

## MBA - Faculty Profile



### **Dr Indrajit Goswami**

PhD in Professional Ethics  
Professor  
SCMS-PG DSU

### **Brief Profile**

**Dr. Indrajit Goswami** brings over 30 years of distinguished experience in higher education, research, and administration across public and private institutions. He holds a PhD in Professional Ethics from JRN RV University, with his doctoral thesis archived at NASSDOC, ICSSR, New Delhi. Dr. Goswami has authored over 50 research papers in prestigious journals including Emerald and SCOPUS, published 15 innovations in the Indian Patent Office and 3 design patents in the UK Patent Office. So far, he has presented more than 25 research papers in international and national conferences, and published more than 25 book chapters and books, including a recent textbook on "Strategic Management & Business Policy – Globalization, Innovation and Sustainability" (2024) reflects his expertise in contemporary management education.

His achievements include 'Prof. Y.K. Bhushan Most Influential Professors' Award (2025), 'Excellence in Research' award (2024), ASMA-Inspiring Teacher Award (2021), Best Management Faculty Award (2015) and Dr. Goswami has completed over 70 certificate courses from platforms like Coursera and Elsevier, including certifications from Northwestern University; Universities of Michigan, Yale and Illinois; Harvard University and University of Hong Kong.

He serves on multiple editorial boards, including VLEARNY Journal of Business and Academic Social Research, while functioning as a reviewer for SCOPUS-indexed journals like SAGE Open and Management Decision (Emerald). Dr. Goswami is a Technical Program Committee member for various IEEE conferences and serves on the Board of Studies at D.Y. Patil University, Kolhapur, and Thakur College of Science & Commerce, Mumbai. He has guided 4 doctoral scholars and conducted numerous FDPs and MDPs. He specializes in social research methodology, mixed-method research, human resource management, organizational behaviour, general management, and quality assurance in higher education.

### **Teaching**

- HRM, Organizational Behavior, Entrepreneurship, Business Research Methods, Business Communication, Strategic Management, CSR, UHV, Corporate Governance, and Principles of Management.

### **Publications**

#### ● **Research Papers**

1. Goswami, I., & D'silva, N. R. (2025). Interplay Between Training and Development, Retention and Employee Engagement: A Systematic Literature Review Using PRISMA and Future Agenda. Asia-Pacific Journal of Management Research and Innovation, 0(0).  
<https://doi.org/10.1177/2319510X251369220> (Sage Journals).

