

## **Dr Subash Chandra Pattnaik**

MBA, PhD, FDP-IIMA, UGC-NET (Mgmt), UGC-NET (HRM/IR), AP-SET (Mgmt)

### **Assistant Professor**

Department of Business Management

Central University of Odisha

Koraput, Odisha

Mob: 094380 49768 (WhatsApp & Calling) /08658227805 (Calling)

E-mail ID: [f18subashcp@iima.ac.in](mailto:f18subashcp@iima.ac.in); [pattnaik.subash0106@gmail.com](mailto:pattnaik.subash0106@gmail.com)



Faculty page: [https://cuo.ac.in/Academic\\_Departments\\_Faculty.asp?pgid=9&Department\\_id=12](https://cuo.ac.in/Academic_Departments_Faculty.asp?pgid=9&Department_id=12)

Scopus Author Profile link: <https://www.scopus.com/authid/detail.uri?authorId=57202911066>

Web of Science Author Profile link: <https://www.webofscience.com/wos/author/record/1402226>

Google Scholar link: <https://scholar.google.com/citations?hl=en&user=8QGbsXcAAAAJ>

ResearchGate link: [https://www.researchgate.net/profile/Subash-Pattnaik?ev=hdr\\_xprf](https://www.researchgate.net/profile/Subash-Pattnaik?ev=hdr_xprf)

ORCID link: <https://orcid.org/0000-0002-7494-6881>

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## **Academic Experience**

- Assistant Professor, Department of Business Management, Central University of Odisha, Koraput, Odisha, 20 January 2025—Present
- Lecturer (on Contract), Department of Business Management, Central University of Odisha, Koraput, Odisha, 8 August 2018—19 January 2025
- Assistant Professor/Lecturer, School of Management Studies (Erstwhile GIMS), GIET University, Gunupur, Rayagada, Odisha, 1 March 2009—30 April 2028

## **Other Positions Held**

- Coordinator—MBA (Regular & Executive) Programmes, Department of Business Management, Central University of Odisha, Koraput, Odisha from 01.07.2021—19.01.2025
- Reviewed for the journals Management Research Review and South Asian Journal of Business Studies (Emerald Publishing Limited, UK)
- Review Editor for Organizational Psychology in the journal of Frontiers of Psychology (Scopus- and Web of Science (SSCI)-indexed journal)
- Associate Editor, Gandhi Campus Flash—A Monthly Newsletter—GIET University, Gunupur, Rayagada, Odisha, India from 2009-2014

## **Education**

- PhD in Business Administration, Utkal University, Bhubaneswar, Odisha
- Master of Business Administration (MBA), Regional College of Management, Bhubaneswar affiliated to Biju Patnaik University of Technology, Odisha
- FDP, India Institute of Management (IIM) Ahmedabad
- UGC-NET (HRM/IR) with 64% of marks and 99.254 percentile score
- UGC-NET (Management) with 73.14 % marks

- AP-SET-2012 (Management) with 300 marks out of 350 (85.71%)

