



**Dr Sushmita Srivastava**

**Overview:**

Dr. Srivastava has more than 25 years of work experience in Tata Steel. A Ph.D. from XLRI in Human Resources Management, she has worked in the various domains of HRM including Industrial Relations and Learning and Development. She is credited to have instituted the first Foreign Languages Learning Lab for the Corporate Executives in Tata Steel to support its global footprints. She has participated as a Senior Assessor for the Tata Business Excellence Model and has assessed large number of Tata Companies. She has been a part of an organization-wide task force on restructuring and re-designing HRM systems and processes for the organization to support the organizational strategy.

**Experience :**

Taught at B-Schools and in their executive education programs for working professionals.

Participated in the design of HRM Curriculum at IIM- Ranchi.

Attended the Consortium on Teaching, Learning and Case Development at ISB, Hyderabad.

Facilitated design and development of Reverse Mentoring Program at Tata Steel.

Certified Internal trainer for Capability Building training across Tata Steel Ltd.

Speaker at the 17<sup>th</sup> NHRDN National Conference.

Facilitated participation of executives at various national and International events and competitions.

## **Research and Publications :**

**The Pivotal Role of Personal Learning in Institutionalizing Mentoring in Indian Corporates.** Book chapter in Inclusiveness, Sustainability and Human Resources Development, An NHRD publication. Authors : Prof MG Jomon and Sushmita Srivastava.

**Mentoring and Performance: Testing a mediated model in Supervisory and Formal Mentoring in Business Organization.** The International Journal of Business Insights and Transformation, Vol 6 , No. 2, April- September 2013. Authors: Ms. Sushmita Srivastava, Prof Munish Kumar Thakur.

**A Qualitative Study of the Mentoring Process – Outcome Linkage in Formal and Supervisory mentoring in a Business organization.** The Indian Journal of Industrial Relations, Vol. 49, No. 1, July (2013). Author: Ms. Sushmita Srivastava, Prof. M. G. Jomon.

**A study of the impact of types of job change on perceived performance of newly rotated managers: The mediating role of job change dimensions.** Management and Labour Studies. Vol. 36, No. 1, February 2011 Author: Ms. Sushmita Srivastava

**Mentoring & Performance: Implications for Business Organizations.** The Indian Journal of Industrial Relations, Vol. 48, No. 4, April 2013. Author: Ms. Sushmita Srivastava, Prof. M. G. Jomon

**Commitment & Loyalty in Trade Unions: Revisiting Gordon's & Hirschman's Theory.** The Indian Journal of Industrial Relations, Vol. 47, No. 2, October 2011. Author: Ms. Sushmita Srivastava

## **Additional Information:**

Reviewer, Journal of Career Development

Reviewer, Management and Labour Studies, XLRI ( Sage Publication)

Member, Executive Council of Jamshedpur Management Association

Associate membership, ISTD, NIPM, AIMA and NHRDN

## **Conference Presentations:**

**Mentorship: Applicability of Theory in Indian Perspective** Paper presented at Indian Academy of Management, 2009 Author: Ms. Sushmita Srivastava, Ms. Pragya Dixit

**Mentoring and Coaching Relationship: An Exploratory study in an Indian Corporate.** Paper Presented in Asian Academy of Management, 2010 in China. Author: Ms. Sushmita Srivastava, Prof ISF Raj.

**An exploratory study on mentoring in a large Indian Manufacturing Organization: Towards conceptualizing an Indian model on mentorship.** Paper presented in 12<sup>th</sup> International HRM Conference at Management Development Institute, Gurgaon, India, December 2012. Author: Ms. Sushmita Srivastava, Prof ISF Raj.

**Antecedents & Consequences of mentor – mentee fit in mentoring relationship – An exploratory conceptual study.** Paper presented in 12<sup>th</sup> International HRM Conference at Management Development Institute, Gurgaon, India, December 2012. Authors: Ms. Sushmita Srivastava, Prof. M. G. Jomon.

**Exploring the link between mentor roles & mentor competencies: A proposed mentor effectiveness model.** Paper presented in 12<sup>th</sup> International HRM Conference at Management Development Institute, Gurgaon, India, December 2012. Authors: Ms. Sushmita Srivastava

**Development of a unique conceptual framework on mentor – mentee pairing in the Indian context.** Paper presented in 12<sup>th</sup> International HRM Conference at Management Development Institute, Gurgaon, India, December 2012. Author: Ms. Sushmita Srivastava

**Blogs :** Reverse Mentoring, Technology in Learning