2. Indrajit Goswami, Nigel D'Silva, Vimal Kumar (2025). An Examination of the Relationship Between Training and Development, Retention and Employee Engagement: A Selective Literature Review, *Regional Formation and Development Studies*, 45(2025), no. 1, 37-48, DOI 10.15181/rfds.v45i1.2703
3. Chandravadan Prajapati, Indrajit Goswami, Vimal Kumar, Arpit Singh, Seema Mahlawat, Sumanjeet Singh, Conceptualization and theorizing process of innovation metrics for green business practices, *Green Technologies and Sustainability*, Volume 2, Issue 3, 2024, 100110, ISSN 2949-7361, <https://doi.org/10.1016/j.grets.2024.100110>. (<https://www.sciencedirect.com/science/article/pii/S294973612400037X>) (Scopus Q2-Indexed).
4. As the second author (with Myagmarsuren Orosoo; Fredrick Ruban Alphonse; Gulnaz Fatma; Manikandan Rengarajan; B Kiran Bala) presented and published a research article on 'Enhancing Natural Language Processing in Multilingual Chatbots for Cross Cultural Communication', 5th International Conference on Intelligent Communication Technologies and Virtual Mobile Networks (ICICV), Tirunelveli, India, 2024, pp. 127-133, doi: 10.1109/ICICV62344.2024.00027.
5. Goswami, I., Abhishek, Ankita Shukla, Haiyadri Sharma, Shalini Chaturvedi (2024). 'Management In the Age of Digital Transformation: Adapting Leadership Strategies for The Future of Work', *Decision Making: Applications in Management and Engineering*, Vol.7 (1), pp. 346-362, ISSN: 2560-6018, eISSN: 2620-0104. (Scopus Indexed).
6. Goswami, I., R. Angayarkanni, Shilpa B P, A.Venu Gopal Reddy, Abhinav Kataria (2024). 'Digital Classrooms: The Role of Technology in Shaping 21st-Century Education', *Decision Making: Applications in Management and Engineering*, Vol. 7 (1), pp. 312-328, ISSN: 2560-6018, eISSN: 2620-0104. (Scopus Indexed).
7. Goswami, Indrajit (2024). Startup Success Factors: An Analysis of Silicon Valley, *Journal of Foundational Research*, ISSN: 2395-5635 Volume XXXII, No.1 (IV), ISSN: 2395-5635.
8. Indrajit Goswami, Ankesh Mittal, Vimal Kumar, Priyanka Verma, Akansha Mer (2023). Analysing the Role of Total Rewards and Compensation in Increasing Employee Motivation. *International Journal of Business Excellence*. 10.1504/IJBEX.2023.10058513. (Scopus Indexed)
9. Venkata Harshavardhan Reddy, Indrajit Goswami, Pritesh Shukla, Richa Agarwal (2023). Role of Government Financing Schemes on Entrepreneurial Development in India: An Empirical Study. Vol.3(2). *Journal of Informatics Education and Research*, ISSN: 1526-4726, ABDC-C <https://doi.org/10.52783/jier.v3i2.396>
10. Indrajit Goswami, Hamida, A. G. B., Gopal, S. P., & Kumar, J. A. (2023). Effective Role of Human Resource Management Policies Within Marketing Organization: The Impact on Business and Marketing Strategy Implementation. *International Journal of Professional Business Review* (Scopus Q3), 8(7), e0997. ISSN-2525-3654. <https://doi.org/10.26668/businessreview/2023.v8i7.997>
11. Murali Krishna, S.M., Goswami, I., Priyadharshini, S.L., Sugumar, D., Lourens, M., and Minu, M.S. (2023). Unlocking synergies: optimizing resource allocation in cloud computing using reinforcement learning, IOT, and AI from a social science and humanities lens, *Social Evolution and History* (Scopus Q2), 12(2), pp.264-280. ISSN: 1681-4363. [doi.org/10.5281/zenodo.7827308](https://doi.org/10.5281/zenodo.7827308).
12. Goswami, I., S. Balakrishnan, C.Vinotha, Reena Chopra, V.Sivakumar, and Chetan D.M. (2023). Gender And Politics: Examining women's representation and empowerment, *Journal of Namibian Studies* (Scopus-Q2), 33 (S3), pp.1980-1994, ISSN: 2197-5523 (online). <<https://namibian-studies.com/index.php/JNS/article/view/2302/1573>>
13. Published (as third Author) a research paper on "Sustainable entrepreneurship: Examining the role of social and environmental entrepreneurship for balancing economic growth and environmental responsibility," in *European Chemical Bulletin* (Scopus-Q3), 12(8), pp.2867-2882,

ISSN:2063-5346. European Chemical Bulletin <https://eurchembull.vercel.app/archives/volume-12/special%20issue-8/8729>

