

## Dr. Sumant Kumar Bishwas

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### Academic Credentials

Qualification/ Degree	Major	College/Board/University	Year
PhD	Knowledge Management and Organization Vitality	IIT Delhi	2015
MBA	HR	ABV-IIITM Gwalior	2009
B. Tech	IT	ABV-IIITM Gwalior	2007

### Work Experience

S.N.	Designation	Organization	Period	Nature of Work
1.	Assistant Professor (HR& Strategy)	National Institute of Industrial Engineering	Mar 2018-till date	Teaching, Research, Administration
2.	Assistant Professor (OB & HR)	Goa Institute of Management, Goa	Oct 2015- Mar 2018	Teaching, Research and Administration
3.	Senior Lecturer (OB & HR)	Goa Institute of Management, Goa	Mar 2015- Oct 2015	Teaching and Research

### Research/Teaching Interests

Human Resource Management, Strategic Knowledge Management, Strategic HRM, Flexibility and Change, Industrial Relations, HR Analytics

### Research Papers Published

#### *Journal Papers*

- ❖ Bishwas S.K. and Sushil (2016) LIFE: An Integrated view of Meta Organizational Process for Vitality, *Journal of Management Development*, 35 (6), 747-764 (Emerald; Scopus Listed, ABDC-C).
- ❖ Bishwas S.K. (2015) Achieving Organization Vitality through Innovation and Flexibility: An Empirical Study, *Global Journal of Flexible Systems Management*, 16 (2), 145-156 (Springer; Scopus Listed).

- ❖ Bishwas, S.K. (2011) Conceptualization of Organization Vitality based on Strategic Knowledge Management, *Global Journal of e-Business and Knowledge Management*, 7 (1), 45-52.
- ❖ Bishwas S.K. and Sushil. Environmental Uncertainty, Leadership and Organization Culture as Predictors of Strategic Knowledge Management and Flexibility, under review in *International Journal of Knowledge Management* (IGI Global, Scopus Listed).
- ❖ Bishwas S.K. and Sushil. Knowledge Management, Learning, and Innovation: Key processes for Customer Satisfaction and Organizational Success, under review in *Knowledge and Process Management Journal* (Wiley, Scopus Listed).

### **Book Chapters**

- ❖ Bishwas S.K. and Sushil (2017), Integration of Critical Processes for Organizational Innovation, *Riding the New Tides: Navigating the Future through Effective People Management*, Emerald.
- ❖ Bishwas S.K. and Sushil (2017), Knowledge Management for a Flexible, Entrepreneurial Organization, *Flexibility in Resource Management*, Springer.
- ❖ Bishwas S.K. and Sushil (2015) Critical Processes for Organization Vitality: A Conceptual Study, *Systemic Flexibility and Business Agility*, Springer.
- ❖ Bishwas S.K. and Sushil (2014) Knowledge Management Process in Organizations and Its Linkages with Flexibility: A Caselets Based Inductive Study, *Organizational Flexibility and Competitiveness*, Springer (Scopus Listed).

### **International Conference Papers**

- ❖ Bishwas S.K. and Sushil (2017) Learning, Innovation, and Entrepreneurship towards Flexibility accepted for “Seventeenth Global Conference on Flexible Systems Management” theme “Transforming Organizations through Flexible Management, going to be held at DTU, Delhi. (Dec 11-13, 2017)
- ❖ Bishwas S.K. and Sushil (2016) Integration of Critical Processes for Organizational Innovation, *FORE International OB & HR Conference 2016 (FIOHC)*, FORE School of Management, New Delhi (Nov 24-25, 2016).
- ❖ Bishwas S.K. (2015) Organizational Flexibility and Entrepreneurship: Knowledge Management Perspective, Proceedings of *Fifteenth Global Conference on Flexible Systems Management (GLOGIFT 15)*, SIT, SIU, Pune (Oct 23- Oct 25).
- ❖ Bishwas S.K. (2013) Innovation and Flexibility: Two pillars for High Organizational Vitality, proceedings of *Thirteenth Global Conference on Flexible Systems Management (GLOGIFT 13)*, IIT Delhi, New Delhi. (Dec 13- Dec15)

