



Name: Dr Soma Bose Biswas

Designation: Associate Professor

Qualifications: PhD (HRM), MBA (HR), PG in Instrumentation

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Biographical Sketch

Dr. Soma Bose Biswas is a seasoned academician, researcher, and mentor in the field of human resource management and organizational behavior. She has over two decades of rich experience in management education. Currently, she is serving as an associate professor at Xavier Business School, St. Xavier's University, Kolkata. Previously, she held key academic and leadership positions in various management colleges in Kolkata and Bengaluru, including the head of the MBA department at Techno International New Town College, Kolkata.

She holds a PhD in Human Resource Management from the University of Kalyani and her doctoral research focuses on performance appraisal systems in IT organizations. As a passionate educator and PhD guide, Dr. Biswas is deeply committed to nurturing future leaders through innovative pedagogy, experiential learning, and research-driven teaching.

She had published many papers in indexed journals such as Scopus, ABDC, and Web of Science journals.

She had reviewed research papers for many reputable academic journals, such as: Manuscripts reviewed for: *FIIB Business Review, Management and Labor Studies, The Learning Organization*

Resource person for FDPs and international academic forums, session chair, and conference judge at reputed institutions. She had organized many national and international conferences, HR panel discussions, and workshops. She had also contributed to academic radio discussions on social issues.

Her academic journey reflects a blend of interdisciplinary knowledge, spanning Human Resource Management (HRM), analytics, and management sciences, complemented by a strong orientation toward spirituality, values, and sustainability in management.

Dr. Soma Bose Biswas exemplifies the integration of academic rigor, research excellence, and value-driven leadership. Her contributions span teaching, research, mentoring, and institutional development, making her a significant contributor to contemporary management education.

Areas of Specialisation and Research

- Human Resource Management (HRM)
- Organizational Behaviour (OB)
- Performance Management Systems
- Human Resource Analytics
- Knowledge Management
- Industrial Relations & Labour Law
- Spirituality in Management and Leadership
- Sustainable HR Practices and Employer Branding

Research Interests:

- Value-based leadership and organizational citizenship behaviour
- Digital transformation and employer branding
- HR practices in the IT and service sectors
- Integration of spirituality and management education
- Employee engagement, performance appraisal, and work culture

Teaching Experience

Dr. Biswas brings more than 22 years of teaching experience across reputed institutions in Kolkata and Bangalore, including:

- Associate Professor, Xavier Business School, St. Xavier's University, Kolkata (2026–Present)
- Associate Professor & HOD (MBA), Techno International College, Kolkata (2022–2026)
- Associate Professor, Acharya Bangalore Business School (2021–2022)
- Assistant Professor, Heritage Business School, Kolkata (2018–2021)
- Assistant Professor, Narula Institute of Technology, Kolkata (2006–2017)
- Lecturer, BCET Durgapur & RIIT Raniganj (2003–2005)

She has taught a wide range of courses including:

- Organizational Behaviour
- Strategic Management
- Performance Management Systems
- HR Analytics
- Industrial Relations
- Quantitative Techniques
- Business Research Methodology

Her teaching philosophy integrates case-based learning, research orientation, and experiential methods, consistently earning excellent student feedback.

Administrative Responsibility

Dr. Biswas has demonstrated strong academic leadership and administrative expertise through roles such as:

- Head of Department (MBA) (2025-26)
- Coordinator for NAAC, NBA, AICTE accreditation processes
- Convener and organizer of Faculty Development Programs (FDPs) and conferences
- Faculty coordinator for:
 - Industry-Institute Interface
 - Alumni Relations
 - Examination Cell
 - Entrepreneurship Development Initiatives
- She has also contributed to curriculum design, institutional development, and quality assurance initiatives.

Publications

Chapter/Article published in Books

- (2026) Perceived Paradox: Technology as a De-stressor or Digital Burnout Among Indian Undergraduate Students. (Bose Biswas, Soma, et al.) In “The Immersive Wellness Spectrum: Trends, Technologies, and Transformations” edited by Chakraborty, Tanusree; Singh, Nripendra. Emerald Publishing Limited. ISBN print: 978-1-80686-186-6. Doi: <https://doi.org/10.1108/978-1-80686-185-920261010>
- (2025). Digital Employer Branding and its influence on Citizenship Behaviour and retention: An empirical analysis. (Dhar, T; Bose Biswas, S, & Mandal, S). in Conference proceeding of 20th International Research Conference on Management and Finance. University of Colombo. Sri Lanka. ISBN: 978-624-5518-47-0
- (2025). Integrating spirituality into education to foster interconnectedness (Chatterjee, M., Bose Biswas, S., & Ghatak, I.) In Spirituality and Business in the Anthropocene. Springer. Palgrave, Macmillan, Hungary
- (2025) "The Invisible Contributor: Understanding the Importance of Disabled Individuals." (Chatterji, Madhumita, and Soma Bose Biswas) published with Sage Business Case.
- (2023). Life skills or life values? (Chatterjee, M., Biswas, S. B., & Dutta, N.) Emerald Publishing.