14. Published (as third author) a research paper on "A study on the effect of employee diversity on organizational performance", in International Journal of Professional Business Review, Vol. 8(4), ISSN: 2525-3654, pp.1-16, 2023. (Scopus Indexed)
15. Published (as second author) a research paper on "A study on stress management among employees in IT sector", to World Journal of Management and Economics (ABDC-C Journal), Vol.16 (1), pp. 150-159, ISSN: 1819-8643, 2023.
16. Published (as third author) a research paper on "Determinants of Organizational Climate as a determinant of job satisfaction among higher education faculty members in Telangana State", to World Journal of Management and Economics, Vol.16(1), pp.109-120. ISSN: 1819-8643, 2023. (ABDC-C Journal)
17. Goswami, I. (Second Author, with Dr. Karunakar Jha), published a case study on "Metro Brands: India's Home-grown Specialty Footwear Brand", Case-Reference no. 323-0020-1, Subject category: Strategy and General Management, Published in: 2023, Length: 28 pages, <https://www.thecasecentre.org/products/view?id=188911>
18. Published (as second author) a research paper on "Pedagogical Changes during Covid Times and their Impact on Learning Outcomes and Employment Prospects: Perceptions of PG Students" to South Asian Journal of Management, Vol.29(5), pp.184-213, ISSN: 0971-5428. 2022. (ABDC-C Journal)
19. Goswami, I. (second author) published a research paper on "The Role and Performance of private and public sector banks on customer satisfaction." Journal of Northeastern University, (SCOPUS-Q4). Volume-25, Issue-4, 2022, pp-2980-2986. ISSN: 1005-3026. <https://dbdxxb.cn/>
20. Goswami, I., Jithu, S.M. and Dsilva, N.R. (2022), "A narrative study on the psycho-social impact of sex trafficking on victim's parents in the state of Karnataka", International Journal of Human Rights in Healthcare, Vol. ahead-of-print No. ahead-of-print. (SCOPUS Q3), <https://doi.org/10.1108/IJHRH-10-2021-0189>
21. Saini, S. and Goswami, I. (2019). 'A preliminary study to understand leadership style of senior teachers through their perceptions and contexts in formal schools in Mumbai.' SAGE Open, 9(2). Impact Factor (IF): 0.675 (2018), ISSN: 2158-2440, Online ISSN: 2158-2440. Published online: June 2, 2019. <https://journals.sagepub.com/doi/full/10.1177/2158244019853460>. (Scopus & WoS Indexed)
22. Goswami, I., & Dsilva, N. R. (2019). Impact of job satisfaction and job stress on employees' life in Mumbai's hospitality sector: An empirical study using SEM", Journal of Strategy and Management, 12(3). pp. 330-346. IF: Less than 1 (2018). <https://doi.org/10.1108/JSMA-01-2019-0012>. ISSN:1755-425X (EMERALD/ ABDC-C), Scopus Indexed).
23. Goswami, I. & D'cunha, C. (2018). Merging and Simplification of Labour Legislation through Codes: The Process Needs to Draw Insights through Qualitative Research Initiatives', Space and Culture, India, November 2018, Vol-6, Issue-3, pp.134-141. IF: Less than 1 (2018). ISSN-2052-8396. (Scopus Indexed).
24. Goswami, I., D'silva, N., and Chaudhury, V. (2018). An Empirical Study on the Determinants of Job Stress and its Coping Techniques among College Educators', Global Journal of Management and Business Research, 4-6-2018, Vol:18(5), Version 1.0, pp. 55-61, IF: Not Available. ISSN (online):2249-4588, ISSN (Print): 0975-5853. (Scopus Indexed).
25. Goswami, I., D'silva, N., and Chaudhary, V. (2018). The Role of self-help groups in women empowerment in Maharashtra: An empirical analysis', TIJ International Research Journal of Commerce and Behavioral Science, 7(3), pp.65-71, IF: Between 2-5, January 2018.ISSN-2251-1547. UGC Listed / No-63258.
26. Gupta, S. & Goswami, I. (2018). Execution of Learning and Development Activities in a Leading Pharmaceutical Company in India: A Case Study, TIJ International Research Journal of Social

Science and Management, 7(9), pp.149-159, IF: Between 2-5, January 2018, ISSN-2251-1571. UGC Listed/ No-46960.

