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AREAS OF EXPERTISE

Management

Organisational Behaviour and Human Resources; HRD; Industrial Relations

EDUCATION

Doctor of Literature 2017

Banaras Hindu University

Doctor of Philosophy 2007

Banaras Hindu University

Master of Philosophy 1992

Chhatrapati Shahu Ji Maharaj University

Master of Commerce 1990

Meerut College

PROFESSIONAL EXPERIENCE

Banaras Hindu University 2013 - Present

Professor

Varanasi

RESEARCH PROJECTS

Impression of Workplace Culture on Employee Relations in select Indian and Indo-Japanese Manufacturing Organizations: The Mediation and Moderation Effects of Quality of Work life and Management Style

Role: Other

Year: 2022 | Amount: 600000

Measurement of Quality of Doctoral Theses in Commerce and Management Disciplines of Indian Higher Learning Institutions: An Application of MultiSource Assessment

Role: Other

Year: 2023 | Amount: 500000

Linking OC with Performance through Perceived Fairness in Indian HIEs: Pursuing WCIs

Role: Other

Year: 2019 | Amount: 945000

Relationship between organizational citizenship behaviours and OE: A comparative Study

Role: Other

Year: 2016 | Amount: 200000

Work-Life Balance Practices (WLBP) among Employees of Insurance Companies in Kolkata

Role: Other

Year: 2012 | Amount: 593400

Quality of Working Life of Employees in Sugar Industry of Uttar Pradesh: An Empirical Investigation

Role: Other

Year: 2010 | Amount: 262000

HONOURS AND AWARDS

Padma Vibhushan Dr. Murli Manohar Joshi Teacher's Award 2025 *2025*

Awarded by: The Federation of World Academics (FWA), New Delhi

Amity Excellence Award for the Best Professor in the Area of Organisational Behaviour *2020*

Awarded by: AMITY UNIVERSITY, INDIA

Research Award *2016*

Awarded by: UGC, New Delhi, INDIA

Manubhai M Shah Memorial Research Gold Medals Award (MMSMRA) *2016*

Awarded by: Indian Commerce Association, INDIA

BBAY Gold Medal *2015*

Awarded by: Indian Commerce Association INDIA

Best Paper Award *2014*

Awarded by: Management Development Research Foundation, New Delhi

BBAY SILVER MEDAL *2006*

Awarded by: Indian Commerce Association INDIA

PROFESSIONAL MEMBERSHIPS

Society for Human Resource Management 2023

Life member

National Institute of Personnel Management 2023

Life member

Indian Society for Labour Economics 2012

Life member

Indian Accounting Association 2010

Life member

Indian Society for training and development 2010

Life member

National HRD Network 2009

Life member

Social responsibility Research Network 2005

Life member

Indian Institute of Public Administration 2004

Life member

Indian Commerce Association 2002

Life member

Indian Economic Association 2001

Life member

PUBLICATIONS

1. **Visualizing Job Engagement through the Lens of Bibliometric Analysis: A Retrospective Outlook & Future Research Agenda**

Das, S.C. and Kaushik, S.

THE RESILIENT AGE Sustaining Performance in the Changing World , Vol. (2025) , pp. 143-165

2. **Metamorphosis of OB and HR Width**

Das, S.C.

Metamorphosis of OB and HR Width , Vol. (2024) , pp.

3. **Dynamics of OB and HR in the Contemporary Era**

Das, S.C.

Dynamics of OB and HR in the Contemporary Era , Vol. (2024) , pp.

4. **Research Environment in Social Science Disciplines in India**

Das, S.C.

Research Environment in Social Science Disciplines in India , Vol. (2024) , pp.

5. Organizational Citizenship Behaviour and Effectiveness in Commercial Banks of India.

Das, S.C

Organizational Citizenship Behaviour and Effectiveness in Commercial Banks of India. , Vol. (2024) , pp.

6. Workplace Ostracism and Turnover Intention in Organizations: A Meta-analytic Review

Das, S.C. and Ekka, D

BIMTECH Business Perspectives , Vol. 6(6) (2024) , pp. 48-73

7. Reawakening of organisational commitment through bibliometric visualisation: a Scopus database mapping

Das, S.C. and Samad, A.

International Journal of Bibliometrics in Business and Management , Vol. 3(3) (2024) , pp. 240-259

8. Employer Branding and Talent Management: A Meta-Analytic Review

Das, S.C. and Kumar, A.

