

**Designation: Associate Professor**

**Qualifications:**

**M.Com.** (Gauhati University), Ph.D (Dibrugarh University), RTMD (IR)

**Present Position:** Associate Professor, Department of Commerce, J.B. College (Autonomous)

**Current Teaching:** Business Management, HRM, Labour Laws, Business Research, Marketing Management

**Home Town Address:** Rangapara P.O - Rangapara, Dist- Sonitpur (Assam), India, Pin Code- 784505

**WORK EXPERIENCE**

2007-Present: Associate Professor, J.B. College (Autonomous) Jorhat, Assam

2004-2007 Assistant Professor, Karimganj College, Karimganj, Assam

1999-2003: Assistant Professor, Rangapara College, Rangapara, Assam

**RESEARCH PROJECTS UNDERTAKEN:**

Impact of Training on Employee Retention in Private Sector Banks: A Case Study with Special Reference to Jorhat District of Assam” (Minor Research, Sponsored by UGC, New Delhi)

**PARTICIPATED IN FACULTY DEVELOPMENT PROGRAMME**

1. Faculty Development Programme, From 10.11.2017 to 29.11.2017(20 days), National Institute of Electronics and Information Technology(NIELIT)
2. Competence Building for Faculties, From 30.11.2016 to 6.12.2016 (7 days), UGC CELL, J.B.COLLEGE

**DETAILS OF WORKSHOP PARTICIPATED:**

1. Participated in the National Workshop on Higher Education in Affiliated Colleges of Assam: Challenges and Opportunities on 6<sup>th</sup> & 7 February 2009 organized IQAC by J.B.College (Autonomous) UGC
2. Participated in the National Workshop on Counselling the Counsellors on 20th Feb & 21st. Feb 2010 organized by KKHSOU and J.B. College (Autonomous). KKHSOU

3. Participated in the National Workshop on Consortium for Educational Communication on 2nd and 3rd November 2011 organized by NEHU, Shillong
4. Participated in the UGC-sponsored National Workshop on Research Methodology in Social Sciences on 11th & 12th April 2012 organized by Jorhat College, Jorhat.
5. Participated in the UGC-sponsored National Workshop on How to Write Research Paper on 13th & 14th February, 2013 organised by Rangapara College, Rangapara.
6. Participated in the UGC-sponsored National Workshop on Research Methodology for Life Sciences and Allied Branches from 1st December to 7th December 2013 organized by J.B. College (Autonomous), Jorhat.

### **PAPER PUBLICATION**

1. Roy, B., (2015), A study on Employee Retention Factors in the Indian Banking Industry, IJARCSMS, ISSN 2321-7782, UGC approved, Peer-Reviewed,
2. Roy, B., (2014), Penetration of Scheduled Commercial Banks in Rural and Urban Areas, Edited Books, Economic Development with Devaluation of Non-Economic Values; Problems and Remedies, ISBN 978-81-910666-5-4, UGC Approved, Peer Reviewed
3. Roy, B., (2014), Impact of Training on Employee Retention: A case study on Public and Private Sector Banks, Indian Journal of New Dimensions. UGC approved, ISSN 2277-9876, Peer Reviewed (12-23)
4. Roy, B., (2015), "An Assessment of Bank Initiative towards Women Entrepreneurs" Published in Seminar Book on "Women Entrepreneurship" The Indian Journal of Commerce Vol.66 No3 ISSN 0019-512X.
5. Roy, B., (2018), "Factors Determining Employee Retention" International Journal of Management Studies, ISSN 2249-0302 Vol. V, Special Issue, Peer Reviewed (101-112),
6. Roy, B., (2018), Impact of Work-Life Balance on Employee Retention: A study on Women Employees Working in the Banking Sector with Special Reference to Jorhat City Jamshedpur Research Review, 2323-2750, Vol. 1 Issue XXVI, 2018, UGC approved, Peer Reviewed (48-53),

7. Roy, B., (2018), A Study on Consumer Preference towards Selected Digital Payment Mode, International Journal of 360 Management Review, ISSN 2320-7132, Vol. 06, issue 02., UGC Approved, Peer Reviewed
8. Roy, B., (2018), Employee Retention Strategies: A Study of Public and Private Sector Banks in Jorhat District, Assam, Remarking An Analisation, ISSN-2394-0344, Vol-3, UGC approved, Peer Reviewed
9. Roy, B., (2020), Impact of Training on Career Opportunities & Development and Employee Retention, Kala Sarovar ISSN: 0975-4520 (UGC Care Group-1 Journal) Vol-23