- ❖ Bishwas S.K. and Sushil (2013) Critical Issues for Organizational Growth and Success: A Systems Thinking View using Feedback Loop Analysis, *Proceedings of 31st International Conference of the System Dynamics Society*, MIT, Boston, USA. (Jul 21- July 25)
- ❖ Bishwas S.K. (2012) Knowledge Management: Key for Innovation and Vital Force in any Organization, *presented at 6<sup>th</sup> International Conference on Contemporary Business 2012*, Jointly Organized by IIT Delhi, India and Curtin University, Australia, at DMS, IIT Delhi, India.
- ❖ Bishwas, S.K. (2012) Learning, Innovation, Flexibility and Entrepreneurship: Key Processes for Organization Vitality, *Twelfth Global Conference on Flexible Systems Management (GLOGIFT 2012)*, University of Vienna, Austria. (July 30 –August 1)
- ❖ Bishwas, S.K. and Sushil (2012) Knowledge Management and Related Emerging Issues in Organizations: A Systems Thinking using Feedback Loop Analysis, *Proceedings of 30<sup>th</sup> International Conference of Systems Dynamics Society*, University of St. Gallen, Switzerland. (Jul 22 – July 26)
- ❖ Bishwas, S.K. and Sushil (2011) Knowledge Management Process in Organizations and its Linkages with Flexibility: A Caselets based Inductive Study, *Proceedings of Eleventh Global Conference on Flexible Systems Management (GLOGIFT 2011)*, IIM Kozhikode, India. (Dec 9- Dec 12)
- ❖ Bishwas, S.K. (2011) Knowledge Management Implementation: A Case Study of an Indian IT Company, *Proceedings of 7<sup>th</sup> International Conference on IT*, JK Lkshmi path University, Jaipur, India. (28 Dec- 29 Dec)
- ❖ Bishwas, S.K. and Sushil (2011) Thinking beyond Technology: Knowledge Management Aspects for Growth of Tourism Sector, *Proceedings of 1<sup>st</sup> International Conference on Tourism and Technology (ICTT 2011)*, IIT Delhi, India. (July 7-July 9).

#### Workshops/Seminars/Conferences

- ❖ Successfully Completed the “On Campus Assurance of Learning Seminar” at Goa Institute of Management, Goa (April 15, 2016).
- ❖ Successfully Completed “Case Teaching Seminar” organized by Harvard Business Publishing and IIM Ahmedabad, held at NMIMS, Mumbai (Feb 12-13, 2016).
- ❖ Participated in-
  - 6<sup>th</sup> PRME Asia Forum Conference themed as ““Integrating Responsible Management” at Goa (November 26- 28, 2015).
  - Three Days’ Workshop on “Leadership through Self-Discovery” organized by IIT Delhi alumni association, IIT Delhi, New Delhi (Oct 4, 2014)
  - “Certification Program in Advance Data Analysis in Management, Organized by DMS, IIT Delhi. (December 24 -25, 2011).
  - “One-day Seminar on Strategic Alliances” Organized by Global Institute of Flexible Systems Management (GIFT).

- ❖ Participated and delivered a presentation at “National Level Program on Knowledge Sharing Practices: A Management Perspective” at IIT Roorkee (Sponsored by D.I.T., Ministry of Communication and Information Technology, GOI. (Feb 21- 23, 2011)
- Member of Organizing Committee of-
  - 9<sup>th</sup> ISDSI International Conference held in January, 2016 at Goa Institute of Management, Goa.
  - GLOGIFT’14, Curtin, Singapore.
  - GLOGIFT’13, DMS, IIT Delhi.
  - “1<sup>st</sup> International Conference on Tourism & Technology 2011, DMS, IIT Delhi.

### Training Program/MDP/FDP

- “ENABLE Goa: Ease of Doing Business in Goa State” Goa Chamber of Commerce & Industry Consulting Assignment, 2017.

