



CV of Dr. Ashok Kumar

Name	: Dr. Ashok Kumar (Former Professor, IIM Indore)
Date of Birth	March 15, 1948
Present Position	: Professor and Dy. Director (Amity Business School) Amity University, Lucknow
Address for correspondence	: Dr. Ashok Kumar "PREM-PRAYAG" C-1481, Indira Nagar Lucknow: 226 010 E-mail: ashok682@gmail.com Mob:9721177298 Land Line: 0522-4016255
Qualifications	: <ul style="list-style-type: none">✓ M.A. (Psychology), Allahabad University, 1968✓ Certificate in Demography, International institute for Population Sciences (IIPS), Mumbai, 1969✓ Diploma in Communication & Action Research, International Institute for Population Sciences (IIPS), Mumbai, 1970✓ Ph.D - Social Work, Lucknow University, 1981✓ PG Diploma in Management, AIMA, New Delhi, 1987
Experience	: <p><u>Total experience of 47 years</u></p> <p><u>Summary of Experience:</u></p> <ul style="list-style-type: none">*3 Years : Faculty Member in International Institute of Population Sciences (IIPS), Mumbai (1970-1973)*14 Years : Assistant Director (Social Sciences and Demography), India Population Project (IPP), Health Department, Govt. of UP, Lucknow (1973-1988)*3 Years : Research Coordinator in Personnel Management and Organizational Behavior in Management Training Institute of SAIL, Ranchi (1988-1991)*4 Years : Senior Faculty Member in Management Training Institute of SAIL, Ranchi (1991-1995)*6 Years : Senior Dy. Director in Management Training Institute of SAIL, Ranchi (1995-2001)

***4 Years : Joint Director I/c of Academics in Management Training Institute of SAIL, Ranchi (2001-2005)**
***3 Years (2005-2008) General Manager (HRD), Steel Authority of India Ltd**
***2 Years Professor at IIM, Indore (2008-2010)**
***Professor & Dy. Director, Amity Business School, Amity University, Lucknow (2010-till date)**
(Took six months sabbatical leave from July 01 to December 31, 2003 to work on USAID Project)

Details of Experience:

✓ **3 Years : Faculty Member in International Institute of Population Sciences (IIPS), Mumbai (1970-1973)**

The job involved teaching and research. Major assignments completed:

- Training to GOI Fellows and candidates from ESCAP countries.
- Evaluation Study of the Functionaries of Health Department of Rajasthan Government.
- Study of School Teachers of Bombay towards their Reaction to Population Education.
- Hostel warden of the Institute
- In-charge for Annual Convocation

✓ **14 Years : Assistant Director (Social Sciences and Demography), India Population Project (IPP), Health Department, Govt. of UP, Lucknow (1973-1988)**

The job involved training and research and leading a team of research workers. Major assignments completed:

- Designing and Implementing MIS for Health and Family Welfare Department.
- Comparative Study of Health MIS of Maharashtra and Uttar Pradesh
- Training Need Assessment for Medical Officers working for the Government of Uttar Pradesh.
- National Study of Traditional Birth Attendants (TBA).
- Designing and Launching Three-tier Management Development Programme for the Health and Medical Department of UP in Collaboration with IIM, Ahmedabad.
- A Study of District and Block Level Committees.
- Study of the Functioning of Panchyats in Maharashtra and Uttar Pradesh.
- Baseline Survey of India Population Projects in Uttar Pradesh.
- Assessment of Effectiveness of Training Imparted Under India Population Project.

		<ul style="list-style-type: none">• Socio-Demographic Study of Urban Slum Dwellers.• Study of Effectiveness of Immunization Camp Approach
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	<p>✓ 20 Years : Management Training Institute, an Apex Institute of SAIL(1988-2008)</p> <p>(Research Coordinator 1988 – 91, Senior Faculty Member, 1991-95, Sr. Dy. Director 1995-2001, Joint Director {I/C of Academics} 2001-2005, General Manager (HRD) of SAIL from 2005 till date)</p> <p>The Management Training Institute (MTI) is apex Institute of Steel Authority of India and it is only residential Institute in the country having ISO-9001 certificate from TUV, Germany. MTI has been winner of coveted Golden Peacock National Quality Award in 1994 and in 1996, won National Award of ISTD for Innovative Training Practices in 2005 and Corporate University Best in Class (CUBIC) Award, USA for Most Innovative Industry Resource in 2007 .</p> <p>As General Manager (HRD) of SAIL, the job involved:</p> <ul style="list-style-type: none"> ✓ Planning and guiding HRD activities across various Steel Plants and Units of SAIL ✓ Seeking collaborations with leading Institutes in the area of Management Education ✓ Leading academic and training activities of Management Training Institute (MTI) at Ranchi covering 7000 corporate cadre executives of SAIL ✓ Training, research and consultancy in the area of specialisation such as OB, HRM, General Management, Strategic Management, Training of Training Officers etc. ✓ Leading a multi-disciplinary team of 12 highly qualified Faculty Members. ✓ As Head of Management Training Institute responsible for day to day administration by leading cross -functional team of Academics, Personnel, Finance, Programmes, Materials, Maintenance, Catering and Hospitality. <p>Major assignment completed at MTI, Ranchi:</p> <ul style="list-style-type: none"> ✓ Designing and implementing system of Training Need Assessment for the corporate level executives. ✓ Preparation, implementation and monitoring of Annual Training Plan for management training of corporate level executives. ✓ As Management Representative developing and implementing training systems and procedures to meet requirements of ISO-9001 certificate. ✓ Following programmes were designed and launched successfully after conducting detailed studies of training need: <ul style="list-style-type: none"> • Senior Management Programmes for Heads of Departments. • Programme for Effective Managers for middle level managers. • Programme on Strategic Management. • Programme on Counselling Skills • Programme on Enhancing Managerial Effectiveness for IAS and other Senior Officers involved in Bihar Plateau Development Project.
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2 years at IIM, Indore (2008-2010):