27. Singh, P., Jalan, A. & Goswami, I. (2017). The Millennial and their Perception about Motivation and Self-motivation', Pezzottaite Journal-International Journal of Organizational Behaviour and Management Perspectives, Vol-6(4), pp.3471-3476, Oct-Dec 2017 Issue, IF: 7.185 (2016) ISSN-2279-0950.
28. Goswami, I. (2017). A multidisciplinary approach in management education: The bureaucratic hurdles and future perspectives', FUSION: International Journal of Interdisciplinary Approaches, Vol-XII, pp. 1-14, November-2017, IF: 2.127. ISSN: 2231-2005.
29. Sathyaseelan, S. & Goswami, I. (2016). Training and Development of Visually Impaired Persons through Technology: A study with special reference to their experience, satisfaction and expectations in Tamil Nadu, India.' International Journal of Research in Management, Science and Technology, Vol.11 (6), pp.17-26, IF: Not Available. ISSN No: 2321-3264 (Online).
30. Prabhakaran A. & Goswami, I. (2016). A study of rehabilitative functions and performance of special training centers (STC) with special reference to STC-NCLP in Tuticorin district.' International Journal of Business and Administration Research Review, Vol: 1, Issue: 1, pp.38-44, March-2016. IF: 3.072 (2016). ISSN: 2348 – 0653(Print). ISSN: 2347 - 856X (Online).
31. Prabhakaran, A. & Goswami, I. (2016). Psycho-social status and attitude towards life of children at special training centers, NCLP, Chennai. International Journal of Management and Social Science Research Review, Vol: 1, Issue: 2, pp.67-74, Feb-2016. IF: 3.029 (2016). ISSN: 2349-6738 (Print), ISSN: 2349-6746 (Online).
32. Goswami, I. & Senthilvelan, M. (2015). Can we afford to compromise the quality in research paper writing and publishing? International Journal of Business Management and Research, Vol: 5(5), pp.45-62, Sept-Oct 2015. IF: 5.3125 (2015). ISSN: 2249-6920 (Print), ISSN: 2249-8036 (Online).
33. Kaushika, R. & Goswami, I. (2015). A study to assess the potential of MaxVal to expand its services into the trademark industry in the USA. International Journal of Entrepreneurship & Business Environment Perspectives; Vol: 4(3), pp.1901-1910, July-Sept 2015. IF: 5.842 (2014). ISSN: 2279-0918(Print), ISSN: 2279-0926 (Online).
34. Goswami, I. (2014). Critical Observation on Methodologies of Select Doctoral Research Studies.' Journal Space and Culture, India, Vol: 2, No: 3, pp-47-60, 25-11- 2014. IF: Less than 1. ISSN: 2052-8396. DOI: <https://doi.org/10.20896/saci.v2i3.35>. (Scopus Indexed).
35. Premkumar, R. & Goswami, I. (2014). The ban on mobile phones in the schools in India: A probe to augment efficacy in policy execution. International Journal of Physical and Social Sciences, Vol. 4(I), pp.263-274, January 2014. IF: NA. ISSN: 2249-5894.
36. Goswami, I. (2012). Adherence to Ethical Guidelines in Practice by Social Workers: An Empirical Study in India.' Practice: Social Work in Action, Vol.24, Number.2, 10-4-2012, pp-105-121. IF: Between 1-2. ISSN: 0950-3153 (Print), ISSN: 1742-6746 (Online). <https://doi.org/10.1080/09503153.2012.671007>. (Scopus Indexed).
37. Goswami, I. (2012). Collaborative Research in Management Education and Its Inseparable Bond with Social Sciences. EXCEL International Journal of Multidisciplinary Management Studies, Vol: 2 (11), pp. 231-239, IF: NA. November 2012. ISSN: 2249-8834 (Online).
38. Sathyaseelan, S., Goswami, I. & Lenin, J.A. (2012). ICT enabled resource center for the visually challenged college / university students in an era of inclusive education.' Asian Journal of Research in Social Science and Humanities, 2 (11), pp. 43-56. IF: NA. ISSN: 2250-1665 (Print), ISSN: 2249-7315 (Online). Indexed with EBSCO Database.
39. Goswami, I. & Premkumar, R. (2013). Recording of Intimacies using Mobile Phone Cameras: An Exploratory Study into the Factors behind the Consent of Female Counterparts. International Journal of Science and Research, (Online), 2 (4), pp.287-291, IF: NA, April 2013. ISSN:2319-7064.