#### **SEMINAR/ CONFERENCE PAPERS:**

1. Presented a paper titled, “Prospects of Small Tea Growers with special reference to Sonitpur District of Assam” at the UGC-sponsored National seminar held on 8<sup>th</sup> February 2008, at Rangapara College, Rangapara, Sonitpur.
2. Presented a paper titled, “Development of Small and Medium Enterprise in North-Eastern Region with particular reference to Service Industries” at the UGC-sponsored National seminar held on. 27th & 28th September 2008 at CKB Commerce College, Jorhat.
3. Presented a paper titled “Leadership in NGOs: The future Challenges and Remedies” at Dibrugarh University, 26th March 2010 (Co-authored with Dr Prasanna Kalita).
4. Presented a paper titled, “An Assessment of the Impact of Urbanisation on Banking Sectors in NER” at the UGC-sponsored National seminar held on. 4th & 5th May 2012 at CKB Commerce College, Jorhat. (Co-authored with Dr Raju Roy).
5. Presented a paper titled, “Service Quality and Customer Satisfaction and its Impact on the Micro-Finance” at the UGC-sponsored National seminar held on. 24th & 25th May 2013 at CKB Commerce College, Jorhat. (Co-authored with Dr Raju Roy).
6. Presented a paper titled, “An Assessment of Bank Initiative Towards Women Entrepreneurs” at the ICSSR -sponsored National seminar held on. 24th & 25th October 2013 at Mariani College, Mariani, Jorhat. (Co-authored with Dr Raju Roy).

7. Presented a paper titled, "Service Quality and Its Impact on Customers Satisfaction: A study in Banks" at the National Conference held on. 5th to 7th December 2013 at Bangalore University (Co-authored with Dr Raju Roy)
8. Presented a paper titled, "HRM Practices – Its Impact on Employee Retention" at the National Conference on 27<sup>th</sup> to 29<sup>th</sup> December 2014 at Bhubaneswar University ICA
9. Presented a paper titled, "An Assessment of Rajiv Gandhi Grameen Vidyutikaran yojana towards Rural Village Electrification in Upper Assam Zone", at the UGC-sponsored National seminar held on. 27<sup>th</sup> & 28<sup>th</sup> June 2014 Barnagar College, Barpeta
10. Presented a paper titled, "Effect of FDI on Retail Sector in India and Bangladesh: An Analysis" at the UGC & ICSSR -sponsored International Seminar held on.17th and 18th October 2014 Margherita College, Margherita. (Co-authored with Dr Raju Roy).
11. Presented a paper titled, "Work–Life Balance: Women employees working in the Banking Sector of India' at the UGC-sponsored National seminar held on 15<sup>th</sup> and 16<sup>th</sup> September 2016 at J.B. College, Jorhat.
12. Presented a paper titled, "Financial Inclusion in India: A study in respect to Commercial Banks' at the 2<sup>nd</sup> Northeast Commerce and Management Association national Conference on 10<sup>th</sup> Nov 2017 at Rajib Gandhi University, Itanagar, ARP. (Co-authored with Dr Prasanna Kalita).
13. Presented a paper titled, "A study on consumer preference in cashless payments" at the NEC-sponsored National Seminar held on the 20<sup>th</sup> and 21<sup>st</sup> of April 2018 at Rangachahi College, Majuli. (Co-authored with Dr Raju Roy and Dr A.Ch. Das ).
14. Presented a paper titled, "Environmental Effects of E-Commerce' in the UGC-sponsored National Seminar held on 22nd and 23rd September 2017 at Jorhat Kendriya Mahavidyalaya, Jorhat.
15. Presented a paper titled, "Training, Career Opportunities & Development and Employee Retention: A study in Banks" at the ICSSR\_NERC sponsored National Conference on Managing Human Resources at workplace in the 21<sup>st</sup> century organized by the department of commerce, Assam University, Diphu, Assam on January 5-6, 2018.
16. Presented a paper titled, " HR practices and Employees Retentions: An empirical study in banks" at the 3<sup>rd</sup> National Conference of North East India Commerce and Management Association on Emerging Trends in Commerce and Management organized by the department of commerce, J.B.College(Autonomous) Jorhat on 5<sup>th</sup> and -6<sup>th</sup> , October 2018. .