After superannuating as GM (HRD), SAIL joined IIM, Indore in April, 2008 as Professor (HR & OB)

Assignments completed at IIM, Indore

- 4 credit course on OB-II in second term of PGP-I course of 2008-09 and 2009-10
- 2 credit elective course on Organization Development in PGP-II
- 4 credit course on Advanced HRM in Fellow Programme
- 2 credit course on Training and Development in Fellow Programme
- 2 credit course on Managerial Competencies and Career Management in Fellow Programme
- 6 credit course on HRM in PGCPM Programme for SAIL
- 2 courses of 4 credit each on Human Behavior at Work in Broad Band Programme
- 2 credit course on OB-III for one year course of EPGP
- One course on Organizational Dynamics in FDP
- In-company programme for Godrej Industries at Mumbai
- Directed In-company programme for officers of Indian Ordnance Services
- Directed MDP on Managing for Results
- Conducted GD and Personal Interviews for admission to IIM, Indore through CAT
- As Adjunct Faculty taught 2 credit course on OB-I to three sections of PGP-I at IIM, Kozhikode
- Invited to teach on "Competency Development for New Management Faculty" in AICTE and MHRD sponsored summer school at VGSOM, IIT Kharagpur during 7-20 July, 2008

- Chaired a technical session in the International Conference on Globalization and Emerging Economics at IIM Indore during 11-13 August 2008
- Chaired the session on "Human Resource Management: Strength Based Approach In the International Research Workshop on Spiritual and Ethical Foundation of Organization Development at Pondicherry during 6-12 February, 2009
- Reviewer of METAMORPHOSIS- A Journal of Management Research, IIM, Lucknow and IIMB Review- A journal of IIM, Bangalore
- Consulting assignment of Jharcraft-An undertaking of the Department of Industries, Government of Jharkhand

Amity Business School, Amity University, Lucknow Campus (2010 onwards)

Assignments at Amity Business School, Lucknow

- Dy. Director of the School
- Area Head of HRM and OB
- Taught core and elective courses to MBA students
- Conducted 2 FDPs one on Case Method of Teaching and second on Consulting Skills
- Member of Departmental Research Committee for Ph D students
- Member of Editorial Board of Journal Amity Management Review
- Faculty guide for Summer Internship Report and Dissertation
- Member of selection board for Faculty
- Member of selection board for admission to MBA courses
- Program Director of MBA (HR)
- Edited special issue of Amity Business Journal
- Ph.D supervisor for two research scholars
- Organized HR round table conference
- Organized Seminar on Make in India-An HR Perspective
- Taught several core and elective papers in various programs

**Consulting
Assignments
Completed**

1. Diagnostic study of Egyptian Iron and Steel Company, Cairo
2. Feasibility study to set-up Technical and Management Training Institutes for the Metal Industries at Cairo.
3. MIS for Health and Family Welfare Department of Jharkhand Government
4. Rating of Business Schools in Eastern Sector on behalf of Business India
5. HR Policy and Systems for JHARCRAFT, an undertaking of the Department of Industries, Government of Jharcraft
6. Designing and Developing Curriculum and Course for PHC Medical Officers and NHRM Program Managers of Jharkhand on behalf of Maternal and Child Health Sustainable Technical Assistance and Research(MCH-STAR)-A USAID Contract

