

## Annexure V

### Faculty

GIM's faculty is distinguished in their respective fields. Most have also had several years of industrial experience and served as consultants. All are teaching professionals, working closely together, capable, approachable, concerned about the personal development and the career needs of the students. GIM's core faculty is supplemented by inputs from top-ranking executives from industry. Their active participation contributes to update the curriculum to bring it in tune with the current needs of industry.

#### **Mr. Peter F.X. D'Lima** **Director**

Qualification: B.E. (Mechanical)

Total experience: 43 Years

Age: 67 Years

Duration of employment at GIM as of date: 5 months

Brief write-up: Mr. D'Lima began his career as a graduate engineer with Larsen & Toubro. He then had a long stint of 20 years in Hindustan Lever Ltd. Mumbai and Unilever PLC, London in various managerial assignments in project and maintenance engineering, industrial engineering, human resource development and export development. He moved on to the boards of companies of the Sesa Group of Industries on which he served for a period of 18 years. He also held the position of Managing Director at Sesa Kembla Coke Co. Ltd. He was then appointed Chairman of the Economic Development Corporation (State Financial Corporation of the Govt. of Goa). He is currently on the board of the Automobile Corporation of Goa Ltd. He joined the Goa Institute of Management as Director in March 2009.



#### **A G Balasubramanian**

Qualification Fellow IIM, Ahmedabad (1985-89) (Equivalent to a Ph D)

Total Work Experience: 21 years

Age:49 yrs

Duration of Employment in GIM: 3 years

Area of interest is in Human Resource Management

Prior to joining GIM, has held several full time academic positions. About 21 years of academics including five years of full time research and consulting experience. Earlier full time teaching and research assignments at School of Management, CUSAT, Kochi; Institute of Banking Personnel Selection, Mumbai; Department of Management, Goa University, Goa and the Bhavan's Royal Institute of Management, Kochi. In 2001, he held a position as Professor Visitante Associado at the Department of Management, Economics and Industrial Engineering, Aveiro University, Portugal. In 2003 November, he was a visiting professor at the International University of Business, Agriculture and Technology at Dhaka, Bangladesh.



Served on the Advisory Board of the Centre for Management Services of the All India Management Association, New Delhi from 1996 to 2002.

Visiting teacher at IIM Indore and Kozhikode; and TAPMI, Manipal. .

Published over thirty journal and technical articles.

## **Ajit Parulekar**

Qualifications: M.Pharm (Gujarat University), MMM (Narsee Monjee), International Teachers Programme (Manchester Business School, UK)

Total Work experience: Industry experience - 5 years in Brand Management; Academic experience – Full-time - 9 years

Age: 37 years

Duration of employment at GIM: 7 years

Brief write-up: After a postgraduate degree in pharmacology, he completed the MMM programme from Narsee Monjee College in Mumbai. He has worked in Pharmaceutical Marketing in Brand Management prior to joining GIM. His areas of teaching interest are Brand Management, Consumer Behavior and Pharmaceutical Marketing. He has presented and published research papers nationally and internationally and is a member of the American Marketing Association.



## **Chandersen Mirchandani**

Qualifications: B. E. (Electrical), RIT, Jamshedpur, University of Ranchi; M.M.M., NMIMS, Mumbai

Total Work-experience: 30 years in industry & 8.2 years in academics

Age: 62 Years

Duration of employment at GIM as of date : 7.2 years

Brief write-up: An Engineer MBA with 31 years of experience in diverse fields. In industrial Products Marketing he worked as a Sales Manager at Advani Oerlikon Ltd. & spent several years at Hind Rectifiers Ltd. where he became General Manager (Marketing) He played a key role in the company's turn-around between 1988 & 1990. Till late 1999, he was CEO of Datamatics Direct Marketing Ltd., and helped develop and market databases for clients including many of the country's top 100 companies. He launched an advertising agency specializing in marketing IPOs & won several accounts in competition with major, entrenched advertising agencies. Was core - faculty at SP Jain Institute of Management Studies and Research and taught marketing management and services marketing. Was also visiting faculty at several Mumbai based business schools. He runs courses on Marketing Implementation, Services Management and Managing Customer Relationships for both the full time students and for working executives. He has developed a management development programme called Managing Customers for Profit and has completed consultancy assignments in the areas of Direct Marketing and Technical Education. He has participated in a workshop on developing Entrepreneurship Programmes at the Indian School of Business.