40. Goswami, I. & Ashok, U. (2013). The theoretical perspectives of knowledge and knowledge management. *International Journal of Organizational Behavior and Management Perspectives*, 2 (3), pp. 431-434, July-Sept 2013. IF: NA. ISSN: 2279-0950 (Print) 2279-0969 (Online).
41. Sandhya, R. & Goswami, I. (2013). Customers' Satisfaction and Appreciation about Services of Primary Agricultural Cooperative Credit Society, Kariyampalayam, Coimbatore. *Steward Business Review: An International Refereed Journal*, 1 (1), pp.47-51, June 2013. IF: NA. ISSN: 2320-9399.
42. Subramaniam, S. & Goswami, I. (2013). Understanding effectiveness of insurance products and promotions through customers' views at IDBI Federal Life Insurance Company Ltd. *Steward Business Review: An International Refereed Bi-annual Journal*, 1 (2), pp. 52-55, December 2013. IF: NA. ISSN: 2320-9399. 2019-0.
43. Goswami, I. & Rathore, P. (2019). 'A conceptual education model for sustainable development through a learner-led education approach.' *Indian Journal of Lifelong Learning and Development*, 7(2), pp.20-37. IF: NA. ISSN: 2454-6852.
44. Goswami, I. & Chowdhury, R.R. (2017). Work-life balance through revisiting existing theories and contemporary research studies. *Journal of Social Work Education, Research and Action*, 3 (3), pp.57-70, September-December 2017. IF: NA. ISSN: 2394-4102. UGC Listed.
45. Goswami, I. & Subramaniam, S. (2014). Contemporary CSR Practices: Present Trends and Future Outlook. *Personnel Today*, xxxv (2), pp.33-39, July-Sept 2014. IF: NA. ISSN: 0970-8604.
46. Prabhakaran, A. & Goswami, I. (2014). Working children in hazardous sectors. *Review of Research: A Multidisciplinary Research Journal*, 3(7), pp. 1-6, April 2014. IF: 2.1002. ISSN: 2249-894X.
47. Subash, B. P. & Goswami, I. (2012). Socio-economic profile of elderly living in government old age homes in Kerala. *Research Explorer*, 1(2), pp.43-45, July-December 2012. IF: NA. ISSN: 2250-1940.
48. Subash, B.P. & Goswami, I. (2012). Quality of life enjoyment and satisfaction of elderly living in government homes in Kerala.' *SELP Journal of Social Science*, Vol: III (11), pp.60-62, July-September 2012. IF: NA. ISSN: 0975-9999.
49. Goswami, I. (2012). A case study- Inside an NGO: The Unresolved Dilemma Continues. *Samaja Karyada Hejjegalu*, Vol. II, Issue.9, pp.30-34, IF: NA. ISSN: 2230-8830.
50. Goswami, I. (2009). A Study of Knowledge and Attitude on Code of Ethics among Social Work Educators, Students and Practitioners in India. *Social Science Gazetteer, Journal of the Indian Social Science Association*, 4 (1), pp. 45-66, IF: NA. ISSN: 0975-7511.
51. Goswami, I. (2009). Inclusion of Social Work Values and Ethics as Topic in Social Work Course Curriculum: A Review of PG Course Curricula and Pedagogy in India. *Perspectives in Social Work*, Vol: 24 (2), pp.11-23, IF: NA. ISSN: 0974-5114. LCCN: 93904857 (Library of Congress, Washington DC). UGC-CARE List / Social Sciences/ Sl. No. 213.
52. Goswami, I. & Ranjit, R. (2010). Relation between Teachers' Demographic and Professional Profile and Their Attitude towards Ethical Obligations of Teaching Profession. *i-Manager's Journal of Educational Psychology*, Vol: 4(1), pp.37-44, IF: NA. ISSN: 0973-8827 (Print), ISSN: 2230-7141(Online). PROQUEST, EBSCO, CROSSREF.
53. Goswami, I. (2010). Development of Code of Ethics in Professions: With Special Reference to Social Work in USA, UK and India. *Perspectives in Social Work*, Vol: 25, No: 1&2. pp. 72-94, IF: NA. *Journal of College of Social Work, Nirmala Niketan, Mumbai*. ISSN: 0974-5114. LCCN: 93904857 (Library of Congress, Washington DC). UGC-CARE List / Social Sciences/ Sl. No. 213.
54. Verma, M.M. & Goswami, I. (2003). Emerging experience economy: A new challenge to HR profession.' *Personnel Today*, Vol: 24 (2), July-Sept. 2003. IF: NA. ISSN: 0970-8504.

## ● Book Chapters

1. As second author, research paper on 'The transformative potential of IQ, EQ and SQ: A dynamic approach beyond genetic determinism' in the conference proceeding on 'Innovations in

Technology, Science and Multidisciplinary Research: TechNova 2025' with ISBN 978-81-985983-3-2, published by Research Beacon Publication.

