

Dr. Ranjita Banerjee

PhD (Mgt.-HR), MHRD, MA-Eco., UGC-NET (HR), B.Ed.

Dean & Professor, School of Management Studies & Liberal Arts, GSFC University

MEPSC-NSDC (GOI) - Master Trainer & Lead Assessor-Level 6 (Highest),

Ministry of Skill Dev & Entrepreneurship, GOI

Academician & Trainer (HR, Communication, Eco.) in MBA College

(Total 23 years of work experience)

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CAREER ASPIRATION

To contribute and lead meaningfully in an organization having opportunity to practice, enhance, learn and share the acquired hard and soft skills.

CREDENTIALS

- PhD (Mgt.) in 'A Study of Linkages Between HRM Practices and SMEs Performance in Vadodara District'; A study of 126 SME firms across eight Industrial estates of Vadodara District; from Gujarat Technological University, Ahmedabad (In March 2017).
- Certified National Level Master Trainer & Lead Assessor from MEPSC-NSDC (GOI), Ministry of Skill Development & Entrepreneurship- Level 6 (Highest level)
- Certified National Level Trainer Level 5 by National Skill Development Corporation(NSDC-GOI) and MEPSC (GOI, Skill India Initiative; Joint initiative of MEPSC and BOSCH India) since February 2021
- Master of Human Resource Development –Veer Narmad South Gujarat University, Surat (2001); 2nd Position in University with 65%.
- UGC-NET Qualified in HRM/Personnel Mgt./HRD (in Dec 2007).
- Certification Course from Massachusetts Institute of Technology (MIT), USA on 'Qualitative Research- Analysis of Data' in May-June 2021.
- M.A-Economics - ICAI University - 2010, Secured 58%
- B.A -Eco & Statistics - South Gujarat University, Surat (1999); 3rd Position in College with 64%.
- B.Ed.-Eco & English (SNDT University); Secured Distinction with 1st Position in English

Ph.D RESEARCH WORK

- **PhD in Management** on 'A Study of Linkages between HRM Practices and SMEs Performance in Vadodara District'. The study included an analysis of HR practices of 126 SME firms and 215 SME Owners/ Managing Heads as respondents across 8 Industrial Estates of Vadodara District (out of a total of 12 estates) in March 2017.
- **Key Outcomes:** Gave recommendations to the SME entrepreneurs in implementing HR best practices so that SMEs performances can be improved.

SPECIAL INTERNATIONAL RECOGNITION / ASSIGNMENT

- Assessor, Examiner, Special Invitee for the **ACBSP (USA) South Asia Region Conference** on March **2022**.
- **Sole Recipient of the 'TEACHING EXCELLENCE AWARD 2020' by ACBSP (USA) for South-Asia Region (Region 10) Comprising of 17 countries viz. India, Singapore, Malaysia, Thailand, Vietnam etc; Only One Recipient is selected from each of the 11 Regions of ACBSP (USA) globally; Award declared in April 2020 and covered in leading National dailies.**
- **Speaker in Panel Discussion** in the Plenary Session among other foreign speakers across 10 countries in the **International Symposium** on 'New World of Education', organized by International Relations Cell, Parul University, on 21st October, **2020**
- Verified Certification Course from **Massachusetts Institute of Technology (MIT), USA** on 'Qualitative Research- Analysis of Data' in May-June **2021**.
- **Mentor for the subject "Business Ethics and Corporate Governance"** as well as "HRM" for the 14 foreign students visiting CKSVIM from **DHBW- Stuttgart, Germany** in 2017 and 2016.

AREAS OF SPECIALIZATION

Managerial Communication, Managerial Economics, HRM, HRD, Change Management & Org. Development, Strategic Human Resource Mgt., Business Ethics & Corporate Governance, Sustainable Environment, in addition to value-education and soft-skills/behavioural Training & Mentoring.

Master Trainer in Corporate training programs on Managerial Communication, Behavioural Training, Etiquette Training, and other soft-skills training including critical-thinking and problem-solving techniques incorporating experiential and cognitive methods.

WORK EXPERIENCE (Possessing total of 23 Years of Work-experience)

18 years in Academia and Training/L&D experience

- Dean & Professor, School of Management Studies & Liberal Arts, GSFC University, Vadodara -From 2nd April 2025 onwards
- Dean & Professor, Faculty of Commerce & Management, Sigma University– From 10th July 2023 till 29th March 2025 (approx. 1.5 year)
- Worked at Rishabh Software as Sr. Manager – Training from March 2022 to July 2023 (1 yr, 4 months); Responsible for Overall management of entire training operations for the Campus to Corporate; Program of Rishabh Software; Conducting training programs and Leadership Development ;Programs for employees of Rishabh Software across various levels; Responsible for the Training Designing and Training delivery to the technocrats of Rishabh Software for communication, soft-skills and behavioural training.
- CKSV Institute of Management (CKSVIM), Vadodara, as Associate Professor (Affiliated to Gujarat Technological University; Approved by AICTE; Accredited by ACBSP, USA) from Aug 2010 to 12th March 2022 (Promoted from Asst. Professor to Associate Professor in April 2017)

- Baroda Institute of Management Studies, Vadodara as In-charge (Head) of MBA Dept. and Faculty (Affiliated to Sikkim Manipal University) from Aug'07 to July'10

3.5 years of Industry experience from Jan'01 to July' 04

- Jhaveri Securities Pvt. Ltd., Vadodara as HR Executive from Feb 2004 to July 2004
- Comed Chemicals Pvt. Ltd., Vadodara as Jr. Officer HR from Oct 2002 to Jan 2004
- HDFC Bank in Retail Operations & Personal Banking, Vadodara from Dec 2001 to Oct 2002
- Birla Global Assets Finance Co. Ltd., Surat c/o. Mascot Financial Services, Surat as Back Office Incharge, Surat Branch from July 2001 to Oct2001
- LMI (Leadership Management International, Inc. USA), based at Surat, as Executive from Jan 2001 to June 2001.

