



Dr. Sourav Basu (Ph.D.)

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Experience Summary:

Around 12 years of teaching experience at university colleges mainly teaching General Management, Human Resource Management and Marketing Management modules. Worked as Full Time Lecturer– Dept. of Business at Royal Thimphu College, Bhutan from July 2012 to August 2016. Presently, working as an Assistant Professor at Norbuling Rigter College (NRC), Paro, Bhutan since July 2017. Also, serving as one of the founding faculty members of NRC since its start-up.

- Authored a book on Management having the title: Management Theory and Practice bearing ISBN 978-81-945684-0-7.
- Authored a book on Organizational Behaviour having the title: Organizational Behaviour and Culture bearing ISBN 978-93-93462-23-7.
- Published a paper titled “A Study On The Perception Of Green Human Resource Management (GHRM) Practices” in an International Peer-Reviewed Journal in Poland - "International Journal of Economy and Innovation (Gospodarka i Innowacje), Vol. 36, having ISSN: 2545-0573.
- Published a paper titled “An Assessment of Performance Appraisal among Private Bank Employees” in an international peer reviewed Journal in USA – International Journal of Inclusive and Sustainable Education, Vol. 2, Issue 05, having ISSN: 2833-5414.
- Published a paper titled “Perception Of Youth Towards Digital Marketing With Reference To Product Choosing Behaviour” in an international peer reviewed ADBC listed Journal in Australia - Journal of Contemporary Issues in Business and Government Vol. 28, No. 04, having P-ISSN: 2204-1990; E-ISSN: 1323-6903; DOI: 10.47750/cibg.2022.28.04.166.
- Published a paper titled “Motivation and Its Impact on Employee Performance” in an international peer reviewed E-Palli listed Journal in USA – American Journal of Social Development and Entrepreneurship (AJSDE) Vol. 2, Issue 01, having ISSN: 2836-0702 (Online); DOI: <https://doi.org/10.54536/ajsde.v2i1.1250>.
- Published a paper titled “Performance Appraisal For Private Employees: A Study” in an international peer reviewed open access Journal in USA – American Journal of Economics and Business Management (AJEBM), Volume 6, No. 4, having ISSN: 2576-5973.

- Published a paper titled “Stress Management Among Private Employees: An Exploration” in an UGC Care Group 1 Journal in India – Education and Society, Volume 47, Issue 01S, No. 19, having ISSN: 2278-6864.
- Published a paper titled “Motivation and Job Involvement Among Private And Public Sector Employees: A Comparative Study” in an UGC Care Group 1 Journal in India – Madhya Bharti – Humanities and Social Sciences, Volume 83, No. 11, having ISSN: 0974-0066.
- Published a paper titled “Impact of Green Human Resource Management (GHRM) Practices on Norbuling Rigter College (NRC) Staff Job Satisfaction” in an international peer reviewed Journal in USA – American Journal of Social and Humanitarian Research, Vol. 4, Issue 06, having ISSN: 2690-9626.
- Published a paper titled “Role of Human Resource Management in the Productivity of Private Employees” in an international peer reviewed open access Journal in India – International Journal of Trend in Scientific Research and Development (IJTSRD), Volume 7, Issue 4, having e-ISSN: 2456 – 6470.
- Published a paper titled “Digital Marketing: Opportunities And Challenges in Recent Times” in an international peer reviewed open access Journal in India – Journal of Emerging Technologies and Innovative Research, Volume 7, Issue 5, having ISSN: 2349-5162.
- Served as the Resource Person for two symposiums on “Leadership & Management” organized by Department of Livestock, Ministry of Agriculture and Forest, Royal Government of Bhutan and got the certificate of appreciation from Honourable Minister – Ministry of Agriculture and Forest, Royal Government of Bhutan.
- Presently, serving as a guest trainer and consultant for i-ED (Institute for Excellence and Development) and ILS (Institute for Learning Solutions) in Bhutan. Conducted several trainings on a variety of Management Topics for these training agencies and their clients in the past 10 years.
- Served as a Guest Lecturer of Management Papers with “West Bengal University of Technology” Colleges – Meghnad Saha Institute of Technology & IERCEM Institute of Information Technology from January 2011 to June 2012.
- Served as the Chair for the Interdisciplinary International Conference on “Sustainable Development in South Asian Countries: Present Status, Issues and Challenges.” held at Paro, Bhutan.
- Served as a speaker for the Plenary Sessions on the topic “Bridging Digital Divide on Campus” at the World Education Congress 2019 in Taj Lands End, Mumbai.
- Served as the Key Note speaker for the International Conference tagged “Discourse on Strategies of Conflict Resolution” at Lagos, Nigeria.
- Served as the host for “Rigter Talks”, the talk series where eminent personalities of Bhutan as well as from abroad comes and shares their stories of life to the students to facilitate learning beyond classrooms at Norbuling Rigter College.

