

## **CURRICULUM VITAE**

**Name** : **Sumana Guha**  
**Date of Birth** : **8<sup>th</sup> October, 1974**  
**Educational Qualification** : **M.Com. , M.B.A, Ph.D. (in Commerce)**  
**Designation** : **Assistant Professor**  
**Department** : **Department of Commerce (Morning)**  
**College** : **St. Xavier's College (Autonomous)**  
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### **Biographical Sketch:**

Teaching profession started from Vijaygarh Jotish Ray College in September, 2001 as part-time lecturer in the department of commerce. In 2003 joined Jogesh Chandra Chaudhuri College and thereafter in 2006 joined St. Xavier's College (Autonomous), Kolkata. From July 2009 to till date has been teaching in the department of commerce, St. Xavier's college (Autonomous), Kolkata as a fulltime Assistant Professor and since 2006 Career Oriented Programme (St. Xavier's College) as a guest lecturer. From 2006 to 2010 associated with IISWBM under University of Calcutta as a guest lecturer. From January, 2017 onwards teaching M.B.A. in the Department of Business Management, University of Calcutta and M.Com. in the Department of Commerce, St. Xavier's College (Autonomous) and Netaji Nagar Day College as a guest lecturer.

Other than teaching: (a) published papers and articles in peer reviewed journals and magazines; (b) Published book; (c) presented research papers in the national, international and UGC sponsored seminars held in and outside India; (d) participated in various UGC sponsored conferences, Faculty Development and Orientation programmes; (e)

Organizes seminars and workshops; (f) Conducted training programme as a resource person for the B.Com IT faculty members of St. Xavier's College, Kolkata; (g) selected as an expert panel member of the West Bengal State Electricity Distribution Company Ltd. (h) review journal papers as a registered reviewer of the Australasian Journal of Information Systems.

### Teaching Experience:

| Sl. | Level          | Degree  | College/University/<br>Institute   | Duration                  | Total  |
|-----|----------------|---|--|---------------------------|--|
| 1   | Under Graduate | B.Com.<br>(Honours)                                 | 1. Jogesh Chandra Chaudhuri College                                      | Aug., 2003-<br>June, 2009 | 5 years and 10 months  |
|     |                |   | 2. Calcutta Girl's College   | Aug., 2007-<br>Feb., 2008 | 6 months   |
|     |                |   | 3. St. Xavier's College  | Feb., 2006-<br>Till Date  | 13 years (1 year as a guest lecturer and 2 years as a Part-timer; from July, 2009 onwards as a full-timer) |
| 2   | Post Graduate  | M.B.A.  | Department of Business Management, University of Calcutta, Alipur Campus | Jan., 2017-<br>Till Date  | 2 years  |
|     |                | M.Com.  | 1. Netaji Nagar Day College  | Jan., 2017-<br>Till Date  | 2 years  |
|     |                |   | 2. St. Xavier's College  | Jan., 2017-<br>June 2017  | 6 months   |
|     |                | PGDBM   | IISWBM   | 2006 - 2010               | 5 years  |
| 3   | Any Other      | Career Oriented Programming (1 year diploma Course) | St. Xavier's College (Autonomous), Kolkata                               | July 2006-<br>June 2017   | 11 years   |

### Awarded Ph.D.:

Completed Ph.D. in the year 2014 on 'Employee Turnover of Information Technology Firms: A Study'.

### Registered as a Ph.D. Supervisor:

In the year 2017 becomes a registered Ph.D. supervisor under St. Xavier's College (Autonomous), Kolkata.

**Total number of Ph.D. Scholars (Completed and Present): Present 2**

### Areas of Research Interest:

1. Human Resource Management - Theories & Practices in multidimensional and multi-disciplinary perspectives;
2. Women Studies, specifically women empowerment, women deprivation, crime against women.

## Research Activities:

### I. Externally Funded Project:

- Worked as one of the *project co-director* in the project entitled '**Gender Violence in India: Its Roots, Nature and Extent**' in collaboration with Indian Statistical Institute (ISI) funded by Indian Council for Social Science Research (ICSSR).