## **Christo Fernandes**

Faculty-Teaching Associate

Age : 36 yrs

Qualifications: Master of Commerce, Pune University, Diploma in Human Resource Management, IMDR, Pune, Master of Personnel Management, Pune University, Bachelor of Commerce, Pune University, Bachelor of Philosophy, Rome, ITALY, Licentiate- Trinity College, London, UK, Associate - Thames Valley University, London, UK, Dip. ABRSM, London, UK, Dip. LCM Thames Valley University, London, UK



Duration of employment at GIM as of date : 6 months

Prior to joining GIM, he worked as Lecturer at the Department of Management Studies Goa University. He has also worked as Human Resource Manager and trainer and conducted programs in Leadership, Empowerment and Group Dynamics. His research interest includes Stress Management, People Development and Holistic living.

## **Dr. Divya Singhal**

Qualifications: Ph.D., M.A. (Economics), BJMC, CWED, NET, SLET, Intec U.K. Lead Auditor Trained

Total work experience: 10 years

Age: 31 years

Duration of employment at GIM: 3 years



A young lecturer, who is experienced in teaching Social Sciences, Economics, Industrial Economics and Management, Business Statistics and Journalism; Imparting Training on Quality Management (ISO 9001 QMS) and different issues of Personality Development like Attitude Management, Communication, Stress Management etc.

She has four years journalism experience and three years teaching experience. She has successfully completed Intec UK Auditor/Lead Auditor Training (IRCA, UK certified course), also completed NET and SLET. She has been awarded Doctoral Fellowship from ICSSR, Ministry of Human Resource Development, Government of India. She has also worked as Proctor for American Society for Quality (ASQ).

She is a Co-author of Hindi Book on ISO 9001:2000 QMS Awareness published by NCQM Ajmer Centre and also assisted in editing of 'Reference Guide to ISO 9000 Certification'. Her Hindi Poems Collection "Abhi Chalna Baki Hai" published in 1999.

She was awarded as Rashtrapati Guide Award (It is a National Level Award and the certificate signed by Hon'ble President of India.) She has recently been awarded as Young Achiever Award in Quality for her contributions in Quality management and other related areas of activities.

## **G Naresh**

### **Assistant Professor (Finance)**

Qualifications: M.Com, M.Phil, Ph.D, (University of Madras); FDP (IIMK)

Total Work Experience: 4.5 yrs

Age: 30

Duration of employment at GIM: 3 months

Total work experience: 4.5 years

Naresh is in the Finance area at GIM and his current areas of interest include Securities Market and Derivatives. Prior to joining GIM he was working with ISB as a consultant in Finance and Accounting area.



## **Hemant Kumar Padhiari**

### **Assistant Professor (General Management)**

Qualifications: BE (Civil), MTech. Environmental Engineering, Fellow IRMA

Total work Experience: 5 years

Duration of employment at GIM: 2 months

Age: 35 years

Hemant is a Fellow from Institute of Rural Management, Anand (IRMA). His areas of teaching interest are strategic management, philosophical foundations of management, corporate governance, business ethics, sustainable business, entrepreneurship, infrastructure management and corporate environmental management. His broad research interests are in the area of development management, natural resource management, public system management, environmental management and issues like public-private partnership, coproduction, interorganizational collaboration, carbon trading and corporate social responsibility. His interest also covers carrying out environmental and social impact assessment of developmental projects.



## **Mahesh Marathe**

### **Assistant Professor (Systems)**

Qualifications: B.E. Electrical, NIT Allahabad, MBA, ESC Grenoble, France.

Duration of employment at GIM: 2 months

Total Work Experience: 9.5 yrs

Age: 32 years

Mahesh Marathe has an MBA from ESC Grenoble, France. Prior to joining this institute, he has worked with Infosys Technologies Limited, Siemens, Quark Media House and Tata Consultancy Services, He has done extensive Consulting for the Media and Entertainment industries. His areas of interest include Technology Management, Internet and Offshore Outsourcing



## **Nagarajan Ramamurthi**

**B.Tech (Chem. Engg ) I.I .T Madras, M.F.M. University of Mumbai, Certified Associate-Indian Institute of Bankers**

Total work experience: 39 years

Age: 62 years

Duration of employment at GIM: 3 years

He has joined the Institute after 36 years in state bank of India during which period he held a variety of assignments. His areas of interest include SME financing and large corporate credit, he also has exposure to bank management at corporate level.

His areas of interest are banking, working capital management, and entrepreneur development.