- (2021) "What challenges you more in online case teaching? A research based interpretative study" (Bose, I & Biswas, S. B) published in the book Rebuilding Relevance of Case Method for Digital Natives. Bloomsbury Publication. New Delhi
- (2020). Knowledge management using appreciative inquiry. (Acharyya, A., & Biswas, S. B.) IGI Global.
- (2017). "Implication of performance appraisal process on employee engagement mediated through the development and innovation-oriented culture: A study on the Software professionals of IT companies in West Bengal" (Sanyal, M K, & Biswas, S. B) In J. K. Mandal, S. C. Satapathy, M. K. Sanyal, & V. Bhateja, Advances in Intelligent Systems and Computing. vol 458 (pp. 277- 294). Singapore: SpringerLink.
- (2015). "Role of team leaders in employee faith in the performance appraisal practices: an exploratory study on the software professionals in some selected IT companies in West Bengal (India)". Sanyal, M K, & Biswas, S. B.) In S. S. Mandal J., Information Systems Design and Intelligent Applications. Advances in Intelligent Systems and Computing. vol 340. (pp. 669 - 680). New Delhi.: Springer, New Delhi.
- (2010). "Performance Management Systems in IT Industries: A proposed model" (Sanyal, M. K., Ghosh, A. K., & Biswas, S. B) International Conference on Operations and Management (pp. 477-484). New Delhi: Excel Book.

Article published in Peer-reviewed journals (*Sample given below*)

- (2025) Digital Footprint and Brand Loyalty in Attracting and Retaining Talent: An Empirical Study Dhar, Titly; Bose Biswas, Soma; Mandal, Supti), The Empirical Economics Letters 24 (Special Issue: 3):1-12. DOI: 10.5281/zenodo.18051529
- (2020). Social media and MCGDM in banking. (Singh, N; Bose Biswas, S; Chakraborty, A; Majumdar, M) Neutrosophic Sets and Systems
- (2019). Job security in Dubai industries. (Bose, I., & Biswas, S. B). SCMS Journal of Indian Management.
- (2018). Cross-border M&A and HR issues. (Bose, I., & Biswas, S. B). IPE Journal of Management.
- (2018). "International Employment Laws, Standards, Recommendations & HRM". (Bose, I., & Biswas, S. B) The Indian Journal of Industrial Relations: A Review of Economic & Social Development
- (2018). "Pay for Performance in Private Sector Higher Education Institutions in UAE". (Bose, I., & Biswas, S. B.). The Indian Journal of Industrial Relations: A Review of Economic & Social Development

- (2017). "Social Media: Challenges and Opportunity in HRM". (Biswas, S. B., & Banerjee, J.) Commonwealth Journal of Commerce & Management Research.
- (2016). "Influence of value system on employee locus of control and performance – a contextual approach with special reference to Rabindrik Value". (Biswas, S. B., & Dutta, N) Perspectives on Management
- (2016). "Attitude of the customers towards online banking and its implication on customer relationship management in the banks – an exploratory study" (Biswas, S. B., & Singh, N.). In P. K. Chugan, D. Srivastava, N. Patel, & N.C. Soni, Inter – Disciplinary Issues for Empowering Trade, Industry and Society (pp. 315 - 329). New Delhi: Excel India Publishers.
- 2015). "Linkage between Effectiveness of project team and Employee Engagement: mediating role of innovative work culture in some selected IT Companies in West Bengal (India)". Sanyal, M. K., & Biswas, S. B JIS Management – VISTA.
- (2015). "Linkage between Effectiveness of project team and Employee Engagement: mediating role of innovative work culture in some selected IT Companies in West Bengal (India)". (Sanyal, M. K., & Biswas, S. B). JIS Management – VISTA
- (2013). "An Exploratory Study on Performance Appraisal System and its impact on Organizational Performances". (Ghosh, A. K., & Sanyal, M. K, & Biswas, S. B) ICWAI Research Bulletin.
- (2013). "Evolution of different performance appraisal techniques – A literature review approach". (Sanyal, M. K., & Biswas, S. B.) JIS Management Vista.
- (2014). Performance appraisal and employee motivation (Sanyal, M. K., & Biswas, S. B) Procedia Economics and Finance. Elsevier.
- (2010). "A case study on training need in IT Sector – Focusing on IBM, TCS and CTS". (Biswas, S. B., & Chatterjee, S) Globsyn Management Journal: GMJ.