### II. PUBLICATIONS:

- Book Published:**

The book entitled 'Employee Turnover: Theories and Practices; With Special Reference to Information Technology Sector' published in 2016 by Scholar Press, Germany, ISBN No.: 978-3-659-84527-7.

- Paper Publications in Peer Reviewed Journals:**

| Sl. No. | Title  | Name of the Journal                                | ISSN No.            | Vol. No.       | No. of Author (s) | Position of Authorship (Sole/ First/ Second) | Year of Publication |
|---------|--|--|---------------------|----------------|-------------------|--|---------------------|
| 1       | Employee Attrition: Concepts and Issues  | Magis: Xaverian Journal of Education               | ISSN No.: 2319-3239 | Vol. 2         | 1                 | Sole   | 2013                |
| 2       | The Causal Factors of Employee Turnover in Indian Information Technology Sector: An Exploration        | Aviskaar: Xaverian Journal of Research             | ISSN No.: 2277-8411 | Vol. 6         | 1                 | Sole   | 2014                |
| 3       | Turnover Propensity among Information Technology Professionals: A Study                                | SIT Journal of Management                          | ISSN No.: 2349-6894 | Vol. 4, No. 2  | 2                 | First  | 2014                |
| 4       | An Exploration of the Impulsive Factors of Employee Turnover: A Study on Information Technology Sector | Pursuits   | ISSN No.: 2322-0643 | Vol. 7         | 2                 | First  | 2014                |
| 5       | Differentials in Information Technology Professional Category and Turnover Propensity: A Study         | Global Business Review (GBR) Sage Publication      | ISSN No.: 0972-1509 | Vol. 17, No. 3 | 2                 | Second                                       | 2015                |
| 6       | Linkage between Job-Employee-Mismatch and Employee Turnover Intent: A Study                            | Aviskaar: A Xaverian Journal of Research           | ISSN No.: 2277-8411 | Vol. 7         | 1                 | Sole   | 2015                |
| 7       | Employees Propensity to Change Organisations: A Study  | IASMS Journal of Business Spectrum                 | ISSN No.: 0974-8016 | Vol. 8, No. 1  | 2                 | First  | 2015                |
| 8       | Employee Turnover: A Study on Information Technology Sector  | Journal of Business and Management, Argyros School | ISSN No.: 1535-668X | Vol.20 No. 2   | 2                 | First  | 2015                |

|    |   |  |                     |                |   |        |      |
|----|---|--|---------------------|----------------|---|--------|------|
|    |   | of Business and Economics, Chapman University, USA                       |                     |                |   |        |      |
| 9  | A Longitudinal Study on the Interface between Occupational Stress and Turnover Intentions – An Encounter of BPO Employees | Indian Journal of Training and Development                               | ISSN No.: 0971-5592 | Vol. 45, No. 1 | 2 | Second | 2015 |
| 10 | Accounting for Intangibles: Concepts and Challenges   | Magis: Xaverian Journal of Education                                     | ISSN No.: 2319-3239 | Vol. 4         | 1 | Sole   | 2015 |
| 11 | Effects of Intrinsic and Extrinsic Factors on Voluntary Employee Turnover: An Alternative Exposition                      | Anvesha: The Journal of Management                                       | ISSN No.: 0974-5467 | Vol. 8, No. 3  | 2 | First  | 2015 |
| 12 | Differentials in Attitude and Employee Turnover Propensity: A Study on Information Technology Professionals               | Global Business and Management Research: An International Journal (GBMR) | ISSN No.: 1947-5667 | Vol. 7 No. 4   | 2 | First  | 2015 |
| 13 | Multifarious Faces of Gender Inequality Hinders Inclusive Growth in India   | Pursuits   | ISSN No.: 2322-0643 | Vol. 7         | 4 | First  | 2015 |
| 14 | Gender Inequality in India: A Constraint to Economic Development  | Aviskaar: A Xaverian Journal of Research                                 | ISSN No.: 2277-8411 | Vol. 8         | 1 | Sole   | 2016 |
| 15 | Higher Education and Intellectual Capital Formation in India: An Exposition   | Magis: Xaverian Journal of Education                                     | ISSN No.: 2319-3239 | Vol. 6         | 1 | Sole   | 2017 |
| 16 | Crime Against Women in India: A Stumbling Block to Development Endeavour  | Aviskaar: A Xaverian Journal of Research                                 | ISSN No.: 2277-8411 | Vol. 9         | 1 | Sole   | 2017 |

