

CURRICULUM VITAE

Name : Sumana Guha
Date of Birth : 8th October, 1974
Educational Qualification : M.Com. , M.B.A, Ph.D. (in Commerce)
Designation : Associate Professor

Department : Department of Commerce (Morning)

College : St. Xavier's College (Autonomous)

Address for communication: Department of Commerce (Morning)
St. Xavier's College (Autonomous)
30 Park Street, Kolkata,
West Bengal, India, PIN – 700016.
E-mail: guha.sumana@gmail.com
guha.sumana@sxccal.edu

Residential Address : 77A Ibrahimpur Road, Jadavpur,
Kolkata, West Bengal, India.
PIN – 700032.

Bio-Sketch:

Teaching profession started from Vijaygarh Jotish Ray College in September, 2001 as part-time lecturer in the department of commerce. In 2003 joined Jogesh Chandra Chaudhuri College and thereafter in 2006 joined St. Xavier's College. From July 2009 to till date has been teaching in the department of commerce, St. Xavier's college (Autonomous), Kolkata as a fulltime Assistant Professor. From 2006 to 2017 associated with Career Oriented Programme (St. Xavier's College) and from 2006 to 2010 associated with IISWBM under University of Calcutta as a guest lecturer. From January, 2017 to till date teaching M.B.A. in the Department of Business Management, University of Calcutta.

Other than teaching: (a) published research papers in peer reviewed journals of repute (International- 3 and National- 21); publication in book chapters (4); publication in international conference proceedings (1) held in Islamic University of Technology, Dhaka, Bangladesh; publication in Little Magazine (1); (b) Published book (c) presented research papers in the national, international and UGC sponsored seminars held in and outside India; (d) participated in various UGC sponsored conferences, Faculty Development and Orientation programmes; (e) Organizes seminars and workshops; (f) Conducted training programme as a resource person for the B.Com IT faculty members of St. Xavier's College; (g) selected as an expert panel member of the West Bengal State Electricity Distribution Company Ltd. (h) review journal papers as a registered reviewer of the Australasian Journal of Information

Systems and appointed by the Oxford University Press, New Delhi, as an expert reviewer of a text book on Consumer Behaviour, 2014.

Teaching Experience:

Sl.	Level	Degree	College/University/ Institute	Duration	Total
1	Under Graduate	B.Com. (Honours)	1. Vijaygarh Jotish Ray College	Sept., 2001- July, 2003	2 years
			2. Jogesh Chandra Chaudhuri College	Aug., 2003- June, 2009	5 years and 10 months
			2. Calcutta Girl's College	Aug., 2007- Feb., 2008	6 months
			3. St. Xavier's College	Feb., 2006- Till Date	20 years (1 year as a guest lecturer and 2 years as a Part-timer; from July, 2009 onwards as a full-timer)
2	Post Graduate	M.B.A.	Department of Business Management, University of Calcutta, Alipore Campus	Jan., 2017- Till Date	9 years and 4 months
		M.Com.	1. Netaji Nagar Day College	Jan., 2017- 2019	3 years
			2. St. Xavier's College	Jan., 2017- June 2017	6 months
		PGDBM	IISWBM	2006 - 2010	5 years
3	Any Other	Career Oriented Programming (1 year diploma Course in Computerized Accounting)	St. Xavier's College (Autonomous), Kolkata	July 2006- June 2017	11 years

Awarded Ph.D.:

Completed Ph.D. in the year 2014 on 'Employee Turnover of Information Technology Firms: A Study'.

Registered as a Ph.D. Supervisor:

In the year 2017 became a registered Ph.D. supervisor under St. Xavier's College (Autonomous), Kolkata.

Areas of Research Interest:

1. Human Resource Management - Theories & Practices in multidimensional and multi-disciplinary perspectives;
2. Women Studies, specifically women empowerment, women deprivation, crime against women.

Research Activities:

I. Externally Funded Project:

- Worked as one of the *project co-directors* in the project entitled ‘**Gender Violence in India: Its Roots, Nature and Extent**’ in collaboration with Indian Statistical Institute (ISI) funded by Indian Council for Social Science Research (ICSSR) during the period 2016-2018.

II. PUBLICATIONS:

- Book Published:**

The book entitled ‘Employee Turnover: Theories and Practices; With Special Reference to Information Technology Sector’ published in 2016 by *Scholar Press, Germany*, ISBN No.: 978-3-659-84527-7.