**Training to
External
Organization**

1. Godrej Industries, Mumbai
2. Dempo Group, Goa
3. Entrepreneurship Development Institute, Lucknow
4. Usha Martin Industries, Ranchi
5. NTPC, NOIDA
6. BALCO, Odisha
7. MESCO, Odisha
8. Heavy Engineering Corporation, Ranchi
9. Central Coal Field, Ranchi
10. Rashtriya Ispat Nigam Ltd., Visakhapatnam
11. United Insurance Ltd., Chennai
12. Indian Ordinance Organization, Nagpur
13. Tata Steel, Jamshedpur
14. Rajeev Gandhi Mahila Vikas Pariyojana
15. Forest Department, Government of Uttar Pradesh

Professional Training Received	:	<ul style="list-style-type: none"> ✓ Ashorne Hill College of Management, UK ✓ IIM, Ahmedabad ✓ ASCI, Hyderabad ✓ NITIE, Mumbai ✓ COD, Hyderabad ✓ British Steel, U.K.
Publications	:	<ul style="list-style-type: none"> ✓ Seven Books ✓ More than hundred papers and research reports ✓ Seven Cases ✓ Many book reviews and article digest ✓ Presented papers in National & International Conferences <p>(A list of selected publications in last few years is enclosed)</p>
Countries Visited	:	<ul style="list-style-type: none"> ✓ 1989 : United Kingdom ✓ 1996 : Egypt ,Singapore and Malaysia ✓ 2000 : Egypt ✓ 2002 : Republic of Maldives ✓ 2005 : Germany, France and Switzerland ✓ 2008 : Malaysia and Singapore ✓ 2009 : Germany ✓ 2013 : Germany and CZECH Republic
Other Achievements	:	<ul style="list-style-type: none"> ✓ Specialization in Systematic Approach to Training through 10 weeks program in U K by BSCOS with attachment to Ashorne Hill College of Management, UK ✓ Certified to Conduct Assessment Centers ✓ Key role in obtaining ISO 9001 certificate for MTI by TUV, Germany ✓ Associate Chief Editor of GROWTH : A Management Journal ✓ Member of Editorial Board of Journal entitled "Amity Business Journal" ✓ Presented paper in International Conference at Singapore in 1995 and at Maldives in 2002 ✓ Vice President, National HRD Network, Ranchi Chapter ✓ Presided over many technical sessions in National and International Seminars / Conferences ✓ Founder and former Director of Spectrum Services of Human Resource Development Pvt. Ltd. ✓ General Body member of Sahabhazi Shikhan Kendra, Lucknw-A Centre for Participatory Education
Membership	:	<ul style="list-style-type: none"> ✓ Life Member of National HRD Network
Visiting Faculty	:	<ul style="list-style-type: none"> ✓ IIM, Kozhikode ✓ Symbiosis Centre for HRD and Management, Pune ✓ Institute of Science and Management, Ranchi ✓ Xavier Institute of Social Sciences, Ranchi

	<ul style="list-style-type: none"> ✓ Usha Martin Learning Centre, Ranchi ✓ SAIL Consultancy Organisation, New Delhi ✓ Central Mines Planning and Design Institute, Ranchi ✓ Central Coal Ltd, Ranchi ✓ Indian Institute of Coal Management, Ranchi ✓ Heavy Engineering Corporation, Ranchi ✓ Metallurgical Consultants (MECON) Ltd., Ranchi ✓ Bokaro Steel Plant, Bokaro ✓ Public Health Foundation of India ✓ Rourkela Steel Plant, Rourkela ✓ Regional Training Institute of Accountant General Office, Ranchi ✓ Indian School of Mines, Dhanbad ✓ Corporate Training Centre, United India Insurance Co. Ltd, Chennai ✓ Centre for Organisation Development (COD), Hyderabad ✓ Entrepreneurship Development Institute , Lucknow
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TITLES OF SOME PUBLICATIONS

I. Books

1. Population : A Social Scientific Study, Lucknow : Hindi Sansthan, 1979 (In Hindi).
2. Slum: A Socio – Demographic Study, Lucknow : Jaitosh Prakashan, 1983.
3. Indian Management: Emerging Responses(Ed),New Delhi, Tata McGraw Hill,1995
4. Re-energizing Enterprises through HRD (Ed), New Delhi, Viva Books, 2003
5. Management cases for Business managers and Trainers (Ed), Sterling Publisher, New Delhi, 2004
6. Corporate Entrepreneurship: Strategic Imperative for Growth, The ICFAI University Press, Hyderabad, 2006
7. Organizational Strategies and Processes : Meeting Challenges for Growth(Ed.), New delhi: Viva books Pvt. Ltd., 2007

II. Papers

1. Evaluation of Training Effectiveness : Some Methodological Issues., Growth, April 1989.
2. Training Needs of Mid-Level Executives in a Large Public Sector Enterprise, Indian Management, February, 1992.
3. Managerial Factors Responsible for Performance of Primary Health Centres, POPCEN, Vol 3, No.3, No.9, Nov. 1977, pp 4-9.
4. Interface between Industry and Training Institute, in TV Rao and other (ed) "HRD in the New Economic Environment" New Delhi, Tata McGraw Hill, 1994.
5. Strategy to Manage HRD in Transition : Case Study of a HRD Institute in Udesh Kohli and Dharni P Sinha (ed) "Human Resource Development : Global Changes and Strategies", New Delhi : allied Publisher, 1994.
6. Indian Management – Emerging Responses, Growth, Vol 223, No. 4, Jan – March, 1996.

