

# Resume

**Position Applied: Associate Professor**  
**Discipline: OB&HRM**

**Dr. A. Sridhar Raj**  
**Assistant Professor,**  
**Institute of Public Enterprise,**  
**Hyderabad**

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## Educational Qualifications

Name of the Degree	University/Board	Year
PhD	Osmania University, Hyderabad	2011
Master of Arts (Public Administration)	Osmania University, Hyderabad	1995
Bachelor of Arts	Osmania University, Hyderabad	1993

## Job Experience

Designation	Nature of Work	Organization	Duration
Assistant Professor	Teaching, Research, Consultancy, Training & Administration	Institute of Public Enterprise, Hyderabad	2007- till date
Consultant	Consultancy & Training	Centre for Good Governance, Hyderabad	2006-07
Faculty Associate	Teaching & Courseware Development	Institute of Chartered Financial Analysts of India, Hyderabad	2003-2006

## Training Programmes Conducted

Sl.No.	Title with page Nos.	Name of the Journal
1.	Executive Development Programme for the Scientists of National Remote Sensing Centre, Indian Space Research Organization.	1 <sup>st</sup> September – 4 <sup>th</sup> September 2015, Hyderabad
2.	Executive Development Programme for the Scientists of National Remote Sensing Centre, Indian Space Research Organization.	8 <sup>th</sup> July – 11 <sup>th</sup> July 2014, Hyderabad
3.	Executive Development Programme for the Scientists of National Remote Sensing Centre, Indian Space Research Organization.	29 <sup>th</sup> October – 31 <sup>st</sup> October 2013, Hyderabad

## Published Papers in Journals

Sl.No.	Title	Name of the Journal
1.	Training and Development of Human Resources: An Analysis of Literature	Indian Journal of Training and Development, Jan-March 2014
2.	Training Needs Analysis in Central Public Sector Enterprises in the era of Globalization, pp. 522-531	Indian Journal of Public Administration, Vol. LVIII, No.3, July-September, 2012
3.	Safeguarding Lokpal from going the Lokayukta Way, pp. 25-31	Administrative Development, Vol I (1) 2012
4.	Training and Development Facilities in select Central Public Sector Enterprises: A Study, pp. 99-112	The Journal of Institute of Public Enterprise, Vol. 35, No.1&2, 2012
5.	Oil Sector Shows the Path, pp. 13-17	Upkram, April-June 2012
6.	Cultural Roots of Corruption: Efficacy of Judiciary in Combating Corruption in India, pp 797-805	The Indian Journal of Public Administration, Jul-September 2011 Vol.LVII No.3
7.	Training Needs Analysis: A Study of Select Central Public Sector Enterprises, 2011, pp. 17-	Upkram, Vol. 9 No.35, October – December 2011
8.	Philosophy and Ethos of Training and Development: A Study of Select Central Public Sector Enterprises in Andhra Pradesh, Business, pp-68-73	Vision, Vol.6, No.3, July-September, 2010
9.	Board Level Remuneration in Central Public Sector Enterprises: Myth and Reality, pp 64-67	Economic & Political Weekly, Vol XLII No 18, May 3-9, 2008
10.	Local Fund Audit: The Need for Introspection and Rejuvenation, pp 54-58	Local Government Quarterly, Vol.LXXVIII, No.2, April-June, 2008
11.	Whistle Blower: The Sentinel of Ethics, 95-103	Vigilance Study Circle, 4 <sup>th</sup> Anniversary, 7 <sup>th</sup> July, 2007
12.	Slums and Healthcare in India: Some Observations, pp 52-60	The ICFAI Journal of Public Administration, Vol.1, No.2, April, 2005

## Full Papers Published in Conference Proceedings

Sl.No.	Title	Conference Publication
1.	Monetizing: CSR Activities of Employees: Challenges and Opportunities, 237-244	Revolutionizing Corporate Social Responsibility,: Towards a Sustainable Tomorrow, Academic Foundation, New Delhi, 2015
2.	Performance Management in Government: A Case from India	Summary of Views at the 2012 Asia-Pacific Regional Conference of the International Association of Schools and Institute of Administration, 2012
3.	Improving the Delivery of Public Services through New e-Governance Models	International Conference on Public Administration, 2013, South Africa.
4.	A New Performance Management Framework for Public Administration in 21 <sup>st</sup> Century, pp. 170-175	International Conference on Public Administration, 2012, Hyderabad, India.
5.	Higher Education in India: The Need to Look Beyond Marks and Markets, pp. 143-148	International Conference on Quality in Higher Education: Challenges and Opportunity in India, Institute of Public Enterprise and Government of Bihar, 20 <sup>th</sup> -21 <sup>st</sup> October 2011
6.	Promotion of Corporate Social Responsibility: The Role of Management Schools, pp. 139-147	National Conference on 'Best Practices in Corporate Social Responsibility', Institute of Public Enterprise, 3 <sup>rd</sup> -4 <sup>th</sup> June 2011
7.	Negotiations between the Government and the Business: The Stakeholder Approach for Sustainability, pp. 94-96	Annual Conference on Global Governance, Conflict Resolution and Sustainable Development, International Political Science Association, 22 <sup>nd</sup> -23 <sup>rd</sup> December 2010
8.	An Analysis of Whistle blowing Practices in Maharatna Central Public Sector Enterprises in India, pp. 318-324	International Conference on Corporate Governance, 9 <sup>th</sup> -10 <sup>th</sup> December 2010,
9.	Financial Inclusion: Microfinance Institutions as Extended Arms of Banks, pp. 294-303	Contemporary Challenges for the Indian Banking Sector, Bloomsbury Publishing India Pvt. Ltd.