International Journal of Management Concepts and Philosophy , Vol. 17 (03) (2024) , pp. 235-258

9. Trends and Directions of Employee Experience: A Bibliometric Review for Future Research Agenda

Sudhir Chandra Das; Sonali Arunima Dhan

Paradigm: A Management Research Journal (2023)

10. Trends and Directions of Employee Experience: A Bibliometric Review for Future Research Agenda,

Das, S.C. and Dhan S.A.

Paradigm: A Management Research Journal , Vol. 27(2) (2023) , pp. 172-191

11. Distributive justice, affective commitment, leader-member exchange (LMX), and job characteristics model (JCM) as predictors of organizational citizenship behaviours (OCB): evidence from Indian banking sector

Das, S.C.

International Journal of Emergency Mental Health and Human Resilience , Vol. 25(5) (2023) , pp. 157-169

12. Unlocking Innovative Work Behaviour Through Bibliometric Analysis

Das, S.C. and Singh, S.

MDIM Journal of Management Review and Practice , Vol. 152-175 (2023) , pp.

13. Exploring the Role of Corporate Social Responsibility, Perceived Work Environment and Organizational Reputation in Organization Attractiveness: A Case of Generation Z Students in Indian Higher Learning Institutions

Das, S.C. and Kumar, A.

International Journal of Finance, Entrepreneurship & Sustainability , Vol. 3(1) (2023) , pp. 58(71)

14. Organisational Culture in institutions of Higher Learning (IHL): Predictors and Consequences

Das, S.C.

15. **Antecedents and Consequences of Employee Value Proposition: A Scientific Review for Future Research Agenda**
Das, S.C. and Dhan S.A.
Amity Journal of Management Research , Vol. 5(1) (2021) , pp. 584-594
16. **Trade Unionism and Industrial Relations in Indian Organizations: A Scientific Exploration**
Das, S.C and Singh Shloka
Pacific Business Review International , Vol. 13(7) (2021) , pp. 39-49
17. **Moderation and Mediation Effects of Organizational Culture: A Systematic Review for Higher Education Institutions in India**
Das, S.C.
Research Review International Journal of Multidisciplinary , Vol. 6(6) (2021) , pp. 161-169
18. **Testing the Goodness of Organizational Citizenship Behaviour (OCB) Measures in Banking Sector: Development of a Scale in Indian Context**
Das, S.C.
The Indian Journal of Commerce , Vol. 74(1&2) (2021) , pp. 130-160
19. **Antecedents and Consequences of Employee Silence: Research Framework for Indian Organizations.**
Das, S.C. and Samad, A.
Unnati: The Business Journal , Vol. 8(2) (2021) , pp. 59-68
20. **Social Security Schemes and Standard of Living: A Causal Study on Informal Workers in India. Research Review**
Das S.C. and Shweta
Research Review: International Journal of Multidisciplinary , Vol. 5(12) (2020) , pp. 1-4
21. **Work-life Balance hardbound Policies and Employee Engagement**
Das, S.C.
Work-life Balance hardbound Policies and Employee Engagement , Vol. (2020) , pp. 216
22. **Influence of Organisational Citizenship Behaviour (OCB) On Organisational Effectiveness (OE): Experiences of Banks in India, 9(2&3), 1-10**
Das, S.C.
Journal of Strategic Human Resource Management , Vol. 9(2 &3) (2020) , pp. 1-10
23. **A Review on Organizational Support and Knowledge Sharing Behaviour under the Mediating Effects of Organizational Identification**
Das, S.C and Pandey D.
IPE Journal of Management , Vol. 10(1) (2020) , pp. 101-115
24. **Magnitude of Human Resource (HR) Challenges and their Dependency on Select Demographic Diversity: Experiences from Commercial Banks in India**
Das , S,C, and Chaurasia, S.
International Journal of Banking, Risk and Insurance , Vol. 8(1) (2020) , pp. 26-42
25. **Psychometric testing of the green human resource management (GHRM) scale using Indian sample**

Das, S.C and Singh Raj, K.

JIMS8M: The Journal of Indian Management & Strategy , Vol. (2020) , pp. 10(1)

26. Impact of Employee Resilience on Job Performance Across Industries in India: Scientific Review and Exploration,

Das, S.C. and Kaushik, S.

Pacific University Journal of Social Sciences , Vol. 4(2) (2020) , pp. 1-11

27. Organizational Justice in Indian Universities: Exploring Mediation and Moderation Effects.

Das, S.C.

Times Journey: A Refereed Journal of Institute of Management Study , Vol. 10(2) (2020) , pp. 16-32

28. Flagship Programme of the Government of India: An Assessment

Das, S.C.