- Paper Publications in Peer Reviewed Journals:**

Sl. No.	Title	Name of the Journal	ISSN No.	Vol. No.	Year of Publication
1	Employee Attrition: Concepts and Issues	Magis: Xaverian Journal of Education	ISSN No.: 2319-3239	Vol. 2	2013
2	The Causal Factors of Employee Turnover in Indian Information Technology Sector: An Exploration	Aviskaar: Xaverian Journal of Research	ISSN No.: 2277-8411	Vol. 6	2014
3	Turnover Propensity among Information Technology Professionals: A Study	SIT Journal of Management	ISSN No.: 2349-6894	Vol. 4, No. 2	2014
4	An Exploration of the Impulsive Factors of Employee Turnover: A Study on Information Technology Sector	Pursuits	ISSN No.: 2322-0643	Vol. 7	2014
5	Differentials in Information Technology Professional Category and Turnover Propensity: A Study	Global Business Review (GBR) Sage Publication	ISSN No.: 0972-1509	Vol. 17, No. 3	2015
6	Linkage between Job-Employee-Mismatch and Employee Turnover Intent: A Study	Aviskaar: A Xaverian Journal of Research	ISSN No.: 2277-8411	Vol. 7	2015
7	Employees Propensity to Change Organisations: A Study	IASMS Journal of Business Spectrum	ISSN No.: 0974-8016	Vol. 8, No. 1	2015
8	Employee Turnover: A Study on Information Technology Sector	Journal of Business and Management, Argyros School of Business and Economics,	ISSN No.: 1535-668X	Vol.20 No. 2	2015

		Chapman University, USA			
9	A Longitudinal Study on the Interface between Occupational Stress and Turnover Intentions – An Encounter of BPO Employees	Indian Journal of Training and Development	ISSN No.: 0971-5592	Vol. 45, No. 1	2015
10	Accounting for Intangibles: Concepts and Challenges	Magis: Xaverian Journal of Education	ISSN No.: 2319-3239	Vol. 4	2015
11	Effects of Intrinsic and Extrinsic Factors on Voluntary Employee Turnover: An Alternative Exposition	Anvesha: The Journal of Management	ISSN No.: 0974-5467	Vol. 8, No. 3	2015
12	Differentials in Attitude and Employee Turnover Propensity: A Study on Information Technology Professionals	Global Business and Management Research: An International Journal (GBMR)	ISSN No.: 1947-5667	Vol. 7 No. 4	2015
13	Multifarious Faces of Gender Inequality Hinders Inclusive Growth in India	Pursuits	ISSN No.: 2322-0643	Vol. 7	2015
14	Gender Inequality in India: A Constraint to Economic Development	Aviskaar: A Xaverian Journal of Research	ISSN No.: 2277-8411	Vol. 8	2016
15	Higher Education and Intellectual Capital Formation in India: An Exposition	Magis: Xaverian Journal of Education	ISSN No.: 2319-3239	Vol. 6	2017
16	Crime Against Women in India: A Stumbling Block to Development Endeavour	Aviskaar: A Xaverian Journal of Research	ISSN No.: 2277-8411	Vol. 9	2017
17	Style of Question Matters: An Experiment with Questions on Gender Violence	Anvesak (UGC CARE Listed Journal)	ISSN No. : 0378-4568	Vol. 50 No. 2	2021
18	Globalization and Horticulture-based Agro-Industrialization in India: A Quest	Aviskaar: A Xaverian Journal of Research	ISSN No.: 2277-8411	Vol. 14	2022
19	Escalation of Non-performing Assets in the Banking Sector impedes Growth and Prosperity of that Sector and the overall Economy: An Analytical Study'	Youthink	ISSN: 2347-6222	Vol XVI	2022
20	Effects of Branding and Sales Promotion on Indian Consumer Buying Behaviour: An Explorative Study	Youthink	ISSN: 2347-6222	Vol XVI	2022

21	Impact of Digital Marketing on Consumer Buying Pattern: A Study	Youthink	ISSN: 2347-6222	Vol XVII	2023
22	Impact of COVID-19 Pandemic on the Insurance Industry: A Study	Youthink	ISSN: 2347-6222	Vol XVII	2023
23	A Glimpse of the Nature and Extent of Crime Against Senior Citizens in the Metropolitan Cities in India	Aviskaar: A Xaverian Journal of Research	ISSN No.: 2277-8411	Vol. 15	2023
24	Nature and Extent of Women Empowerment in India: An Evaluation	AEQUITAS	ISSN No.:	Vol. 2	2024
25	Roots, Nature and Extent of Gender Violence and Women Empowerment: Discourse and Reality in India	Journal of Women's Studies	ISSN No.: 2320-3625	Vol. XII	2024
26	The Nature and Extent of Violence Against Women in The 19 Metropolitan Cities in India: An Assessment Study	Aviskaar: A Xaverian Journal of Research	ISSN No.: 2277-8411	Vol. 17	2025
27	Consumers Adaptive Dynamics of Online Shopping in India: A Case Study	Aviskaar: A Xaverian Journal of Research	ISSN No.: 2277-8411	Vol. 18	2026
28	A Study on PVR and Inox Merger: Two of India's Biggest Cinema Chains Combined	Youthink	ISSN: 2347-6222	Vol XVIII	2026
29	Effects of Differential Teaching Methods on Students Engagement and Learning Efficiency: A Comparative Analytical Study	Youthink	ISSN: 2347-6222	Vol XVIII	2026