## **Nina Jacob**

**M.A (Bombay), M.P.A (Carleton, Canada), Ph.D, (Gujarat)**

Duration of Employment at GIM: **2.6 years**

Age: 53 yrs

Nina Jacob joined GIM in February, 2007. She has 19 & 1/2 years of post – doctoral work experience as a faculty at premier management institutes such as IIM, Bangalore. Her three principles area of teaching and research are organizational behavior, cross cultural management, and organizational & managerial creativity. She is the author of 2 books: intercultural management, published by Kogan-Page, UK (2003), and creativity in management, published by Wheeler Publishing, New Delhi (1998). She has been a visiting Professor at the KS Graduate School of Management, St Gallens, Switzerland,(1 & ½ years), the IESE Business School, Barcelona, Spain (1 Semester) and the Rotterdam School of Management, the Netherlands.(1 year) & Bradford University, Dubai.

She presented a paper on cross cultural management at the Standing Conference for Management and Organization Inquiry in Philadelphia, USA in April, 2005. Two of her published papers are “Cross Cultural Research: Emerging Concepts” **in Volume 18, Issue 5 of Journal of Organizational Change Management published by Emerald Publications, UK, September - October, 2005** and “What the BMW’s class of ‘97 learned from Thailand” **Issue 4 of European Business Forum, Winter, 2001.**



## **P. SARAVANAN**

**M.Com., MBA., M.Phil., Ph.D (Bharathiar University),  
FDPM,(IIM-A)**

Total work experience: 18 years

Age: 40 years

Duration of employment at GIM: 6 years

His basic areas of interest are Corporate Accounting and Financial Planning. He has worked with Institute of Management Technology, Ghaziabad. He is in the panel of examiners for adjudicating the Ph.D Theses of various Indian Universities. He has presented papers in the National and International Conferences in India and Malaysia. He has published articles in the leading refereed Indian Journals. He is in the panel of Reviewers for the Journals published by the Institute of Chartered Accountants of India. He is a member of the American Accounting Association, Financial Management Association International and American Finance Association. He has 13 years of teaching experience to his credit. His current research areas are agency theory and capital structure, corporate governance and firm value, financial reporting and disclosure practices of firms. Recently he was awarded 25th FDP Silver Jubilee Research Fellowship from Indian Institute of Management, Ahmedabad.



## **Raghuveer Vernekar**

**Qualifications: M.A. (Sociology), M.A. (History), B.Ed., LL.B**

Total work experience: 37 years

Age: 57 years

Duration of employment at GIM: 7 years

Brief write-up: Raghuveer Vernekar is faculty in General Management and teaches 'Management Communication' and 'Thinking Skills' at the Institute. He has been in the educational field for over 36 years, and was the Chairman of Goa Board of Secondary and Higher Secondary Education; responsible for several path-breaking initiatives. He has been trainer for various individual development courses for social, educational and corporate bodies for the last 30 years and a resource person for several workshops and seminars on socio-economic and educational themes. He has served as member, consultant and advisor on several state and national bodies. He was also the Faculty Coordinator for Part time Executive Programmes of the Institute for last three years. He represented India to Japan and Australia in Junior Chamber and Rotary Programmes.



## **Rajeev Kumar**

### **Professor (OB & HR)**

Qualifications: In addition to Ph.D. and M.Phil. in Social Sciences (Organizational Communication), he holds Masters degrees in Communication Studies and Masters in Defence Studies . He is also qualified in Creative Writing, Computer Management, French Language and Research Methodology.

Age : 52 years

Total work Experience: 35 yrs

Duration of employment at GIM: 2 months



Dr. Rajeev Kumar is a specialist in the discipline of organizational communication management. He was awarded his PhD in Organizational Communication by the Tata Institute of Social Sciences (TISS), Mumbai. He was a Fulbright Doctoral Research Fellow at Texas A&M University, USA , in 2006-07. His doctoral work focused on the use of metaphors in communication during corporate restructuring. He undertook case studies of two large Indian companies that had downsized and turned around and he contrasted the communicative approaches of the public and private sector companies in resolving the same business problem.

His earlier study on ‘Communication in Downsizing at Tata Steel’ drew him to publish two teaching case studies in international publications. For these text book cases, he was awarded the Gold Quill Award for ‘Strategic Communication Excellence’ by the International Association of Business Communicators, San Francisco, in 2006.