2 years in Academics in Higher Secondary/ Secondary Section from June'05 to Aug'07

- Delhi Public School from March 2006 to August 2007
- Navrachna Vidyani School, Vadodara from June 2005 to March 2006

PROFESSIONAL EXPERIENCE (A Snap-shot)

- **23 years of rich experience spread across entire gamut of human resources, Organization Development and training across academia and corporate; Engaged in Campus to Corporate Training as well as employee training in Communication, behavioral training, business etiquette, soft-skills; Faculty for HRM Specialization subjects like Change Mgt., Organizational Development, SHRM; Economics, Managerial Communication etc.**
- **Certified National Level Master Trainer & Lead Assessor from MEPSC (GOI), Ministry of Skill Development & Entrepreneurship- Level 6 (Highest level) in March 2023.**
- Certified National Level Trainer by NSDC & MEPSC (GOI) –Level 5;
- **Lead- Admission:** In-charge Admissions for the academic year 2020-21 at CKSVIM and Year 2022. Handled Admissions independently in my previous college BIMS, with a track record of admitting 240 students in one academic year (Four sections of MBA, with 60 students each).
- **Lead- Placement:** Placement Co-ordinator for the academic year 2018-2019, and helped in accruing highest placement of Rs 12lakh pa.
- **Chief Mentor- Management Development Centre (CKSVIM),** undertaking corporate training programs and other training programs for industry and academia.
- **Free-lancer HR & OD Consultant** for an NBFC firm with about 200 employee's strength based at Vadodara; Driving enterprise-wide learning initiatives and strategic projects related to L&D/OD; responsible for the entire training of all levels of employees, including the leaders, managers and Executives.
- **Undertaking Corporate Training** for all level of employees as well as **Leadership Development Programs and Management Development Programs for Corporate.**
- Designed and drove about **twenty tailor-made Training Programs for Corporate,** including SMEs and large organizations on soft-skills, HR skills, CRM skills etc.
- Served as an adviser for improving on various HR functions and performance

improvement as Guide on various industry-defined problems and live-projects.

- **Book author/ Editor of Five Books**; Authored book on 'Training Methods- Cognitive' which is the **course book for Indian Society for Training & Development (ISTD's) PG Diploma Program on HRD** w.e.f Academic year Jan-Feb 2021 (GOI recognized);
- **Managing Committee Member of Indian Society for Training & Development (ISTD)-Vadodara Chapter** since 2011 for more than a decade- a leading National institute engaged in T&D as well as L&D of industry personnel; ;
- Faculty for the subject 'Training Methods-Cognitive' of PG Diploma in HRD for working professionals for ISTD with participant fraternity from CEOs, Directors, Heads and L&D Personnel from the industry;
- Significant work in the field of HR with contributions through **Modules to the Ministry of HRDs (GOI) e-Pathshala PG Courses as Course Co-ordinator as well as Content Writer**;
- **Speaker, Convener or Session Chair** in various FDPs/industry forums/ Conferences/ Seminars/ MDPs/Training Programs for corporate and Professionals;
- Research contribution and publications; **Reviewer for Two International Journals** (Transnational Journal of Business and InterSciences);
- Mentor, Trainer and academician responsible for effective course delivery with above 90% and above results throughout my academic career.

AWARDS, RECOGNITION & ACCOLADES

- **Bagged 'Exemplary Contribution to University Mega Event Organization' by Sigma University in April 2024.**
- **1st Prize winner for the State level Case study competition on Sustainability organized by GTU (April 2022)**
with 50 participants from across Gujarat. The book is used as reference book for cases.
- **IQAC Award recipient for the year 2022.**
- Sole Recipient of the '**TEACHING EXCELLENCE AWARD 2020**' by **Accreditation Council of Business Schools & Programs (ACBSP), USA** for **South-Asia Region 10** Comprising of **17 countries Viz. India, Singapore, Malaysia, Thailand, Vietnam etc**; **Only One Recipient is selected from each of the 11 Regions of ACBSP (USA) globally**; Award declared in April 2020; covered in leading National dailies.
- Recipient of '**Special Award**' for "**Outstanding Academic Contribution to Publishing HEF Book on "Indian Higher Education: Quality & Global Accreditation"**" on **September 29,2018.**
- Recipient of the '**Teaching Excellence Award 2017**' by **Higher Education Forum-Gujarat Chapter** in its **5th Regional Conference** in November 2017.
- '**Innovative Trainers Award 2015**' from ISTD, Vadodara Chapter in March 2015.
- Bagged '**Best Paper Award**' for **Six Papers presented in International/ National Conferences**