III. Publication in Books:

Sl. No.	Title	Name of the Book	ISBN No.	Publication	Year of Publication
1	Towards unveiling the reasons Behind the Information Technology (IT) Employees' Turnover Intention: A Quest	Emerging Issues on Inclusive Growth, Business and Environment	ISBN No.: 978-81-8484-566-2	Regal Publication, New Delhi	2015
2	Women Deprivation: Myths and Realities	Recent Advances in Accounting, Finance and Management	ISBN No. : 978-81-922481-9-6	UGC- Human Resource Development Centre and Department of Commerce, University of Calcutta	2015

3	Empowerment of Women in India with Special Reference to North-East India	Deprivation, Development and Empowerment of Women in India	ISBN No. : 978-93-86578-28-8	Bookwell	2018
4	Gender Inequality in India with Special Reference to North East India	Deprivation, Development and Empowerment of Women in India	ISBN No. : 978-93-86578-28-8	Bookwell	2018

IV. Publication in Conference Proceedings:

Sl. No.	Title	ISBN No.	Publication	No. of Author (s)	Position of Authorship (Sole/ First/ Second)	Year of Publication
1	Employee Attrition in Engineering Firms: Case Study of DCIPS Pvt. Ltd., India	ISBN No.: 978-984-33-0989-1.	The conference volume of the International Conference on Industrial Engineering and Operations Management (IEOM) held in Islamic University of Technology (IUT) Dhaka, Bangladesh	2	Second	2010

V. Publication in Magazine:

- Article entitled 'Women's Sexual Assaults is our National Ignominy: Let us Exterminate it' published in *Little Magazine* (2014) by St. Xavier's College, Kolkata.

VI. Paper Presented:

- Presented paper entitled 'Employee Attrition in Engineering Firms: Case Study of DCIPS Pvt. Ltd., India' in International Conference organized by Bangladesh Society of Mechanical Engineers held at IUT, Dhaka, Bangladesh (2010).
- Presented paper entitled 'Glimpses from the Ashtavakra Gita' in 41st orientation programme organized by Jadavpur University (2012).
- Presented paper entitled 'Towards unveiling the Reasons behind the Information Technology (IT) Employees' Turnover Intention: A Quest' in the conference on "Inclusive Growth, Business and Environment in India's Emerging Economy" organized by St. Xavier's College (2013).
- Public Seminar approved by the Ph.D. Committee of The Calcutta University on the Topic of 'Employee Turnover of Information Technology Firms - A Study' on 17.9.2013.
- A paper titled 'An Exploration of the Impulsive Factors of Employee Turnover: A Study on Information Technology Sector' presented in a two days UGC Sponsored National Seminar organized by EILM in collaboration with Vidyasagar University (2013).

- Presented paper entitled ‘Employee Turnover – A Study on Information Technology Sector’ in refresher course organized by UGC - Human Resource Development Centre (HRDC), University of Calcutta (2015).
- Presented paper entitled ‘Gender Inequality in India with Special Reference to North East India’ in National seminar on ‘Poverty, Inequality and Health in India with special reference to North-East India’ organised by North-East Hill University, Department of Economics, Shillong in collaboration with Indian Statistical Institute (2015).
- Presented paper entitled ‘Empowerment of Women in India with Special Reference to North-East India’ in National seminar on ‘Poverty, Inequality and Health in India with special reference to North-East India’ organised by North-East Hill University, Department of Economics, Shillong in collaboration with Indian Statistical Institute organised by (2015).
- Presented paper entitled ‘Roots, Nature and Extent of Gender Violence and Women Empowerment: Discourse and Reality in India’ in a National level seminar on ‘Feminism to Gender Neutrality: Discourse and Reality’ organised by University of North Bengal held on 6th August, 2023.