### III. Publication in Books:

| Sl. No. | Title  | Name of the Book  | ISBN No.                    | Publication                  | No. of Author (s) | Position of Authorship (Sole/ First/ Second) | Year of Publication |
|---------|--|---|-----------------------------|------------------------------|-------------------|--|---------------------|
| 1       | Towards unveiling the reasons Behind the Information Technology (IT) | Emerging Issues on Inclusive Growth, Business and Environment | ISBN No.: 978-81-8484-566-2 | Regal Publication, New Delhi | 1                 | Sole   | 2015                |

|   |  |  |                              |   |   |        |      |
|---|--|--|------------------------------|---|---|--------|------|
|   | Employees' Turnover Intention: A Quest                                   |  |                              |   |   |        |      |
| 2 | Women Deprivation: Myths and Realities                                   | Recent Advances in Accounting, Finance and Management      | ISBN No. : 978-81-922481-9-6 | UGC- Human Resource Development Centre and Department of Commerce, University of Calcutta | 1 | Sole   | 2015 |
| 3 | Empowerment of Women in India with Special Reference to North-East India | Deprivation, Development and Empowerment of Women in India | ISBN No. : 978-93-86578-28-8 | Bookwell  | 2 | Second | 2015 |
| 4 | Gender Inequality in India with Special Reference to North East India    | Deprivation, Development and Empowerment of Women in India | ISBN No. : 978-93-86578-28-8 | Bookwell  | 2 | First  | 2015 |

**Note: International Publication (3); National Publication (17); Sole Authorship (9); First Authorship (8).**

#### IV. Publication in Conference Proceedings:

| Sl. No. | Title   | ISBN No.                     | Publication   | No. of Author (s) | Position of Authorship (Sole/ First/ Second) | Year of Publication |
|---------|---|------------------------------|---|-------------------|--|---------------------|
| 1       | Employee Attrition in Engineering Firms: Case Study of DCIPS Pvt. Ltd., India | ISBN No.: 978-984-33-0989-1. | The conference volume of the International Conference on Industrial Engineering and Operations Management (IEOM) held in Islamic University of Technology (IUT) Dhaka, Bangladesh | 2                 | Second                                       | 2010                |

#### V. Publication in Magazine:

- Article entitled 'Women's Sexual Assaults is our National Ignominy: Let us Exterminate it' published in *Little Magazine* (2014) by St. Xavier's College, Kolkata.

#### VI. Paper Presented:

- Presented paper entitled 'Employee Attrition in Engineering Firms: Case Study of DCIPS Pvt. Ltd., India' in International Conference organized by Bangladesh Society of Mechanical Engineers held at IUT, Dhaka, Bangladesh (2010).