The consultancy project was funded by Goa Chamber of Commerce & Industry. Detail Analysis of Ease of Doing Business scenario in Goa state has been done. After analyzing the current status and the other states implementation, some strategic road-map have been provided to improve the effectiveness and efficiency on Ease of Doing Business Parameters in Goa.

- Facilitate Series of Management Development Workshops for Group ‘A’ Administrative and Engineering Officers of the Indian Institute of Technology Delhi. (28 May 2010- 19 Feb, 2011)

### Research and Teaching Experience

- ❖ Assistant Managing Editor in Global Journal of Flexible Systems Management (*Springer*).
- ❖ Reviewer in 8 Peer-reviewed reputed Journals-
  - International Journal of Organizational Analysis (*Emerald*).
  - The Learning Organization (*Emerald*)
  - Journal of Organizational Change Management (*Emerald*).
  - Journal of Business Process Management (*Emerald*)
  - Journal of Management Development (*Emerald*)
  - Global Journal of Flexible Systems Management (*Springer*)
  - Journal of Global Business Advancement (*Inderscience*).
  - International Journal of Knowledge Management (IGI-Global)
- ❖ Review Committee Member of-
  - Review committee member of 17<sup>th</sup> Global Conference on Flexible Systems Management, DTU, Delhi (Dec 11-13, 2017).
  - 35<sup>th</sup> International Conference of the System Dynamics Society, to be held in Cambridge, Massachusetts, USA from Jul 16-20, 2017.
  - 16<sup>th</sup> Global Conference on Flexible Systems Management, University of Technology, Sydney, Australia (December 4-6, 2016).
  - 34<sup>th</sup> International Conference (Black Swans and Black Lies: System Dynamics in the Context of Randomness and Political Power-play) of the System Dynamics Society, Delft, Netherlands. (July 17- 21, 2016).

- 33rd International Conference (Reinventing Life on a Shrinking Earth) of the System Dynamics Society in Cambridge, Massachusetts. (July 19-23, 2015)
  - 32<sup>nd</sup> International Conference (Good Governance in a Complex World) of Systems Dynamics, Society at Delft, Netherlands. (July 20-24, 2014)
  - 31<sup>st</sup> International Conference (Creating the Future from Within) of Systems Dynamics Society at MIT, Boston, USA. (July 21-25, 2013)
  - 30<sup>th</sup> International Conference of Systems Dynamics at St. Gallen University, Switzerland. (July 22-26, 2012)
  - GLOGIFT 2012, University of Vienna, Austria.
  - GLOGIFT 2011, IIM Kozhikode.
  - ICTT, IIT Delhi.
- ❖ Advisory Board Member in International Seminar on “Emerging Innovative Strategies in Management, Commerce, Economics, Education & Other Disciplines, Organized by IMEI, Lucknow.

## Teaching

### *At IIT Delhi (Teaching Assistant during PhD)*

- Systems Thinking
- Fundamentals of Management Systems
- Creative Problem Solving
- Strategic Change and Flexibility
- Fundamentals of Technology Management
- ❖ Lecture on “Knowledge Management and Other Emerging issues in Organizations” at DMS, IIT Delhi.
- ❖ Lecture on “Knowledge Management and Organization Vitality” at DoMS, IIT Roorkee.

### *At Goa Institute of Management*

- ❖ Organization Structure and Design
- ❖ Human Resource Management

## Administrative Responsibilities

- Member- Curriculum Review Committee (September 2015-March 2016)
- Dy. Chair- Foreign Language Course (Aug 2016-Till date)
- Member- Course Registration Committee (Aug 2016-Till date)

## Skills Set

### Technical

- Operating Systems Windows, Linux
- Software Skills Microsoft Office, EMS, SPSS, AMOS

### Other

Human Resource Management, Strategic Knowledge Management, Change and Flexibility

## Projects Completed

**i) PhD Thesis: Achieving Organization Vitality through Strategic Knowledge Management and Vitalization Processes: A Study of Select Industries**

The main objective of this research work was to develop a validated framework for achieving organization vitality using strategic knowledge management and vitalization processes. Organization vitality is a new concept that is lacking a research focus. As an initial part of this study, organization vitality has been defined in terms of four perspectives (survival/continuity, growth/change, performance, and customer orientation), followed by identification of four vitalization processes (learning, innovation, flexibility and entrepreneurship) that may lead to high vitality. Finally, the effect of strategic knowledge management on vitalization processes, and effect of vitalization processes on vitality have been analyzed and a validated framework has been developed using regression analysis, SEM, and case studies.