VII. Conferences/ Seminars/ Webinars Attended:

- Actively participated in Two-Day Webinar on NAAC Assessment and Accreditation process on 30th and 31st July, 2020.
- Attended One-Day International Webinar on “Technology in 2020’s Classroom” held at Cisco Webex Platform on 21st July, 2020.
- Actively participated in the national level Webinar entitled “Increasing Frequency of Tropical Cyclone & its impact on Coastal Bengal” held on 20th July, 2020.
- Participated in National Level Webinar on "India 2020: An Optimistic Approach to Revitalize the Economy to break through Pandemic" Organized by the P.G. Department of Commerce on 14th July, 2020.
- Participated in Webinar on pandemic covid-19: threats to Life, Economy and Education in india jointly Organised by Department of Commerce & IQAC, Sarat Centenary College on 25 July, 2020.
- Participated as an organising committee member in two day International Marketing summit INERTIA ’15 organized by the Department of Management, Faculty of Commerce on the 17th and 18th of March, 2015.
- Actively participated in National Seminar on Poverty, Inequality and Health in India with Special Reference to North-East India organized by Department of Economics, North-Eastern Hill University, Shillong during 8-10 October, 2015.
- Participated as an organising committee member in two day International Marketing summit INERTIA ’14 organized by the Department of Management, Faculty of Commerce on the 26th and 27th of March, 2014.

- Attended the conference on "Inclusive Growth, Business and Environment in India's Emerging Economy" organized by St Xavier's College (Autonomous) on the 6th and 7th September 2013.
- Participated as an organising committee member in two day International Marketing Summit "INERTIA" organized by Department of Management, Commerce during 12th & 13th April, 2013.
- Participated as an organising committee member in two day International Marketing Summit "INERTIA" organized by Department of Management, Commerce during 19th & 20th April, 2012.
- Participated in UGC sponsored national seminar on "Indian Accounting Standards: Convergence with IFRSs, organized by Department of Commerce, P.N. DAS College in collaboration with Indian Accounting Association, Kolkata during 17th -18th February, 2012.
- Participated in UGC sponsored national seminar on "The Role of RBI in the changed Globalised Scenario" on 18th February, 2012.
- Attended 31st Annual Conference of BEA organized by St. Xavier's College in collaboration with Bengal Economic Association on 12th -13th February, 2011.
- Participated in 10th International Accounting Conference organized by Indian Accounting Association Research Foundation in association with IAAER, DELOITTE, EIILM (Kolkata), and Department of Commerce (CAS-1), University of Calcutta, during 8th - 9th January, 2011.
- Participated in National Level Seminar on "Carbon Nanotube" organized by Department of Electronics, Jogesh Chandra Chaudhuri College in collaboration with I.E.E.E, inc, Calcutta Section, on 14.3.2011.
- On 28.1.11 & 29.1.11 actively participated in International Management Summit 'INERTIA' organized by St. Xavier's College.
- Participated in International Seminar on "Search for a Holistic Combination of Agriculture, Industry and Education", organized by St. Xavier's College and Netaji Nagar College, kolkata on 8.12.2011.
- Attended International seminar on Environmental studies organized by St. Xavier's College on 11.3.11 & 12.3.11.
- On 14.4.11 to 18.4.11 attended Dubai Second International Conference organized by St. Xavier's College.

- Participated in International Seminar on ‘Globalization, Capitalist Crisis and Inclusive Development-Myth and Reality’ held on 22nd and 23rd December, 2009 in Lady Brabourne College.
- Participated in International Level Seminar on ‘Sustainability & Growth Strategy in Economic Downturn’ organized by The Department of Commerce, Netaji Nagar College held on 30th January, 2010.
- Participated in one day national seminar on ‘Economic Development With A Human Face’ organized by Jesuit Economic Association of India in collaboration with St. Xavier’s College(Autonomous) Kolkata held at St. Xavier’s College(Autonomous), Kolkata on 27th February,2010.
- Participated in State Level Seminar on “Globalisation and Changing Structure of Capital Market in India: Efficiency Vs Vulnerability organized by Department of Commerce, Surendranath College for Women in Collaboration with Chittaranjan College held on 30th March 2010.
- Participated in National Level Seminar on “The New Accounting & Reporting Regime under IFRS” organized by Department of Business management, University of Calcutta held on 20th February, 2010.
- Participated in International Conference on “Industrial Engineering and Operations Management” organized by Bangladesh Society of Mechanical Engineers held at Islamic University of Technology (IUT) Dhaka, Bangladesh on 9-10th Jan., 2010.
- Participated State Level Seminar on ‘Corporate Governance’ organized by Indian Accounting Association Research Foundation Jointly with Rabin Mukherjee College, Behala held on 13th September, 2009.
- Participated in UGC sponsored National Level Seminar on ‘Chemistry and the Environment’ organized by Department of Chemistry, Jogesh Chandra Chaudhuri College held on 12th September,2009.
- Participated Mid-Year BEA (Bengal Economic Association) Seminar in St. Xavier’s College held on 6th September,2009.
- Participated National Level Seminar on “Data Mining and Data Warehousing” organized by Computer Science Department, St. Xavier’s College(Autonomous) Kolkata held on 31st October,2009.
- Participated State Level Seminar on ‘Impact of Global Meltdown on Indian Capital Market’ held on 29th August, 2009.