## Research Publications

1. Pattnaik, S.C. and Sahoo, R. (2023): Influence of High-Performance Work Practices on Organizational Citizenship Behaviour: The Mediating Role of Affective Commitment in **South Asian Journal of Business Studies**[Vol. 12, Issue 1, pages. 150-167]—a Peer-reviewed **Scopus-indexed, Emerging Sources Citation (Clarivate Analytics-Web of Science)-indexed, Australian Business Deans Council (ABDC)-ranked and UGC-CARE Journal (Group II) of Emerald Publishing Limited, UK** (DOI: <https://doi.org/10.1108/SAJBS-07-2020-0241>); **Impact Factor (Clarivate): 2.1**; Scopus CiteScore 6.3.
2. Kumar, P., Mokha, A. K. and Pattnaik, S.C. (2022): Electronic Customer Relationship Management (E-CRM), Customer Experience and Customer Satisfaction: Evidence from the Banking Industry in **Benchmarking: An International Journal** [Vol. 29, Issue 2, pages.551-572] —a Peer-reviewed **Scopus-indexed, Emerging Sources Citation (Clarivate Analytics-Web of Science)-indexed, Australian Business Deans Council (ABDC) B-ranked and UGC-CARE Journal (Group II) of Emerald Publishing Limited, UK** (DOI: <https://doi.org/10.1108/BIJ-10-2020-0528>);**Impact Factor (Clarivate): 4.5**; Scopus CiteScore 10.4.
3. Pattnaik, S.C. and Sahoo, R. (2021): Transformational Leadership and Organizational Citizenship Behavior: The Role of Job Autonomy and Supportive Management in **Management Research Review** [Vol. 44, Issue 10, pages.1409-1426] —a Peer-reviewed **Scopus-indexed, Emerging Sources Citation (Clarivate Analytics-Web of Science)-indexed, Australian Business Deans Council (ABDC)-ranked and UGC-CARE Journal (Group II) of Emerald Publishing Limited, UK** (DOI: <https://doi.org/10.1108/MRR-06-2020-0371>);**Impact Factor (Clarivate): 3.1**; Scopus CiteScore 6.0.
4. Pattnaik, S.C. and Sahoo, R.(2021) : High-performance Work Practices, Affective Commitment of Employees and Organizational Performance: A Multi-level Modelling Using 2-1-2 Mediation Analysis in **Global Business Review** [Vol.22, Issue 6, pages 1594-1609]—a Peer-reviewed **Scopus-indexed, Emerging Sources Citation (Clarivate Analytics-Web of Science)-indexed, Australian Business Deans Council (ABDC)-ranked and UGC-CARE Journal (Group II) of Sage Publications** (DOI: <https://doi.org/10.1177/0972150919859106>);**Impact Factor (Clarivate):2.3**; Scopus CiteScore 7.1.
5. Pattnaik, S.C. and Panda, N. (2020): Supervisor Support, Work Engagement and Turnover Intentions: Evidence from Indian Call Centres in **Journal of Asia Business Studies** [Vol.14, Issue 5, pages. 621-635]—a Peer-reviewed **Scopus-indexed, Emerging Sources Citation (Clarivate Analytics-Web of Science)-indexed, Australian Business Deans Council (ABDC)-ranked and UGC-CARE Journal (Group II) of Emerald Publishing Limited, UK** (DOI: <https://doi.org/10.1108/JABS-08-2019-0261>);**Impact Factor (Clarivate): 2.1**; Scopus Cite Score: 6.3.
6. Pattnaik, S.C. and Sahoo, R. (2020): Employee Engagement, Creativity and Task Performance: Role of Perceived Workplace Autonomy in **South Asian Journal of Business Studies**[Vol.10, Issue 2, pages. 227-241]—a **Peer-reviewed Scopus-**

- indexed, Emerging Sources Citation (Clarivate Analytics-Web of Science)-indexed, Australian Business Deans Council (ABDC)-ranked and UGC-CARE Journal (Group II) of Emerald Publishing, UK (DOI: <https://doi.org/10.1108/SAJBS-11-2019-0196>); Impact Factor (Clarivate): 2.1 ; Scopus CiteScore 6.3.
7. Pattnaik, S.C. and Sahoo, R (2020).: Human Resource Practices as Predictors of Organizational Performance: A Structural Equation Modelling Approach in **Global Business Review** [Vol. 21, Issue 4, pages.1087-1112]—a Peer-reviewed **Scopus-indexed, Emerging Sources Citation (Clarivate Analytics-Web of Science)-indexed, Australian Business Deans Council (ABDC)-ranked and UGC-CARE Journal (Group II) of Sage Publications**; (DOI: <https://doi.org/10.1177/0972150918779286>); **Impact Factor (Clarivate): 2.3**; Scopus Cite Score: 7.1.
  8. Jena, L., Pattnaik, S.C. and Sahoo, R. (2024): Leadership Behavioural Integrity and Employee Engagement: Role of Organisational Career Development and Feedback Self-Efficacy in **Asia-Pacific Journal of Business Administration** [Vol. 16, Issue 5, pages. 1093—1111]—a Peer-reviewed **Scopus-indexed, Emerging Sources Citation (Clarivate Analytics-Web of Science)-indexed, Australian Business Deans Council (ABDC)-ranked and UGC-CARE Journal (Group II) of Emerald Publishing Limited, UK** (DOI: <https://doi.org/10.1108/APJBA-03-2023-0109>); Impact Factor (Clarivate): 3.3; Scopus Citescore 7.2.

