

# Dr. PRAMOD KUMAR



**M.A.** (Psychology), *University of Allahabad*

**Ph.D.**(Organizational Behaviour). *I.I.T.Bombay*

**Professor of Organizational Behaviour & HRD**

**President, International School of Business and Media**

Held several **academic positions** at XLRI Jamshedpur, I.I.M. Ahmedabad, IIT Bombay, University of Bombay, and University of Allahabad during 16 years of professional life. Was Director of Symbiosis Institute of Business Management (SIBM), Pune. The work has been teaching, training, research and consulting in behavioral science and HRD. Had been Visiting Professor to Postgraduate Institute of Management, Srilanka.

Founder **of International School of Business at Pune.**

Has several **research papers** in leading Indian and International journals & conferences. Some of them being top 10% best papers accepted. Several of these researches are quoted internationally. Has written several cases, and developed several management games and exercises.

**Areas of research** interest include Human Resources in Information Technology work environment; Transformational Leadership, Power, Politics in Business Organizations; Teamwork, Group Dynamics; Women and Sex-role dynamics at work place; Emotional Intelligence, Global Human Resource Development, Competency Profiling & Assessment Center.

**Consulting** has been in the area of HRD and Behavioral Training including training need analysis, designing and implementation of training programmes; Diagnostic analysis of Work Styles, Culture, Organizational structure, Management systems and process, Organization Development (OD.), Key Result Areas based Performance, Competency Analysis & Assessment.

As a consultant and trainer, **worked with over 75 organizations in India, Srilanka, and Nepal.** These include multinational and Indian FMCGs, Engineering, Automobile, Banking, Power, Steel & Chemical, IT, International development, armed forces, Government of India & state services, and training organizations. Had been consulting with UNICEF and World Bank.

Had been on **committees of Ministry of HRD, Government of India.** These include **Policy Perspective on Management Education, All India Council of Technical Education Expert committee,** Synergy Groups, Subgroup on Primary Education, and Domestic Supervision Mission for DPEP (Project sponsored by World Bank