Flagship Programme of the Government of India: An Assessment , Vol. (2020) , pp. 521

29. Corporate Strategies of General Insurance Industry in India: An Appraisal

Das S.C.

Corporate Strategies of General Insurance Industry in India: An Appraisal , Vol. 385 (2020) , pp.

30. Demographic Composition and Employment Security in Informal Sector: Empirical Evidence from India

Das S.C. and Shweta

Pacific University Journal of Social Sciences , Vol. 4(1) (2019) , pp. 1-12

31. Demographic Responses to Green Employee Relations (GER) in Indian Railways: A Methodological Exploration, 8(2), 1-9

Das, S.C. and Singh, Raj K.

International Journal of Business Ethics in Developing Economies , Vol. 8(2) (2019) , pp. 1-9

32. Accounting Education in India and USA: A Comparative Study, 7(1), 54-64.

Das, S.C. and Singh, Raj K.

Journal of Commerce and Accounting Research , Vol. 7(1) (2018) , pp. 54-64

33. Examining Entrepreneurial Self-Efficacy Among University Students: An Empirical Study from Gender Point of View, 7(2), 1 15

Das, S.C. and Jaiswal, A.

Journal of Strategic Human Resource Management , Vol. 7(2) (2018) , pp. 1-15

34. Prosocial Service Behaviour (PSB) and Customer's Trust in the Company: Evidences from Banking Industry in India.

Das, S.C.

Journal of Organizational and Human Behaviour , Vol. 7(1) (2018) , pp. 37-51

35. Configurations and Predictors of Organizational Effectiveness: Scientific Literature Review and Agenda for future Research

Das, S.C.

Configurations and Predictors of Organizational Effectiveness: Scientific Literature Review and Agenda for future Research , Vol. (2018) , pp. 150

36. Consumer Buying Behaviour and Satisfaction Towards Motor Insurance Policies: Experience from Indian General Insurance Industry,

37. Relationship between Work-Life Balance Practices and Organizational Commitment: Evidence from Indian Health Care Institutions.

Das, S.C. and Kushwaha S.

International Journal of Human Potential Development , Vol. 6 (2017) , pp. 1-12

38. Perceived HR Efficiency and Effectiveness in Indian Commercial Banks: A Qualitative Measurement, 9(9), 106-11

Das, S.C and Chaurasia, S.

Pacific Business Review International , Vol. 9(9) (2017) , pp.

39. Antecedents and Consequences of Organizational Citizenship Behaviour; An Empirical Review

Das, S.C.

Antecedents and Consequences of Organizational Citizenship Behaviour; An Empirical Review , Vol. (2017) , pp. 123

40. Work-Life Balance Practices of Insurance Companies in India

2017

Work-Life Balance Practices of Insurance Companies in India , Vol. (2017) , pp.

41. Capabilities in Employability Skills (Self Perceived) among Under-Graduate Commerce Students-A Cross-Sectional Study, 69(1) , 110-122

Das, S.C. and Rao S.

The Indian Journal of Commerce , Vol. 69(1) (2016) , pp. 110-122

42. Relationship between HR Practices and Employee Engagement: A Study based on Indian Insurance Companies

Das, S.C.

Employee Engagement , Vol. (2016) , pp. 47-52

43. Human Resource Practices as Predictors of Work-Family Conflict and Employee Engagement among Employees in Indian Insurance Companies: An Application of Multinomial Logistic Regression Analysis.

Das, S.C.

Pacific Business Review International , Vol. 8(7) (2016) , pp. 1-13

44. Discretionary Savings and Investment Behaviour of Middle-Class Households in India: Empirical Evidence.

Das, S.C. and Kumar, V

International Journal of Applied Marketing and Management , Vol. 1(2) (2016) , pp. 26-34

45. Impact of HR Practices on Organizational Performance: A Critical Review on Eastern and Western Literature Perspectives.

Das, S.C and Jaiswal, A.

Times Journey: A Referred Journal of Institute of Management Study , Vol. 5(1) (2016) , pp. 11-26

46. Financial Literacy among Indian Millennial Generation and their Reflections on Financial Behaviour and Attitude: An Explanatory Research.

Das, S.C.

The Indian Journal of Cpmmerce , Vol. 69(4) (2016) , pp. 16(34)

47. Green HRM and Organizational Sustainability: An Empirical Review.

Das, S.C and Singh Raj, K.

Kegees Journal of Social Science , Vol. 8(1&2) (2016) , pp. 227-236

48. Antecedents and Consequences of Financial Literacy: A Comprehensive Literature Survey for Indian Context.

Das, S.C and Kumar, V.