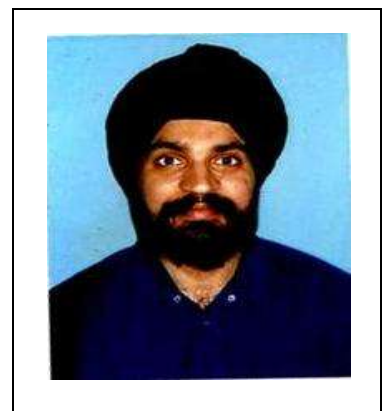
## **Ranbir Sodhi**

Total Work experience: Industry 14 years; Academic – 1 year

Duration of employment at GIM: 2 months

Age: 30 yrs

An Engineer MBA with 14 years of experience in Sales & Marketing in the industry, Ranbir is faculty in Marketing at the Goa Institute of Management. Prior to joining this institute, he has worked in Telecom, Automobiles & Insurance sectors (almost across the country). He has worked with organizations like Siemens, Vodafone, Tata Motors and Birla Sunlife Insurance.



His areas of interest include Services Marketing, Brand Management, Integrated Marketing communications & Sales management.

## **Ranjini Swamy**

**Qualifications: MBA, Bangalore University; Fellow, IIM, Ahmedabad (equivalent to Ph.D.)**

Total work experience: 20years

Age: 50 years

Duration of employment at GIM: 16 years

Brief write-up: She has worked with the Ravi Matthai Center for Educational Innovation (IIM, Ahmedabad) and the Xavier Institute of Management, Bhubaneswar, prior to joining this Institute. Her teaching has been primarily in the area of Organizational Behavior and Training & Development. She has conducted In-company programs on people management issues for companies in and outside Goa.



Her research interests include social entrepreneurship and the empowerment of women. She has published articles in refereed journals like Vikalpa and Human Relations on these issues. Her study on empowerment of rural women through self-help groups was presented at the International Conference of the Academy of HRD, Hawaii, in 2002. She is also researching the management of R&D especially since liberalization. Initially this involved the development of case studies on the changes in organizational systems and processes in CSIR laboratories following liberalization. She has presented papers on this issue at the R&D Management Conference of the CSIR in 2004, at the NISTADS-CRRID International Conference on Science and Technology Policy in 2005 and at the Eastern Academy of Management's International Conference on Managing in the Global economy, in 2007. Later, this was expanded to the study of the management of R&D in private sector companies. She is currently developing case studies on the commercialization of R&D in private sector companies.

She is a participant in the Aspen Institute's Business and Society initiative to spread awareness about the importance of Corporate Social Responsibility in management education. As part of this initiative, she is helping develop a simulation aimed at increasing awareness about the importance of Corporate Social Responsibility.

## **Sameek Ghosh**

**Assistant Professor (Systems)**

Qualifications: MBA

Age: 32 years

Total work Experience: Teaching 2 yrs , Industry 7 yrs

Duration of employment at GIM: 2 months

Prior to joining GIM, had worked for an UK government authority and Indian IT companies including a leading KPO in the AEC industry. He is also a resource person of EDI, Govt. of West Bengal. He is one of the first SEI – Carnegie Mellon University trained PSP / TSP faculty in India. He has taught at NIT- Durgapur, Amrita School of Business- Coimbatore.



## **Sujoy Bhattacharya**

Age: 32 years

Duration of Employment at GIM: 2.6 months

Total Work Experience: Teaching 8 yrs, Industry 6 months

He is a merit holder in MBA Programme. He has been the recipient of MHRD scholarship in duration of his Ph.D which is at the thesis writing stage. Was a visiting Faculty at the Border Security Force National Training Academy at Takenpur, having taught there at the top management level. He has also taught at the Indian Institute of Tourism and Travel Management, Gwalior as a visiting Faculty.



As part of the PhD requirement he handled classes at the Indian Institute of Information Technology and Management, Gwalior.

Research interests: Qualitative research methods, Multivariate Data Analysis

## **Vithal S. Sukhathankar**

Qualifications: MCA (Goa University)

Total work experience: 18.3 years

Age: 43 years

Duration of employment at GIM: 13 years

Brief write-up: He is the assistant Professor in the Systems area. He is working with Goa Institute of Management for last seven years. He is also a visiting faculty at Goa University's Department of Management Studies, Department of Computer Science. He is the faculty and Examiner for the different courses in the said departments. He is also the approved project guide. He was on the BOS of Goa University for the different courses at Graduate and Post -Graduation levels. He was the expert for the BBA and BCA courses of the Goa University. He is the resource person in designing the System courses and MIS for the BBA of Goa University. He is the senior most counselor on the IGNOU for MCA, MBA and BCA program and approved project guide. He is the approved project and dissertation guide for Annamalai University. He has guided many students



for their final year project work at MCA, BE, MBA level. A Special invitee for the Department of Commerce for its M.Comm., M.Comm (DM) and MFS courses. He has designed the courses curriculum for the Government of Goa Gazetted officers under its E-Governance program and has imparted training to them. He is on the IT strategic group formed by the Government of Goa and is also a member of the IT Council of GCCI and the Budget Committee of GCCI. He was the chairman for HR connect 2004 & 2005 organized by GCCI. He has presented papers at different national level seminars. A member of CSI and ISTD. His area of interest is eCRM, DBMS, OOPS, Data ware housing, and Data Mining