2. As second author, a chapter on 'The role of Big Data Analytics as a critical roadmap for realizing green innovation and complete edge and ecological performance for realizing sustainable goals,' in an edited volume on 'Advanced technologies for realizing sustainable development goals: 5G, AI, Big Data, Blockchain, and Industry 4.0 application.' pp.260-269, DOI: 10.2174/9789815256680124010021 (<https://www.eurekaselect.com/chapter/23635>). Scopus Indexed.
3. As second author, a chapter (Ch-2) on 'Perception of employees towards E-HRM practices: An empirical analysis in selected private sector banks', in an Edited volume on 'Emerging Paradigm in Multidisciplinary Research', published by Weser Books, Germany, pp.8-15. 2023. ISBN: 978-3-96492-466-7
4. A chapter on 'Sustainability, Risk Mitigation & CSR Practices: Retrospect and Prospects,' in an edited book on 'Futuristic Trends in Management', Iterative International Publisher (IIP Proceedings), Volume-2, Book-5, Part-4. Pp.241-250, 2022. ISBN: 978-93-95632-91-1.
5. As second author with Prof. Guruprasad M, a chapter on 'Non-Performing Assets (NPA) in the Indian Banking Sector,' in an edited volume on 'Indian Economy: Problems & Prospects, edited by Dr. Lalitha K S & Arshdeep Singh, pp. 43-57, Nov 2022, ISBN: 9788195894437. Kolkata: Asian Press Books.
6. Published a chapter on 'History of Social Work in UK, USA and India' is published as Chapter-2 in a Social Work Textbook, which happens to be the first Indian textbook in the domain, edited by Dr. Bishnu Das and published by SAGE. June 2022. ISBN- 9789354795039 . Link: <https://us.sagepub.com/.../introduction-to.../book283582>
7. Published a chapter as First author (with Prof. N. Chatterjee): 'Emerging learning ecology and shifting of leadership from teachers to students: The changing perspectives', in Sharma, L.K. & Rana, N. (eds), 'Online Education: Issues & Challenges', Innovative Research Publications, Bhopal, 2022. ISBN: 978-93-92708-26-9, pp.66-74.
8. Published a chapter as the second author (with Prof. N.Chatterjee): 'The Art of being a brilliant teacher: The new avatar in the online classroom', in Sharma, L.K. & Rana, N. (eds), 'Online Education: Issues & Challenges', Innovative Research Publications, Bhopal, 2022. ISBN: 978-93-92708-26-9, pp.53-65.
9. Published as sole author: Article on 'Covid-19 pandemic: Some reflections on future learning space' in a special volume on 'Covid-19 Pandemic: Challenges for Management Education' published by AMDISA, Hyderabad, India, 2021. ISBN No. 978-81-954548-1-5.
10. Published as sole author: A multidisciplinary approach in management education: The bureaucratic hurdles and future perspectives.' In Meenakshi Srivastava, Abhinay Prasad & K.N. Bhatt (Eds), Development Dialogue: Sociological & Ecological Perspectives, Agra: Y.K. Publishers, 2021.
11. Published as sole author: 'Altruistic Academic Saint' in B. Jagadish and K.G. Parashuraman (Eds.), Savyasachi: YSS-An Exceptional Academician and Assiduous Administrator,' published by Niruta Publications, Bangalore, 2019, pp.47-50. ISBN: 978-93-84262-61-7
12. Published as sole author: A chapter on 'Developing Social Work Practice Theories Some Alternatives Ideas and Approaches', in Bishnu Mohan Das & Sanjoy Roy (Eds), Field Work Training in Social Work', published by Routledge, UK, 2019, pp.211-220, ISBN: 978-0-367-42413-8.
13. Published as sole author: 'Field work Practicum in Social Work Myths Reflections and Orientations', in B.M.Dash and S.Roy (Eds), Field Work in Social Work Education', Atlantic Publishers & Distributors, New Delhi, 2016, pp.81-103, ISBN: 978-81-269-2299-4