Shimla Management Journal , Vol. VIII(1) (2015) , pp. 53-70

49. Excellence in HRD for Sustainable Growth

Das, S.C.

Excellence in HRD for Sustainable Growth , Vol. (2015) , pp.

50. Segmenting work life Balance practices of Employees in Indian Insurance Industry: A two-step Cluster Analysis.

Das, S.C.

Pacific Business Review International , Vol. 12(3) (2015) , pp. 12-23

51. Work-life balance Initiatives and employee's Retention: Experiences from insurance companies in India.

Das, S.C. and Kushwaha S.

Journal of Strategic Human Resource Management , Vol. 4(1) (2015) , pp. 12-23

52. Impact of Leaders' Emotional Intelligence on Employee Engagement: Experiences from Banking Companies in India.

Das. S.C. and Ali Wasif

Vidyasagar Journal of Commerce , Vol. 20 (2015) , pp. 110 -123

53. Quality of Working Life in Sugar Industry

Das S.C. and Gope A.K.

Quality of Working Life in Sugar Industry , Vol. (2014) , pp.

54. Clustering Entrepreneurial Potential in Commerce Students of Banaras Hindu University: An Assessment.

Das, S.C and Ram, P.

Pacific Business Review International , Vol. 06 (08) (2014) , pp. 07-15

55. Job Design and Employee Well-Being: A Study of Life Insurance Corporation of India.

Das, S.C. and Gope Anil, K.

Commerce and Management Explorer , Vol. 4(2) (2014) , pp. 345-351

56. Corporate Social Reporting in Maharatna Companies in India: A Content Analysis.

Das, S.C. and Ram P.

Kegees Journal of Social Science , Vol. 6(2) (2014) , pp. 272-277

57. Relationship between Emotional Intelligence and Job Satisfaction of Banking Employees: A Descriptive Study.

Das, S.C and Ali, Wasif

Journal of Organisation and Human Behaviour , Vol. 3(2 and 3) (2014) , pp. 24-30

58. Influence of Demographic Variables on Compensation Modelling: Experiences from Sugar Mills of Uttar Pradesh.

Das, S.C. and Sah, Sanjay K.

59. **An Appraisal of HR Models in Managing Workforces: Experiences from Export Oriented Units.**
Das, S.C.
Global Research Review , Vol. 3(1) (2013) , pp. 10-18
60. **Corporate social reporting and human resource disclosures: Experiences from insurance companies in India**
Das S.C.
Social Responsibility Journal , Vol. 9 (2013) , pp. 19-32
61. **Gaining Strategic Advantage Through Data warehousing: The case of Indian Insurance Industry**
Das, S.C.
Kegees Journal of Social Science , Vol. 5(1) (2013) , pp. 16-23
62. **HR Practices in Rapid growth Organizations: Experiences from Indian BPO Industry**
Das, S.C.
Global research Review , Vol. 3(1) (2013) , pp. 10-17
63. **An Assessment of Indian Academicians' Satisfaction Level with Workplace Environment: A Descriptive Study**
Das, S.C and Gujrati, R.
Pacific Business Review internationalL , Vol. 5(8) (2013) , pp. 13-22
64. **Status of Incurred Claim Ratio of Non-Life Insurance Companies in India: An Appraisal, 13(2), 1-10**
Das, S.C. and Agrawal, K.
BIMAQUEST , Vol. 13(2) (2013) , pp. 1-10
65. **Employee's Perception on Quality of Work Life (QWL) in Sugar Mills of U.P: A Comparative Study Based on Working Environment Factor.**
Das, DS.C. and Gope Anil, K.
Pacific Business Review International , Vol. 6(4) (2013) , pp. 76-84
66. **Identifying Critical Factors of Work-Life Balance of Insurance Employees in India: An Exploratory Factor Analysis.**
Das, S.C. and Kushwaha S.
Times Journey: A Refereed Journal of Institute of Management Study , Vol. 2(1) (2013) , pp. 1-13
67. **Employee Satisfaction of Insurance Agents: Empirical Evidences.**
Das, S.C.
Review of Management , Vol. 32-45 (2012) , pp. 2(3/4)
68. **Managing and leading Change through Transformational Leadership: Insights into Success Code**
Das, S.C.
Value Creation through Human development: The Emerging Dimensions, , Vol. (2012) , pp. 380-389
69. **Valuation of Human Capital: An Analysis of Practicing Models**
Das, S.C. and Topno, H

70. Employees Satisfaction with Regards to Wages and Salary in Sugar Mills of Eastern U.P.: An Empirical Investigation

Das, S.C. and Sah, Sanjay K.