VIII. Faculty Development Programme /Workshops:

- Attended the Faculty Development Program organized By St Xavier's College (Autonomous), Kolkata on the 24th of August 2013.

- Actively participated three days (10th, 11th, 12th October, 2013) Faculty Development Programme organized by AIACHE (All India Association for Christian Higher Education), New Delhi. Got first prize in one of the events conducted by AIACHE.
- Actively participated Seven-day UGC Approved National Workshop on Quantitative Research Methodology (using SPSS-AMOS-iThenticate) (during August 8 to August 17, 2019) organized by Department of Commerce and Management Studies, St. Xavier's College (Autonomous), Kolkata.
- Actively participated one day Faculty Development Programme on 20th February, 2020 on 'Mindful Leadership' organized by Postgraduate and Research Department of Commerce, St. Xavier's College (Autonomous), Kolkata in association with Indian Institute of Management Kozhikode.
- Actively participated Seven-day Faculty Development Programme (during February 14 to 20, 2023) on Pedagogical Innovations in Management Teaching and Research organized by Postgraduate and Research Department of Commerce & Department of Management Studies, St. Xavier's College (Autonomous), Kolkata, in collaboration with St. Xavier's College, Internal Quality Assurance Cell (IQAC).
- Actively participated one day Faculty Development Programme on 3rd October, 2023 on 'Integrating Artificial Intelligence in Higher Education' organized by Internal Quality Assurance Cell (IQAC), St. Xavier's College (Autonomous), Kolkata in association with RUSA.

IX. Act as a Resource Person:

- As a Resource Person taught TDS and Payroll in TALLY ERP9 in Faculty Orientation Programme held on 11th January, 2020.
- As a Resource Person taught Tally ERP in Faculty Upgradation Programme organized by St. Xavier's College on 7th and 21st of December, 2013.

X. Examinership:

- Invited as an External examiner in ITBG (Paper-C21G) Practical Examination, 2019 of B.COM. Part-II under University of Calcutta held in the year 2019.
- Invited as an External examiner in ITBG (Paper-C21G) Practical Examination, 2018 of B.COM. Part-II under University of Calcutta held on 23rd April and 24th April, 2018.
- Invited as an External examiner in ITBG (Paper-C21G) Practical Examination, 2017 of B.COM. Part-II under University of Calcutta held on 06.04.2017 & 07.04.2017.
- Invited as an External examiner in ITBG (Paper-C21G) Practical Examination, 2016 of B.COM. Part-II under University of Calcutta.

XI. Reviewer:

- Appointed by the Oxford University Press, New Delhi, as an expert reviewer of a text book on Consumer Behaviour, 2014.
- Reviewed journal papers as a registered reviewer of the *Australasian Journal of Information Systems*.
- Reviewed journal papers of the Asian Journal of Economics, Business and Accounting in the year 2024.

XII. Orientation Programme:

- Actively participated from 19th Nov. to 17th Dec., '12 in 41st Orientation Programme organized by UGC-Academic Staff College- J.U., and obtained Grade 'A'.

XIII. Refresher Course:

- Actively participated from 27th July to 10th August, 2023 in the Refresher Course in Commerce organized by UGC-Human Resource Development Centre (HRDC), University of North- Bengal, and obtained Grade 'A⁺'.
- Actively participated from 7th November to 21st November, 2019 in the Refresher Course in Commerce organized by UGC-Human Resource Development Centre (HRDC), University of North- Bengal, and obtained Grade 'A⁺'.
- Actively participated from 20th August to 10th September, 2015 in the Refresher Course in Commerce organized by UGC-Human Resource Development Centre (HRDC), University of Calcutta, and obtained Grade 'A'.

XIV. Membership:

1. Indian Statistical Institute, Kolkata.
2. Committee for Protection of Democratic Human Rights (W.B.)
