



**Prof. (Dr.) Ranjita Banerjee**

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**Education**

PhD (Management) (2017), Gujarat Technological University.

Thesis titled: 'A Study of Linkages between HRM Practices and S.MEs Performance in Vadodara District' (HR practices of 126 SME firms and 215 SME Owners/ Managing Heads as respondents across 8 Industrial Estates of Vadodara District).

MHRD (2001), Veer Narmad South Gujarat University, Surat; 2<sup>nd</sup> Position in University with 65%.

MA (Economics) (2010), ICAI University.

UGC-NET Qualified in HRM/Personnel Mgt./HRD (Dec 2007).

BA (Eco & Statistics) (1999), Veer Narmad South Gujarat University, Surat; 3<sup>rd</sup> Position in College with 64%.

B.Ed. (Eco & English) (2005), SNDT University; Secured Distinction with 1<sup>st</sup> Position in English in 2005 with 77%.

Certified National Level Master Trainer & Lead Assessor from MEPSC-NSDC (GOI), Ministry of Skill Development & Entrepreneurship- Level 6 (Highest level), 2023.

**Key Skills**

Dr. Ranjita Banerjee is capable of providing comprehensive solutions to industry, academia, research associations and other government bodies in the following areas:

1. Qualitative and quantitative analysis including Content-development, Course designing, mentoring and teaching in the fields encompassing 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.
2. Providing Master Training and Consultancy in Corporate training programs or Management Development Programs on HRM, HRD, Managerial Communication, Behavioural Training, Etiquette Training, and other soft-skills training including critical-thinking and problem-solving techniques incorporating experiential and cognitive methods

**Background**

Total work experience of 23 years across academia and corporate of which:

18 years is in Academia and Training/L&D experience

3 years is in corporate

2 years in Higher Secondary School teaching

(Joined GSFC University on 2<sup>nd</sup> April 2025).

## Scholarship and Accomplishments

- Dr Ranjita Banerjee possesses 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, soft-skills etc.
- She is a Certified National Level Master Trainer & Lead Assessor from MEPSC (GOI), Ministry of Skill Development & Entrepreneurship- Level 6 (Highest level) in March 2023.
- In addition to her academic capabilities, she has also handled other portfolios like Lead-Admission (In-charge Admissions) and Lead Placements for two consecutive academic years 2020-21 and Year 2022.
- She had been 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.
- 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 ;
- Significant work in the field of HR with contributions through designing E-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;
- Reviewer for Two International Journals (Transnational Journal of Business and InderSciences); Mentor, Trainer and academician responsible for effective course delivery with above 85% results throughout her academic career.
- Principal Asst. Editor of the Institute's journal 'SANKALPA: Journal of Mgt. & Research', (bearing ISSN No. 2231-1904, with High Impact Factor; Indexed in ProQuest USA) for a decade since 2011-22. Instrumental in the process of accruing the Impact Factor for the journal and getting it Indexed in ProQuest,USA. Since 2022 till date Editorial Committee.
- Designed Syllabus for Gujarat Technological University (Member of the Syllabus Committee) for the subjects Change Mgt. & Org. Development, Strategic Human Resource Management, Business Ethics & Corporate Governance, Performance

Management for the Syllabus effective from 2017-18 till date.

- Nominated and Recipient of the National Award for '**Outstanding Academician of the Year 2024**' from Brands Impact 'Pride of Indian Education Awards 2024' in December 2024.
- Recipient of '**Exemplary Contribution to University Mega Event Organization**' by Sigma University in April 2024.
- **Won 1<sup>st</sup> Prize in the State for the State level Case study competition** on Sustainability organized by GTU in April 2022 with 50 participants from across Gujarat. The book is used as reference book for cases.
- 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.
- 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 Indian Society for Training & Development (ISTD), Vadodara Chapter in March 2015.
- Bagged 'Best Paper Award' for Six Papers presented in International/ National Conferences.
- '**Pedagogic Innovation Award 2014**' by Gujarat Technological University (GTU) Innovation Council for contributions in the field of research & publication.
- **1<sup>st</sup> Prize** among all Specializations in the **Doctoral Conference Anvesh 2017** at Nirma **University**, Ahmedabad, on 7<sup>th</sup> – 8<sup>th</sup> April 2017; Won cash prize amount of Rs. 12500/-; Paper title: 'An empirical study of the relationship between HR Practices, Employee Outcome s and SMEs Performance at Vadodara district'.
- **Patent** for 'DEVICE FOR REAL-TIME EXPENSE MANAGEMENT', Design No. 419420-001 (Date: 8th June 2024) from the Patent Office, Govt. of India.

### Most Three Notable Publications

1. '*A critical review on technical operation & reducing human errors*' (2024), International Journal of Engg. Applied Sciences & Technology (IJEAST), (ISSN: 2455-2143; DOI: 10.33564), Vol.8, Issue 01, May 2023.
2. '*Fundamentals, recent dev & prospects of Lithium & non-lithium electrochemical rechargeable battery systems*' (2023), Journal of Energy Chemistry (JEC), 81 (2023) Page: 221-259, Elsevier Listed Journal (Also at ScienceDirect)
3. '*A Study to Assess The Perception Level of General Population Regarding Preventive Healthcare, With Special Reference to Vadodara District*' (2022), Asia Pacific Journal of Health Sciences (ISSN 2350-0964), (Indexed in PKP, Indian Citation Index)