**Research Supervisor:** Prof. Sushil (IIT Delhi)

**Tools Used:** Microsoft Office Excel, SPSS, AMOS

**ii) MBA Thesis: Job Involvement and Organization Culture: Measures of Managerial Effectiveness in Manufacturing Industries:**

The focus of this research work was to measure the effects of job involvement and organization culture on effectiveness of managers in the organization, and to develop a strategy to improve the effectiveness of managers in the organization.

**Project Guide:** Prof. S. Rangnekar (IIT Roorkee)

**Tools Used:** SPSS and Microsoft Office Excel

**iii) Portfolio Optimization using DEA Technique:**

In this project a multi period Investment strategy has been suggested (using Data Envelopment Analysis) to select DEA efficient stocks traded in Bombay Stock Exchange (BSE).

**Project Guide:** Prof. R. Sahu (ABV-IIITM Gwalior)

**Tools Used:** Microsoft Office Excel and EMS

**iv) B. Tech Dissertation: HCC: Voice Based Object Drawing**

This software was developed with a concept of hands free computing. Using this software one can draw some specific objects with the help of microphone. One can give voice command using microphone and draw the objects according to the given command (voice command).

**Project Guide:** Prof. P.K. Das (IIT-Guwahati)

**Technologies used:** C#, XML, .NET

**Tools used:** Microsoft Speech SDK5.1, Visual studio 2005

**v) Comparative Financial Analysis of IT Industry**

Measured and analyzed the performance of different Organizations using Financial Ratio Analysis.

**Project Guide:** Prof. R. Sahu (ABV-IIITM Gwalior)

**Tools Used:** Microsoft Office Excel

## Projects Guided

- Supervisor for 2 Groups (6 members each) in GIVE Goa Project-Compulsory project for PGDM 1<sup>st</sup> year), students where they work with NGOs, Industries' CSR Projects for the welfare of the society, 2017
- Supervisor for 6 members group in GIVE Goa Project - 2016
- Supervisor for 6 Summer Internship Projects for PGDM 2016-18 Students.

## Achievements

- Received HRD Fellowship during Doctoral Research
- IRD-IIT Delhi International Travel Grant
- IBPS – PO/MT II- Qualified and selected for Bank of Baroda (PO)
- IBPS-Specialist Officer II (HR) Qualified
- SBI - PO Selected (2010)
- Gate'07 qualified in IT stream
- Ranked VI among the members of Yoga and Meditation Club at ABV-IIITM, Gwalior
- Won Second Prize in District Level Debate competition
- Honored by District Kayasth Smajh and Lions Club for High School and Intermediate Performance
- NTSE (State Level) Qualified

## Extra-Curricular

- ❖ Represented ABV-IIITM Gwalior in “International Education Fare’ 08 organized by ASSOCHAM and MHRD.
- ❖ Member of Organizing Committee of HRM Summit’09 (ABV-IIITM)
- ❖ Head of ‘Hospitality Committee’ in Infotsav’08 (Annual Techno-management Fest of ABV-IIITM)
- ❖ Member of Hospitality Committee in Infotsav’07 (Annual Techno-Management Fest of ABV-IIITM)
- ❖ Member of Yoga and Meditation Club at ABV-IIITM Gwalior.

## Professional Membership

- ❖ Life Member of Global Institute of Flexible Systems Management (GIFT)
- ❖ Member of National Human Resource Development Network (NHRDN)
- ❖ Member of Society for Human Resource Management (SHRM)