- Presented paper entitled ‘Glimpses from the Ashtavakra Gita’ in 41<sup>st</sup> orientation programme organized by Jadavpur University (2012).
- Presented paper entitled ‘Towards unveiling the Reasons behind the Information Technology (IT) Employees’ Turnover Intention: A Quest’ in the conference on "Inclusive Growth, Business and Environment in India's Emerging Economy" organized by St. Xavier's College (2013).
- Public Seminar approved by the Ph.D. Committee of The Calcutta University on the Topic of ‘Employee Turnover of Information Technology Firms - A Study’ on 17.9.2013.
- A paper titled ‘An Exploration of the Impulsive Factors of Employee Turnover: A Study on Information Technology Sector’ presented in a two days UGC Sponsored National Seminar organized by EILM in collaboration with Vidyasagar University (2013).
- Presented paper entitled ‘Employee Turnover – A Study on Information Technology Sector’ in refresher course organized by UGC - Human Resource Development Centre (HRDC), University of Calcutta (2015).
- Presented paper entitled ‘Gender Inequality in India with Special Reference to North East India’ in National seminar on ‘Poverty, Inequality and Health in India with special reference to North-East India’ organised by North-East Hill University, Department of Economics, Shillong in collaboration with Indian Statistical Institute (2015).
- Presented paper entitled ‘Empowerment of Women in India with Special Reference to North-East India’ in National seminar on ‘Poverty, Inequality and Health in India with special reference to North-East India’ organised by North-East Hill University, Department of Economics, Shillong in collaboration with Indian Statistical Institute organised by (2015).

## **VII. Conferences Attended:**

- Participated as an organising committee member in two day International Marketing summit INERTIA ’15 organized by the Department of Management, Faculty of Commerce on the 17<sup>th</sup> and 18<sup>th</sup> of March, 2015.
- Actively participated in National Seminar on Poverty, Inequality and Health in India with Special Reference to North-East India organized by Department of Economics, North-Eastern Hill University, Shillong during 8-10 October, 2015.
- Participated as an organising committee member in two day International Marketing summit INERTIA ’14 organized by the Department of Management, Faculty of Commerce on the 26<sup>th</sup> and 27<sup>th</sup> of March, 2014.
- Attended the conference on "Inclusive Growth, Business and Environment in India's Emerging Economy" organized by St Xavier's College (Autonomous) on the 6<sup>th</sup> and 7<sup>th</sup> September 2013.

- Participated as an organising committee member in two day International Marketing Summit “INERTIA” organized by Department of Management, Commerce during 12<sup>th</sup>& 13<sup>th</sup> April, 2013.
- Participated as an organising committee member in two day International Marketing Summit “INERTIA” organized by Department of Management, Commerce during 19<sup>th</sup>& 20<sup>th</sup> April, 2012.
- Participated in UGC sponsored national seminar on “Indian Accounting Standards: Convergence with IFRSs, organized by Department of Commerce, P.N. DAS College in collaboration with Indian Accounting Association, Kolkata during 17<sup>th</sup> -18<sup>th</sup> February, 2012.
- Participated in UGC sponsored national seminar on “The Role of RBI in the changed Globalised Scenario” on 18<sup>th</sup>February, 2012.
- Attended 31<sup>st</sup> Annual Conference of BEA organized by St. Xavier’s College in collaboration with Bengal Economic Association on 12<sup>th</sup> -13<sup>th</sup> February, 2011.
- Participated in 10<sup>th</sup> International Accounting Conference organized by Indian Accounting Association Research Foundation in association with IAAER, DELOITTE, EIILM (Kolkata), and Department of Commerce (CAS-1), University of Calcutta, during 8<sup>th</sup> - 9<sup>th</sup> January, 2011.
- Participated in National Level Seminar on “Carbon Nanotube” organized by Department of Electronics, Jogesh Chandra Chaudhuri College in collaboration with I.E.E.E, inc, Calcutta Section, on 14.3.2011.
- On 28.1.11 & 29.1.11 actively participated in International Management Summit ‘INERTIA’ organized by St. Xavier’s College.
- Participated in International Seminar on “Search for a Holistic Combination of Agriculture, Industry and Education”, organized by St. Xavier’s College and Netaji Nagar College, kolkata on 8.12.2011.
- Attended International seminar on Environmental studies organized by St. Xavier’s College on 11.3.11 & 12.3.11.
- On 14.4.11 to 18.4.11 attended Dubai Second International Conference organized by St. Xavier’s College.

