technical Personnel" for Senior Executives of Mahindra & Mahindra Ltd., R&D Centre, Nashik.
- "Pre-induction Training for Newly Recruited Engineers of Nuclear Power Corporation.
- "Ethics and Values in Administration" for Officers of Naval Dockyard, Mumbai.
- "Train the Trainer" for KRIBHCO, Surat.
- "Behavioural Science and Management Techniques" for Executive Officers of ECGC.
- "Managerial Skills" for Executives of BEL, Bangalore.

Consultancy

Associated in Following Consulting Assignments

- KSB Pumps Ltd., Nashik on "Job Evaluation and Gradation".
- Recruitment of Engineers and Executives at various levels for MSEB (Turnkey Project).
- Bharat Petroleum Corporation Limited (BPCL) on "Manpower Assessment and Competency Mapping".
- National Film Development Corporation (NFDC), Mumbai on "Organisation Structure and Manpower Study".
- Graham Firth Steel Products (India) Ltd., Mumbai on "Job Evaluation and Performance Appraisal".
- Indian Institute of Bankers, Mumbai on "Organisation and Management Study".
- Tata Interactive Systems for WORLD BANK - DANIDA project on "Preparation of Trainer's Text Book, Student's Guide Book and Work Book".

Awards

- 8th Rank in the P.U. (Science) Examination of Nagpur University in 1976
- 1st Rank in the M.A. (Psychology) Examination of Nagpur University in 1981
- 1st Rank in the M.Phil. (Psychology) Examination of Nagpur University in 1982
- Junior Research Fellowship of UGC in 1984

Contact me

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