## ADJUNCT FACULTY:

### Arindam Das Gupta

Qualifications: Ph.D. in economics from Cornell University, USA.

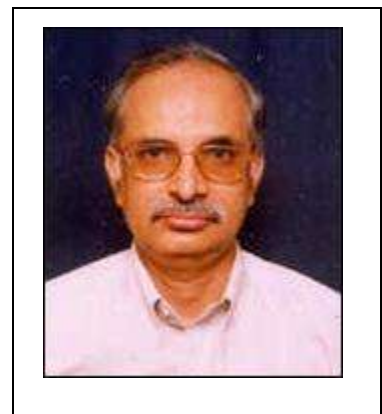
Arindam Das-Gupta holds a Ph.D. in economics from Cornell University, USA. He earlier had faculty positions at IIM, Ahmedabad, National Institute of Public Finance and Policy, New Delhi, the Nanyang Business School of the Nanyang Technological University, Singapore, Indira Gandhi Institute of Development Research, Mumbai and the Lee Kuan Yew School of Public Policy of the National University of Singapore. A public policy oriented microeconomist he has published extensively particularly in the area of tax theory and policy. He has served on or assisted several Indian central and state government committees. In 1998 he became, by invitation, the first coordinator of the Tax Policy and Administration Thematic Group at the World Bank, Washington, D.C. There he coordinated the setting up of their knowledge management web site on Tax Policy and Administration\*, and was associated with their tax reform operations in 22 countries. Subsequently, he has been a consultant to the Arab Monetary Fund, Asian Development Bank, International Financial Corporation, Planning Commission (Government of India), United Nations Development Program and the World Bank. While at the Lee Kuan Yew School he also helped deliver training programmes for officials of the governments of India, Kazakhstan, Singapore and Vietnam.



### Vidhu Shekhar Jha

Qualifications: Ph.D., Business Administration (Mangalore University, India), M.S. Industrial Engg. & Packaging Engg. (Rutgers State University, USA), B.E. Mechanical, (R.E.C. Srinagar, Kashmir University, India)

Vidhu Shekhar Jha is an Adjunct Professor in Strategic Management and Operations Management at GIM, Goa. He has worked in the corporate field for about 18 years in different functions managerial positions in companies like Tata Steel Ltd., Jamshedpur, Hindustan Lever Limited, Bombay, Bajaj Auto Limited, Pune, Delmonte Corporation, California, USA, Siemens India Limited, Bombay. While at Senior Management position at Tata Steel, He was also a Visiting Faculty at XLRI Jamshedpur for about 5 years. He has been in Full Time Academia for about 9 years now. He was an Associate Professor in Operations Management at TAPMI, Manipal, Associate Professor in Strategic Management and Operations Management at MDI Gurgaon. While at MDI, he also held the position of Chair, Strategic Management Area and the Chair, Executive-Part-Time 3 Year PGDM Programme. He has been a Professor in Corporate Strategy & Operations Management at IMI, New Delhi and Professor at Bang College of Business at Kazakhstan Institute of Management, Economics and Strategic Research (KIMEP), Almaty, Kazakhstan and Visiting Positions at IIFT, New Delhi and IMT, Ghaziabad.



He has published research papers extensively in National and International Journals and has been reviewer for National and International journals of repute. He has participated and presented papers at various National and International Conferences including representing India at MIT- Cambridge, USA in 2007. His teaching and research areas of Interest are Business Excellency Strategy Implementation, TQM, Knowledge Management, Business Ethics and Corporate Governance, Manufacturing Strategies& World Class Manufacturing, Supply Chain Management, Technology Management, Strategic Human Resource Management and Learning Organization. He has consulted with top Public Sector and Private Sector Companies in India in the areas of his interest. Presently, He is a Co-supervisor for a Ph.D. Research Scholar at Jamia Millia Central University at New Delhi in the area of Knowledge Management. He is also member of several Professional bodies in India and USA.