INTERNATIONAL JOURNAL OF COMMERCE & SOCIAL SCIENCES , Vol. 2(1) (2012) , pp. 7-15

71. Efficacy of Employee's Training Programme at Reaction level: An Empirical Evidence from "State Bank of Hyderabad" in India

Das, S.C., and Topno, H.

Pacific Business review International , Vol. 5(6) (2012) , pp. 1(9)

72. Corporate Social Responsibility Practices in Indian Mining Industry: An Exploratory Study

Das, S.C. and Ram P.

Strategic Corporate Social Responsibility- Towards a Sustainable Business , Vol. (2012) , pp.

73. An Appraisal of Employees Satisfaction level about Fringe Benefits: Evidence from Sugar Mills in Eastern UP

Das, S.C. and Sah, Sanjay K.

Pacific Business Review International , Vol. 5(4) (2012) , pp. 15-24

74. E-Governance Mechanism in India: Experience from Selected E-Governance Projects

Das, S.C.

Mirror: Peer Referred Bi-annual Research Journal of Commerce, Management and Social Science , Vol. II(II-A) (2012) , pp. 166-177

75. Strategic Human Resource Management for Insurers: An Exploratory Study

Das, S.C.

Contemporary Issues in Human Resource Management, Management Development Research Foundation, New Delhi , Vol. (2011) , pp. 391-403

76. Retention Strategies in Business Process Outsourcing Industry: An Indian Perspective

Das, S.C.

Commerce and Management Explorer: International Journal of Social Science Research, Kerala , Vol. 1(1) (2011) , pp. 197-205

77. Is Small & Medium Sized Enterprises (SME) Financial Reporting limited in Practice: An Exploratory Study

Das, S.C.

Invertis Journal of Management , Vol. (2010) , pp.

78. Status and direction of corporate social responsibility in Indian perspective: An exploratory study

Chandra Das S.

Social Responsibility Journal , Vol. 5 (2009) , pp. 34-47

79. The Relationship Between Insurance Sector Development & Economic Growth: Empirical Evidence from India

Das, S.C.

Invertis Journal of Management , Vol. 1(1) (2009) , pp. 35-40

80. IT SOFTWARE AND SERVICES EXPORTS: An Evaluation of its Competitiveness

Das, S.C.

IMS Manthan: The Journal of Innovations , Vol. IV(2) (2009) , pp. 47-52

81. BPO: Potential in the Insurance Sector

Das, S.C.

The Management Accountant , Vol. 43(9) (2008) , pp.

82. Cost Management Practices in Non-Life Insurance Companies: A Comparative Study

Das, S.C.

The Journal of Insurance Institute of India , Vol. XXXIII (2007) , pp. 3-8

83. Risk-Based Capital Approach: Tightening Capital Norms for Insurance Companies in India.

Das, S.C.

The Insurance Times: The Journal on Insurance in India , Vol. XXVII (3) (2007) , pp. 16-19.

84. Community-Based Health Insurance Services in India: Exploring an Equitable Health Financing Mechanism.

Das, S.C.

The Journal of Insurance Institute of India , Vol. XXXII (2006) , pp. 63-69

85. Advantages of People Sophistication in Indian IT Industry.

Das, S.C.

Journal of Commerce and Information Technology , Vol. 5(1) (2005) , pp.

86. Development of E-Marketing System: Some Key Issues of Planning.

Das, S.C.

The Insurance Times: The Journal on Insurance in India , Vol. XXV (10) (2005) , pp.

87. Transfer Pricing Strategy for Intangible Products.

Das, S.C.

Banking Finance: A leading Monthly Journal on Banking & Finance , Vol. XVIII (12) (2005) , pp. 1-5

88. Corporate Governance in Insurance Sector.

Das, S.C.

The Insurance Times: The Journal on Insurance in India , Vol. XXIV (4) (2004) , pp. 22-27

89. Marketing Strategies for Mutual Funds Products in the Twenty First Century

Das, S.C.

Banking Finance: A leading Monthly Journal on Banking & Finance , Vol. XV (7) (2002) , pp. 5-10

90. Marketing Activities in Non-Life Insurance Service Sector

Das, S.C.

The Insurance Times: The Journal on Insurance in India , Vol. XXII (3) (2002) , pp. 20-23

91. Applications of Information Technology in General Insurance Industry

Das, S.C.

Commerce Education in the New Millennium , Vol. (2002) , pp. 1-8