- Served as a Mentor for the Bhutanese Entrepreneurs of Google Start-up Weekend Bhutan Women Edition, 2019. Also, serving as a Business Advisor for several Bhutanese Entrepreneurs till date.
- Served as a board member of the Centre Management Board for Shari EECD, Paro, Bhutan for 4 years.
- Served as the Convener of Examinations and Evaluation Unit at Norbuling Rigter College for two academic semesters.
- Served as a “Module Leader/Coordinator” for HR Courses within the Business Dept., where my responsibility was to lead all the Teachers of those courses (as more than one teacher covers the same course) to assure a degree of uniformity and on-going improvement in teaching approaches, exams etc. for that course.
- Experienced in teaching 20 contact hours per week and successfully handled 3 different modules catering to 100+ students’ strength in a semester for Engineering and Management Undergraduates both for Day and Evening Classes.
- Prepared course outline and syllabus, lesson plans focusing more on skill building of students, and engaged myself in the selection of textbooks and other teaching aids necessary for the instruction of courses, in adherence with deadlines established by the Dean.
- Developed New & Refined Old curriculum and teaching/training guides/materials, reference materials, visual aids and other materials as required for lectures of General Management and Human Resource Management modules at RTC.
- Assisted RTC Business Faculty Head in developing entirely 4 new HR Major Module’s Syllabus – Human Resource Planning and Organizational Change & Development for a new Program BBM – Bachelor of Business Management.
- Prepared, administered and graded Semester End Examinations and Continuous Assessments (Projects, Class Tests, Assignments, Role-Plays, and Group Discussions etc.) to evaluate students’ progress, in adherence with deadlines established by the Dean.
- Supervised Examinations, Projects, Group Discussion/Debates and Assignments based on the academic guidelines. Also, served as Resource Person for Students Hostel “RA Training Workshop”.
- Served as Student Advisor to a group of 4-8 First Year Students & Student having one or more Back Paper and consulted with them on modules, academic matters, and hostel life and career decisions at regular intervals across the semester.
- Taken Initiatives for Continuous improvement by applying Student Feedback Strategy at Regular Intervals and through attaining various Faculty Development Trainings and Workshops conducted by professors across the globe.
- Conducted Tutorials for academically weak students where required and hence promoted learning skills among students by making a formative assessment of each

of my students, and undertook remedial action as needed, either through personal efforts or by referral to others within my institution as appropriate. Also, served as a Resource Person for HR Management Modules at College – LRC (Learning Resource Centre).

- As a Certified Mental Health Facilitator & Human Mind Trainer, assisted Royal Thimphu College's Counsellor in students counselling on various youth issues and in conducting a "Quit Smoking" Program based on the guidelines of American Cancer Society. Also, was in liaison with Head, Dept. of Psychiatry-JDWNR Hospital for some voluntary activities on Creating Awareness on Mental Health.
- Served as Faculty Advisor for various Students Clubs like Public Speaking Club, Photography Club and actively participated in various Students activities like Cleaning Campaign, Blood Donation Drive, Run for Health etc. Also, initiated a self-help group named "Let's Share – We are there" for those students going through some challenging phase in personal life.
- Served as the Coursera Admin of NRC after successfully completing the Coursera Administrator Training.

International Awards:

- Recipient of the International Award "**World Icon of Peace**" given by the "World Institute For Peace" at Lagos, Nigeria in the year 2019 for making significant contribution in the field of peace education in Nigeria.
- Recipient of the Global Award of "**100 Most Dedicated Professors**" by World Education Congress in the year 2019.
- Recipient of "**Asia's Best Researcher Award of the Year in Management**" felicitated by ASIA Awards for the year 2023 in association with World Research Congress.