- Participated in International Seminar on ‘Globalization, Capitalist Crisis and Inclusive Development-Myth and Reality’ held on 22<sup>nd</sup> and 23<sup>rd</sup> December, 2009 in Lady Brabourne College.
- Participated in International Level Seminar on ‘Sustainability & Growth Strategy in Economic Downturn’ organized by The Department of Commerce, Netaji Nagar College held on 30<sup>th</sup> January, 2010.
- Participated in one day national seminar on ‘Economic Development With A Human Face’ organized by Jesuit Economic Association of India in collaboration with St. Xavier’s College(Autonomous) Kolkata held at St. Xavier’s College(Autonomous), Kolkata on 27<sup>th</sup> February,2010.
- Participated in State Level Seminar on “Globalisation and Changing Structure of Capital Market in India: Efficiency Vs Vulnerability organized by Department of Commerce, Surendranath College for Women in Collaboration with Chittaranjan College held on 30<sup>th</sup> March 2010.
- Participated in National Level Seminar on “The New Accounting & Reporting Regime under IFRS” organized by Department of Business management, University of Calcutta held on 20th February, 2010.
- Participated in International Conference on “Industrial Engineering and Operations Management” organized by Bangladesh Society of Mechanical Engineers held at Islamic University of Technology (IUT) Dhaka, Bangladesh on 9-10th Jan., 2010.
- Participated State Level Seminar on ‘Corporate Governance’ organized by Indian Accounting Association Research Foundation Jointly with Rabin Mukherjee College, Behala held on 13<sup>th</sup> September, 2009.
- Participated in UGC sponsored National Level Seminar on ‘Chemistry and the Environment’ organized by Department of Chemistry, Jogesh Chandra Chaudhuri College held on 12<sup>th</sup> September,2009.
- Participated Mid-Year BEA (Bengal Economic Association) Seminar in St. Xavier’s College held on 6<sup>th</sup> September,2009.
- Participated National Level Seminar on “Data Mining and Data Warehousing” organized by Computer Science Department, St. Xavier’s College(Autonomous) Kolkata held on 31<sup>st</sup> October,2009.
- Participated State Level Seminar on ‘Impact of Global Meltdown on Indian Capital Market’ held on 29<sup>th</sup> August, 2009.

#### **VIII. Faculty Development Programme /Workshops:**

- Actively participated three days (10<sup>th</sup>, 11<sup>th</sup>, 12<sup>th</sup> October, 2013) Faculty Development Programme organized by AIACHE (All India Association for Christian Higher Education), New Delhi. Got first prize in one of the events conducted by AIACHE.



- Attended the Faculty Development Program organized By St Xavier's College (Autonomous), Kolkata on the 24th of August 2013.

#### **IX. Act as a Resource Person:**

- As a Resource Person taught Tally ERP in Faculty Upgradation Programme organized by St. Xavier's College on 7th and 21st of December, 2013.

#### **X. Examinership:**

- Invited as an External examiner in ITBG (Paper-C21G) Practical Examination, 2018 of B.COM. Part-II under University of Calcutta held on 23<sup>rd</sup> April and 24<sup>th</sup> April, 2018.
- Invited as an External examiner in ITBG (Paper-C21G) Practical Examination, 2017 of B.COM. Part-II under University of Calcutta held on 06.04.2017 & 07.04.2017.
- Invited as an External examiner in ITBG (Paper-C21G) Practical Examination, 2016 of B.COM. Part-II under University of Calcutta.

#### **XI. Reviewer:**

- Appointed by the Oxford University Press, New Delhi, as an expert reviewer of a text book on Consumer Behaviour, 2014.
- Review journal papers as a registered reviewer of the *Australasian Journal of Information Systems*.

#### **XII. Orientation Programme:**

- Actively participated from 19<sup>th</sup> Nov. to 17<sup>th</sup> Dec., '12 in 41st Orientation Programme organized by UGC-Academic Staff College- J.U., and obtained Grade 'A'.

#### **XIII. Refresher Course:**

- Actively participated from 20<sup>th</sup> August to 10<sup>th</sup> September, '15 in the Refresher Course in Commerce organized by UGC-Human Resource Development Centre (HRDC), University of Calcutta, and obtained Grade 'A'.

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