7. Role of HRD in the Indian Iron & Steel Industry : An Agenda for To-morrow, Goa : National Seminar on Indian Iron & Steel Industry: Vision, 2012, 28-30 Oct, 1996 and also in Growth, Vol 26, No. 4, Jan – March, 1997.
8. Effectiveness of Training Programmes : A summary, Growth, Vol 19, No. 2, Oct. 1991.
9. Managerial and Behavioural Changes Beyond 2000 AD : Challenges for Training, Jamshedpur : National Seminar on “Training Beyond 2000 AD : Challenges Ahead, April 7-8, 1997.
10. Absorption and Intensity of Entrepreneurism in a Large Business Enterprise – Study of Steel Authority of India Ltd; Singapore : Journal of Enterprising Culture, Vol 5, No. 2, June :1997.
11. Framework for Understanding Emerging Values in the New Market Economy, Bhilai : Annual Management Convention of Bhilai Management Association; September 28, 1996.
12. The use of Assessment Centre Methodology for HRD in a Large Manufacturing Organisation, in proceedings of National HRD Network National Seminar, New Delhi.
13. Building Entrepreneurial Culture through HRD : Transformational Strategies for the New Millennium in Bhusan Y.K. et.al, Training for Transition : Strategies for New Millennium, New Delhi : Himalaya Publication, 2000.
14. Winning over the Turnaround Syndrome - A preventive Prescription for Corporate Health, Growth, Vol 27, No.4, Jan. March, 2000.
15. A study of Knowledge Management in Engineering Design Consultancy Business, in Proceedings of National HRD Network National Seminar, Hyderabad.
16. Entrepreneurship Culture in Large Manufacturing Public Sector : An Exploratory Study, Indian Journal of Public Enterprise, Vol.14, No.26, June 1999,pp97-100
17. Social Accounting of Corporate Social Responsibility, GROWTH, Vol. 34, No. 1, April-June, 2006, pp. 55-64
18. Strategic Human Resource Management Content in the Annual Report of Companies: An Analysis through Text Mining, Indore Management Journal, A Journal of IIM, Indore, Vol. 2, Issue 4, Jan. –March 2011, pp.15-26
19. Urban Slums in India: Problems and Implications in Social Work Practices, Encyclopedia of Social Work, Vol. 5, No. 3, New Royal Book Company, 2013 pp 20-31
20. Potential of Public-Private Partnership in Agriculture for Inclusive *Growth in Uttar Pradesh*, Amity Business Review, Vol 15, No. 1, June 2014, pp 102-108
21. What and Why of Case Studies, Amity Business Journal, Vol 5, No. 2, 2016, pp 1-4

III. Cases

1. Taurus Copper Plant (Awarded Second Prize in case competition organized by AIMS and XLRI Jamshedpur on August 20, 1992) also published in Transactions, Vol2, No.4, Jan-March, 1992.
2. A Day with the Chief of Mechanical Maintenance, Ranchi : Management Training Institute, SAIL (MTI/SMP/95-96).
3. Wire Rod Mill of Bharat Ispat Ltd (BIL), Ranchi : Management Training Institute, SAIL (MTI/SMP/95-96).

4. A Day with Town Administrator, Ranchi : Management Training Institute, SAIL (MTI/SMP/95-96).
5. Phulpur Steel Plant – A Case of HRD, A Book of Selected Cases, MTI, SAIL, Vol.II.
6. Dual Designation, Growth, Vol22, No.2, Oct – March, 1995.
7. Erosion of Work Culture in Purity Rerolling Enterprise, Growth, Vol.28, No.1, April – June 2000.
8. So what? A Book of Selected Cases, MTI, SAIL, Vol. X
9. Identifying Competency Gap in National Steel Ltd. A Book of Selected Cases, MTI, SAIL, Vol. X
10. Matchbox Solutions, Growth, Vol37, No.3, Oct – December, 2009.
11. Acquisition of Southern Board Ltd. , Vol XV, A Book of Selected Cases, MTI, SAIL, Ranchi, June 2010, pp 9-16
12. Growth at Growcraft, Amity Business Journal, Vol.2 No.2 , 2013 pp20-31

IV. **Guest Editor**

1. Amity Business Journal, Vol. 5, No. 2, August 2016-Bi-annual Journal of the Amity Business School, Lucknow, ISSN 2278-0904