Career Profile:

Timeline	Organization	Designation
August 2017 – Till Present	Norbuling Rigter College - Bhutan	Assistant Professor – Dept. of Business
July-2012 – July 2016	Royal Thimphu College - Bhutan	Lecturer – Dept. of Business
Jan-2011 – June 2012	Meghnad Saha Institute of Technology - India	Guest Lecturer – Dept. of MBA & BBA
Jan-2011 – June 2012	IERCEM Institute of Technology - India	Guest Lecturer -Management Modules
June 2010 – May 2011	Erudite Educational Centre Pvt. Ltd. - India	Marketing Officer

Academic Qualifications:-

Degree and Date	University	Institution
Ph.D. in Management <2019-2023>	Ram Krishna Dharmarth Foundation (RKDF) University, Ranchi - India	Dept. of Management, RKDF University - Ranchi
Graduate Certificate in HR and Employment Relations <2016-2017>	University of Western Australia (UWA) - Australia	UWA Business School
MBA <2008-2010>	West Bengal University of Technology (WBUT) - India	Meghnad Saha Institute of Technology
Bachelor of Technology, Computer Science and Engineering <2004-2008>	West Bengal University of Technology (WBUT) - India	Hooghly Engineering & Technology College
Higher Secondary <2002-2004>	West Bengal Council of Higher Secondary Education	Bandel St John's HS School
Secondary <2002>	West Bengal Board of Secondary Education	Sri AurobindoVidyamandir, Chandannagore

Training / Workshop / Seminar Summary:

Program or Course	Resource Person/Team	Coverage
Differentiated Instruction	Dr. Tshering Wangmo	For Students - One Size Doesn't Fit All.
Inquiry - Based Approach	Sudev Mariyil	Fostering Curiosity
Academic Integrity & The Writing Process	Dr. Samir Patel & Criss Hall	Plagiarism –Identification & Actions, Steps for Writing Process.
Universal Human Value & Professional Ethics Workshop	Royal University of Bhutan, Ganesh Prasad Bagaria	Human Values & Principles, Our Entire Existence is Coexistence, Natural Acceptance, and Professional Ethics.
Setting Good Exam Questions – “ No Body Marks You”	Cathleen Legrand, Lucy Hopkins & Dr. Samir Patel	Implementation of Bloom's Taxonomy, MCQ, Marks Distribution.

Peer Tutoring	Madhav Varma	One-One Tutoring, Higher Achievements, Improved Relationship among students.
Constructive Feedback Workshop	Dr. Soren Willert	Recognize Barriers, Why Constructive Feedback, Steps/Strategies.
Student Centred Lesson Planning	Ivan Stacy	Students need, Hands-on-Activities, Engaging Students.
Students Participation in Group Assignments	Marloes Groenewegen	Group Formation Strategy, Allocation of Job, Grading, Avoiding Social Loading.
Mental Health Facilitator (MHF)	National Board for Certified Counsellor, Inc. & Affiliates - USA	Primary Level Counselling, Asking Right Questions, Assessing Risk.
Mind Power Trainer's Training	Dr. Jeetendra Adhia	Sustainable Motivation, Power of Subconscious Mind, Law of Attraction, Visualization, Meditation, Mind Control Techniques.
Mind Power Workshop	Dr. Sneh Desai	Motivation, Happiness, Success & Peace through Human Mind Power.
Mind Mastery Workshop – Applied NLP	Sandip Gajjar	Science of Communication, Neuro Linguistic Psychology.

English Language Skills:

Test	Test Date	Speaking (90)	Listening (90)	Reading (90)	Writing (90)	Overall Score (90)
PTE Academic	1 May 2023	90	90	78	80	88

Personal Details:

Date of Birth	19-04-1987
Nationality	Indian
Sex	Male
Marital Status	Married
Present Location	Paro, Bhutan

Certification:

I, the undersigned, certify to the best of my knowledge and belief that, this CV correctly describes my qualifications and my experience. I also understand that any wilful misstatement described herein may lead to my disqualification or dismissal, if engaged.



(Dr. Sourav Basu)

Date: 30th October 2023