14. Published as sole author: 'Development and displacement: The Eco-system of Tribal Dwellings in North-East India', Anupam Hazra (Ed), Development in North-East Region', Concept Publishing, New Delhi, 2014, pp.1-18, ISBN: 91-5125-024-1.
15. Published as sole author: The Unresolved Dilemma-A Case Study, published in 'MGMT: A South Asian Perspective' (What's Inside: An Innovative Approach to Learning and Teaching'), by Chuck Williams and Manas Ranjan Tripathy, Cengage Learning, Delhi, 2013, pp.516-518, ISBN: 978-81-315-1950-9.
16. As second author, a chapter on 'Understanding the relevance of CSR in brand development' in Proceedings of 4th National Conference on Recent Advances in Business Practices, Shanlax Publications, 2016, pp.80-85, ISBN: 938539969-5.
17. Goswami, I. & Pereira, S. (2013). Organizational development through organizational change at NMPT: A Case Study, Proceedings of National Seminar on IMPSD 2013, pp. 1-7. Archers and Elevators, Bangalore. ISBN: 978-93-83241-01-9

## ● Books

1. Authored a textbook on 'Strategic Management & Business Policy – Globalization, Innovation and Sustainability', published by AG Publishing House, Bhopal, July 2024, ISBN: 978-81-972615-8-9.
2. Contributed as the second of two editorial board members in the production of a book (study material) on 'Services Marketing' (MBAFT-7606, Semester-III) for the Department of Distance & Continuing Education, University of Delhi, 2023.
3. Published as one of the four editors of a volume (III) on 'Changing Business: Survival and Sustainability Quotient', published by Archers & Elevators Publishing House, Bangalore. November 2022. ISBN: 978-93-94958-12-8.
4. Published as the sole author, a text for MBA students on "Strategic Management". Published by Red'Shine Publication, India|UK|Sweden. ISBN: 978-93-95456-60-9, ISBN-10: 93-9545660-4, DIP: 18.10.9395456604, DOI: 10.25215/9395456604. November 2022 (First Edition)
5. Published as the first author (with four co-authors) a textbook on 'Business Ethics & Corporate Governance', Published by Red 'Shine Publication, India | UK | Sweden. ISBN: 978-93-954560-2-9, ISBN-10: 93-954560-2-7, DIP: 18.10.9395456027, DOI: 10.25215/9395456027.
6. Published as the first author (with two co-authors) a textbook on 'International HRM', published by Red 'Shine Publication, India | UK | Sweden. ISBN: 978-93-954560-2-9, ISBN-10: 93-954560-2-7, DIP: 18.10.9395456027, DOI: 10.25215/9395456027
7. Contributed as Associate Editor in 'Multidisciplinary Research Trends (Vol-3) Published by Red 'Shine Publication, India | UK | Sweden. ISBN: 978-93-95456-14-2. ISBN-10: 93-95456-14-0, DIP: 18.10.9395456140, DOI: 10.25215/9395456140, September 2022.
8. Second editor to 'Handbook of Research Methodology'. A textbook published by Red 'Shine Publications, India |UK |Sweden, August 2022. ISBN-978-93-94727-84-7.
9. Chief Editor, 'Multidisciplinary Research Trends' (Vol-1). Published by Red 'Shine Publications, India | UK | Sweden, in August 2022. Volume-1 (ISBN-978-93-94727-80-9).
10. Chief Editor, 'Multidisciplinary Research Trends' (Vol-2). Published by Red 'Shine Publications, India | UK | Sweden, in August 2022. Volume-2 (ISBN: 978-93-94727-82-3).

11. Second Editor in the textbook on 'International Marketing Management' in July 2022. Published by Red 'Shine Publication, Sweden. ISBN: 978-91-987831-7-9  
DOI: 10.25215/9198783173. July 2022.

12. Editor. Proceedings on National Seminar on Innovative Management Practices for Sustainable Development, July 2013, Archers and Elevators, Bangalore. ISBN: 978-93-83241-01-9.

13. Goswami, I., and A. Valarmathi (2013). Written Communication. Thakur Publishers, Chennai. ISBN: 978-93-8224-923-8.

14. 'Ethics in Social Work Education and Practice in India', published by Mangala Publications, Mangalore-4. ISBN: 81-88685-06-2. November 2011. Review published in Indian Journal of Social Work, SCOPUS Indexed Journal, Vol: 78(4), pp.723-732.