### **Seminars/ Conferences/Workshops**

1. Presented a paper entitled “Impact of Supervisor Support on Turnover Intentions: Mediating Role of Work Engagement” at 13<sup>th</sup> Annual ISDSI Conference 2019 Managing Industry Transformation in Post-Digital Era conducted by **Indian Institute of Management (IIM) Sambalpur** from December 27—30, 2019.
2. Presented a paper entitled “High-performance Work Practices and Proximal Employee Outcomes: Some Evidence from India” at 13<sup>th</sup> Annual ISDSI Conference 2019 Managing Industry Transformation in Post-Digital Era conducted by **Indian Institute of Management (IIM) Sambalpur** from December 27—30, 2019.
3. Presented a paper entitled “Impact of Human Resource Practices on Organizational Performance: An SEM Approach” at 9<sup>th</sup> Conference on Education and Research Excellence (CERE) 2018 organized by **Indian Institute of Management (IIM) Indore** from May3—6, 2018.
4. Presented a paper entitled “Towards a Model of Organizational Performance: A Human Resource Practice Perspective” at the national conference Contemporary Issues in Management Research and Managerial Decision-making organized by Birla Global University, Bhubaneswar, Odisha during 6th January 2018
5. Attended an AICTE-sponsored national conference on “Global Economic Turmoil—Redefining Indian Business” organized by Gandhi Institute of Management Studies (GIMS), Gunupur from January 18—19, 2014.
6. **Attended** a workshop on Univariate and Multivariate Data Analysis using SPSS” organized by **National Institute of Technology Rourkela** from June 10-13, 2013
7. Attended a workshop on “ Shikshak” ( Faculty Motivation & Development) organized by 3 P Training Org, Bhubaneswar, India held at GIET, Gunupur on 1<sup>st</sup> and 2<sup>nd</sup> February 2013

8. Attended an AICTE-sponsored Staff Development Programme on “ Applications of Econometrics Tools for Management Research” organized by National Institute of Science and Technology (NIST), Berhampur, Odisha from 21<sup>st</sup> to 27<sup>th</sup> June 2011
9. National conference on “Management in GeNEXT—An Indian Perspective” at GIMS, Gunupur on 12 March 2011 and presented a paper on “ Micro-credit: A Path towards Financial Inclusion for Inclusive Growth”
10. Workshop on “Campus Connect Soft Skills” at Infosys Technologies Limited, Bhubaneswar from 1<sup>st</sup> July to 3<sup>rd</sup> July 2010
11. National conference on “Indian Management Practices: Challenges Ahead” at GIMS, Gunupur on 22<sup>nd</sup> and 23<sup>rd</sup> January 2010
12. ISTE regional seminar on “ Innovative Approaches to Improve Technical Education in India” at GIET, Gunupur on 11<sup>th</sup> October 2010

## Edited Book

### Compendium of Management Research and Cases

Editors: Dr Prasant Kumar Behera, Dr Subash Chandra Pattnaik & Dr Sitanath Raiguru

ISBN: 978-93-94318-16-8

Publisher: World Leadership Academy

## Case-writing

1. Wrote a case on “ **Tradebulls Securities Private Limited, Ahmadabad** ” under the guidance of Prof Vijay Sherry Chand, Professor and Chair, R J M Centre for Educational Innovation, **Indian Institute of Management (IIM) Ahemedabad**

## Invited Lectures / Resource Persons

1. Conducted a four-day workshop (Resource Person) on **Structural Equation Modelling** (SEM) organized by Post-graduate Department of Commerce, Rama Devi Women’s University, Bhubaneswar, Odisha from 9<sup>th</sup> May 2022 to 12<sup>th</sup> May 2022.
2. Delivered an Invited Lecture on **An Overview of Structural Equation Modelling (SEM)** at Weekly Academic Lecture XXXVI organized by Department of Humanities& Social Sciences, ITER, Siksha O Anusandhan (Deemed to be University), Bhubaneswar, Odisha (SOAWAL) on 16<sup>th</sup> April 2022
3. Delivered an Invited Lecture on **Gap between Theoretical Concept and Empirical Variable** at Weekly Academic Lecture XVII organized by Department of Humanities& Social Sciences, ITER, Siksha O Anusandhan (Deemed to be University), Bhubaneswar, Odisha (SOAWAL) on 27<sup>th</sup> November 2021
4. Conducted a workshop (Resource Person) on **Research Methodology** organized by St.Claret College, Bangaluru on May 26, 2021
5. Conducted a session (Resource Person) on Essentials of a Publishable Paper at **International Virtual Workshop on Thesis Writing and Publication workshop** jointly organized by Cape Comorin Trust, Tamil Nadu, India and other organizations from 24-28 January 2021

## **Teaching Interests**

- Organizational Behaviour
- Human Resource Management
- Strategic Human Resource Management
- Research Methodology
- Structural Equation Modelling (SEM)

## **Research Interests**

- Human resource practices
- Organizational performance
- Employee engagement and commitment
- Transformational leadership
- Organizational citizenship behavior
- Turnover intentions