



ENLIGHTENMENT TO ERECTION

UNIVERSITY OF NORTH BENGAL

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Department of Commerce

Print



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Subject specialization: Human Resource Development, Human Resource Management, Organisational Behaviour, Organisation Development.**Areas of Research Interest:** Human Resource Development, Human Resource Management, Organisational Behaviour, Organisation Development.**No. of Ph.D. students:** (a) Supervised:10 (b) Ongoing: 04**No. of M.Phil. students:** (a) Supervised: 02 (b) Ongoing: Nil.**No. of Publications:** (a) Journal(s) : 30 (b) Book(s) : 02**Achievements and Awards:**

- Nil

Professional experiences:

- 35 Yrs. (Teaching, Research and Administrative Experience)

Administrative Experiences:

- As Head of the Department
- Dean of the Faculty Council for P.G. studies in Arts, Commerce and Law(ACL)
- Director of School of Management.

Selective List of Publications:**Books:**

1. **Palas R. Sen Gupta**, 'Social Performance of Public Enterprises - An Indian Perspective', Kanishka Publishers, Distributors, Delhi, 1993 (ISBN 81-85475-92-X)
2. **Palas R. Sen Gupta**, 'Current Issues In Corporate Reporting: Theory and Practice', Associated Publishers, Hyderabad, 2006 (ISBN 81-8429-017-9)

Articles/Research Notes:

3. R.C. Sharma and **P. R. Sen Gupta**, 'Readability of Financial Report Messages', North Bengal University Review (Humanities & Social Sciences), Vol.4, No. 1, June, 1983.
4. **Palas R. Sen Gupta** 'Pollution Disclosures in India', The Chartered Accountant (The Institute Of Chartered Accountants of India),(ISSN : 0009-188X) Vol. 37, No. 1, July 1988.
5. **Palas R. Sen Gupta**, 'Social Commitment and Efficiency Measurement in Indian Public Enterprises', Public Enterprise (International Centre for Public Enterprises in Developing Countries, Yugoslavia),(ISSN: 0351-3564) Vol. 8, No. 4, December, 1988. (Cited in Text Book- TMH)
6. **Palas R. Sen Gupta**, 'Social Investment - A Source of Public Enterprise Loss (Or Gain)', Decision (Indian Institute of Management Calcutta),(ISSN : 0304-0941) Vol. 16, No. 1, January-March, 1989.
7. **Palas R. Sen Gupta**, 'Managing Public Enterprise Social Performance in India', Indian Journal of Public Administration (Indian Institute of Public Administration),(ISSN: 0019-5561) Vol. 36, No.4, October-December, 1990.
8. **Palas R. Sen Gupta** and A.K.M. Moniruzzaman, 'Industrial Disputes in Bangladesh: Trends, Causes and Impact', South Asian Journal of Management (Association of Management Developments Institutions in South Asia), (ISSN: 0971-5428) April-June, 1997.
9. **Palas R. Sen Gupta** and Md. Abdul Hannan Sheikh 'Keeping Your Employees Informed', Indian Management (All India Management Association), (ISSN : 0019-5812) Vol. 36, No. 7, July 1997.
10. **Palas R. Sen Gupta** and A.K.M. Moniruzzaman, 'Collective Bargaining in India', Personnel Today (National Institute of Personnel Management), (ISSN: 0970-8504) Vol. 18, No. 3, October-December, 1997.