### Case Studies/Articles/Chapters Published in Books/News Papers

Sl.No.	Title	Publisher
1	Forest Conservation Using Technology in Andhra Pradesh	The Economic Times, 28 <sup>th</sup> April, 2015
2	Apollo buyout effort of Cooper Tires: The Deal Gone Sour, What Next for Apollo Tyres,	The Economic Times, 15 <sup>th</sup> December, 2015
3	Compensation System in Central Public Sector Enterprises, pp 53-59	Human Resources Management in India – Issues and Initiatives, Dr. Sita, New Century Publications, New Delhi, 2008 ISBN: 978-81-7708-184-8
4	Citizens’s Charters: A New Direction for Administrative Change, pp-135-150	Public Administration in India – Tradition, Trends and Transformation, Ramesh K. Arora, Paragon International Publishers, New Delhi, 2006. ISBN: 81-89253-27-1
5	Organizational Climate	Courseware of Indira Gandhi National Open University for Agri-Business Management
6	Conflict Management and Negotiation	Courseware of Indira Gandhi National Open University for Agri-Business Management
7	Communication and Feedback	Courseware of Indira Gandhi National Open University for Agri-Business Management
8	Organizational Change and Development	Courseware of Indira Gandhi National Open University for Agri-Business Management
9	Vana Rakshana in Andhra Pradesh: A Case Study of FPMIS in Forest Department	Case Study for the National Institute of Smart Governance, Hyderabad
10	ICT Enabled Administration of Commercial Taxes – A Case Study of Andhra Pradesh	Case Study for the National Institute of Smart Governance, Hyderabad
11	Nurturing the Nature: A Case Study of Forest Cover Change Monitoring Information System in Andhra Pradesh	Case Study for the National Institute of Smart Governance, Hyderabad



## Consultancy Assignments/Projects

I was a team member of the following research and consultancy projects during my stint as a consultant with Centre for Good Governance and as an Assistant Professor with Institute of Public Enterprise

- *Training Needs Analysis in Assam Seeds Corporation Ltd.*, Government of Assam. Understanding job description, assessing training needs and suggesting suitable training methods for enhancing the performance of the employees, 2011
- *Training Needs Analysis in Assam Government Marketing Corporation Ltd.*, Government of Assam. Understanding job description, assessing training needs and suggesting suitable training methods for enhancing the performance of the employees, 2011
- *A Snapshot Survey to Understand the Customer Perception, Andhra Pradesh Rajiv Swagruha Corporation Limited, Andhra Pradesh.* The study focused on collecting data from the customers of Rajiv Swagruha Corporation Limited who have paid an initial amount for the booking of the flats in the city of Hyderabad, 2011
- *A Study of Cadre Strength and Determination of Promotion Policies, Andhra Pradesh Foods, Nacharam.* As a team member for the consultancy project which requires interacting with the executives and workers of AP Foods, understand their grievances and formulate promotional policies based on their qualification and experience. The role is to interact with various departments and groups of the organization individually and collectively to come frame processes and systems for promotion, 2010
- *Admission of Meritorious Poor Candidates in Private/Corporate Junior Colleges – Impact Study and Evaluation of the Programme, Society for Elimination of Poverty, Government of Andhra Pradesh.* The study is aimed at understanding the impact of the government sponsored programme on the poor meritorious students who have been shortlisted by the government and provided free education by corporate colleges. Worked as a team member for the impact study project which required interacting with the college administrators, principals, teachers, students and parents, 2009
- *A Study Report on Comparative Compensation in Public, Private and other Sections within and outside India, 2<sup>nd</sup> PRC* headed by Honorable Justice M.J.Rao for Department of Public Enterprises, Government of India. The study for the executives of the central public sector enterprises has been undertaken at the instance of Department of Public Enterprises, Government of India. The objective of the study was to bring out the compensation practices in public and private sector enterprises in India and assist the 2<sup>nd</sup> Pay Revision Committee for the central public sector enterprises in the formulation of the

new pay scales for the executives. The role assigned was to collect and collate data from various business magazines and the respondent sheets and draw inferences from them and finally put them to writing, 2007

- *Study of Systems Automation Requirements for Better Service Delivery*, Centre for Good Governance, Government of Andhra Pradesh. Worked as a consultant for the Centre for Good Governance and placed in the Home Department. The study focused on automation needs of the Andhra Pradesh State Police Housing Corporation Limited. The study came out with a report on the system automation requirements, 2006
- *Study of Computerization Requirements of Zilla Sainik Welfare Officer System*, Centre for Good Governance, Government of Andhra Pradesh. Worked as a consultant for the Centre for Good Governance and placed in the Home Department. The study focused on computerization needs of Zilla Sainik Welfare, Hyderabad, which functions under Home Department, Government of Andhra Pradesh. The study suggested the need for computerization of the details of the retired soldiers as the manual process is tedious and laborious, 2006

#### **Faculty Development Programmes Attended**

<b>Sl.No.</b>	<b>Programme</b>	<b>Organization</b>
1.	Workshop on Case Teaching and Case Writing	Indian Institute of Management, Kozhikode, 8th – 12th August 2011
2.	Strategic Management Teachers Programme	Indian Institute of Management, Bangalore, 24th – 28th December 2012
3.	Inorganic Growth Strategy	22nd – 26th October 2013, BIMTECH, Noida, New Delhi
4.	Case Method Teaching Seminar	Harvard Business School and Indian Institute of Management, Ahmedabad, 29th – 30th May, 2015, Hyderabad

**Dr. A. Sridhar Raj**