11. **Palas R. Sen Gupta** and Md. Abdul Hannan Sheikh 'Employee Information Needs and Corporate Annual Reports', Manpower Journal (Institute of Applied Manpower Research), (ISSN: 0542-5808) Vol. XXXV, No.1, April- June, 1999
12. **Palas R. Sen Gupta** and Md. Zafar Sadique, 'The Effect of Quality of Work Life on Group Cohesiveness: An Empirical Analysis', Labour and Development.(V.V. Giri National Labour Institute), (ISSN: 0973-0419) Vol. VII, No. 2, December, 2001.
13. **Palas R. Sen Gupta**, 'Towards A Theory of Needs - The 'PRS' Approach'', Personnel To-day (National Institute of Personnel Management),(ISSN : 0970-8504) Vol. XXVI- No. 4, January - March, 2006.
14. **Palas R. Sen Gupta** and Samir Bal, 'Sources of Conflict as Perceived by Workers, Trade Unions and Management in Tea Plantations in West Bengal'. Labour & Development (V. V. Giri National Labour Institute) (ISSN : 0973-0419) Vol. 12, No.2 & Vol.13, No. 1, June, 2007
15. **Palas R. Sen Gupta** and Ajay Adhikari, 'Job Stress and its Consequences among Postal Employees in West Bengal', Man In India (An International Journal of Anthropology),(ISSN: 0025-1569) Vol. 87, No. 3 & 4, July- December, 2007.
16. **Palas R. Sen Gupta**, 'A Comparison of Quality of Work-life Among Bank and Insurance Employees', Gauhati University Journal of Commerce,(ISSN: 0971-4715) Vol. XV,2007(Invited Article).
17. **Palas R. Sen Gupta** and Ajay Adhikari, 'Role Stress Among Nurses', Icfai Journal of Organizational Behavior,(ISSN :0972-687X) Vol. 7, No. 1, January, 2008.
18. **Palas R. Sen Gupta** and Samir Bal, 'Union-Management Relationship In Tea Gardens In West Bengal', Gitam Journal of Management, (ISSN: 0972-7U0X)Vol. 6 , No. 2, April, 2008
19. **Palas R. Sen Gupta** and Samir Bal, 'Crisis and Conflicts in Tea Plantations in Darjeeling ,Dooars and Terai areas in West Bengal - A study of Workers' Perceptions', Man In India (An International Journal of Anthropology), (ISSN: 0025-156 9) Vol. 88, No. 4, October- December, 2008.
20. **Palas R. Sen Gupta** and Samir Bal, 'Conflict Management in Tea Gardens of Darjeeling, Dooars and Terai Areas in West Bengal', Personnel To-day (National Institute of Personnel Management), (ISSN : 0970-8504) Vol. XXIX- No. 3, October - December, 2008.
21. **Palas R. Sen Gupta** and Samir Bal, 'Workers' Approach to Management of Interpersonal Conflicts in Tea Gardens in West Bengal', Prajnan (National Institute of Bank Management),(ISSN : 0970-8448) Vol.37, No. 4, January-March,2009.
22. **Palas R. Sen Gupta** and Paramita Chowdhury, 'Employee Information Needs and Corporate Responses', icfai Journal of Management Research,(ISSN: 0972-5342) Vol. 8,No.9,September, 2009.
23. **Palas R. Sen Gupta** and Ajay Adhikari, 'Role Stress Among Postal Employees In West Bengal' Gauhati University Journal of Commerce, (ISSN : 0971-4715) Vol. XVI, 2010 (Invited Article) .
24. Debarshi Roy and **Palas R. Sen Gupta** 'An Empirical Analysis of the Various Factors that Influence the Motivation of School Teachers', Journal of Organisation & Human Behaviour,(ISSN: 2277-3274) Volume 2 No. 2 April 2013.
25. Debarshi Roy and **Palas R. Sen Gupta** , 'Influence of School Management on Motivation of Teachers', OPUS: Annual HR Journal (Symbiosis Centre of Management and Human Resource Development) (ISSN: 0973-9866)Volume 4 Issue 1, 2013.
26. Debarshi Roy and **Palas R. Sen Gupta** 'Needs, Drives and Actions: A century of research in human motivation', IUJournal of Management (Icfai University Jharkhand) (ISSN: 2347-5080) Volume 1, Issue 1, 2013.(Invited Article)
27. Debarshi Roy and **Palas R. Sen Gupta** "An Empirical Study of the Influence of school Infrastructure on the Motivation of Teachers" . OPUS: Annual HR Journal (Symbiosis Centre of Management and Human Resource Development) (ISSN: 0973-9866) Vol. 5 Issue 1, 2014.
28. **Palas R. Sen Gupta** and Ajay Adhikari,"Relationship between Organizational Role Stress and Stress Consequences; A Study among Postal Employees in West Bengal", Anweshan (Journal of the Department of Commerce, University of North Bengal)(ISSN: 2321-0370), Vol. 3, No. 1, March 2015.
29. Debarshi Roy and **Palas R. Sen Gupta** "An Empirical Study of the Influence of students on the Motivation of Teachers" . OPUS: Annual HR Journal (Symbiosis Centre of Management and Human Resource Development) (ISSN: 0973-9866)Vol. 5 Issue 1, 2014.
30. Debarshi Roy and **Palas R. Sen Gupta** "An Empirical Study of the Influence of colleagues on the Motivation of Teachers" in ""Challenges in Teacher Education"" (ISBN:) December, 2015(in press).(Invited Article).
31. Debarshi Roy and **Palas R. Sen Gupta** "An Empirical Study of the influence of the work itself on the Motivation of School Teachers" Amity Business Review (ISSN : 0972-2343), Vol.17, No.1, Jan – June 2016.
32. Mamta Prasad , Debarshi Roy and **Palas R Sengupta**, ' An Empirical Study of the workplace happiness of Doctors in North Bengal', Research Journal of Humanities and Social Sciences(ISSN:0975-6795), Vol.7,No.1, January-March:2016.