## ● Patents

1. Published an innovation as the third contributor on 'AI integrated Human Paradigm through organizational agility and sustainable performance' (Application No: Application No.202241047392 A, The Patent Office Journal No. 37/2022 Dated 16/09/2022).
2. Published an innovation as the lead contributor on 'The mediating effect of human resource planning on organizational performance' (Application No.202221043351 A, The Patent Office Journal No. 32/2022 Dated 12/08/2022)
3. Published an innovation as the second contributor on 'A novel technique for digital marketing using artificial intelligence and Blockchain employees in an organization' (Application No.202211042575 A. The Patent Office Journal No. 31/2022 Dated 05/08/2022).
4. Published an innovation as the second contributor on 'Social media entrepreneurship as a tool for national development.' (Application No.202221042185 A, The Patent Office Journal No. 31/2022 Dated 05/08/2022).
5. Published as the lead contributor on 'Effect of training and development program for enhancing the performance of the employee in an organization.' (Application No.202221050396 A, The Patent Office Journal No. 37/2022 Dated 16/09/2022).
6. Published as lead contributor on 'A system for evaluating role of HR practices in employee engagement and retention'. (Application No.202221054875 A, The Patent Office Journal, Journal No.40/2022, dated 7-10-2022).
7. Published as a contributor on 'A system for providing mediating effect of MIS on effective HRM in an organization,' (Application No: 202221058963 A, The Patent Office Journal No.42/2022, Dated-21-10-2022).
8. Published as a contributor on 'An AI-based system and online web application-based games for social psychology perspective and assistance on the barriers to effective communication and teamwork,' (Application No. 202111058693 A, The Patent Office Journal No.42/2022, Dated 21-10-2022).
9. Published as a contributor on 'A system for evaluating the role of EI and Work-Life-Balance in job stress and method thereof,' (Application No.202211058338 A, The Patent Office Journal, No. 42/2022, Dated 21-10-2022).

10. Published as a contributor on 'A system for providing the mediating effect of emotional intelligence in work-life balance in the corporate world' (Applied on 14-10-2022, Application No. 202241058936 A, Official Journal of The Patent Office, Issue No.46/2022, Date:18-11-2022).
11. Published as a lead contributor on 'Human Resource Management – based system to protect sensitive business data', The Patent Office Journal No. 49/2022 Dated 09/12/2022 Application No: 202221047559 A.
12. Published as a contributor on 'A System for Multilevel Modelling for Strategic Implementation of Sustainable Development Goals in Higher Education Institutions,' in The Patent Office Journal No 51/2022, Dated 23-12-2022, Application No: 202241067775 A.
13. Published as a contributor on 'Entrepreneurial Performance Forecasting System Using Strategic Management and TQM Principles' in The Patent Office Journal No 52/2023 Dated 29/12/2023, Application No: 202341056642 A.
14. Published as the first contributor to 'The Impact of Incorporating Ethical Principles and Embracing Social Responsibility into Management Practices on the Achievement of Business Objectives' in The Indian Patent Office Journal No: 50/2023 Dated 15/12/2023. Application No. 202341074940 A. Application date: 2-11-2023.
15. Published as a contributor to 'Innovation of Business Models through the Application of Design Thinking', in The Patent Office Journal No. 06/2024, Dated 09/02/2024. Application No.202441001734 A. No. of Pages: 18 No. of Claims:6.
16. Published a design patent and received grant certificate on 'Interactive Learning Device with Gamified Educational Resource Integration', Design No: 6314884, date of Grant: 7th December 2023, date of Registration: 23rd September 2023.
17. Published a design patent and received grant certificate on 'Computer for Tracking Confidence of Employees', Design number: 6308148, Grant date: 26 September 2023. Registration date: 06 September 2023.
18. Published a design patent and received grant certificate on 'Data-driven Performance Metrics Dashboard for HR Management,' Design No: 6337682, date of Grant: 8th January 2024, Registration Date: 4th January 2024.

### ● **Conference Paper Presentations**

1. Goswami, I. (as first author with Dr Nigel D'silva) presented a paper on 'Issues and Challenges in the Indian Startup Ecosystem: A Mixed Method Approach' at 'EOF Portugal-2025' (# the 'Second Economy of Francesco Portugal Conference, 04th July 2025, IST 10.45 PM). The paper is also published in the Conference Proceedings (pp.13-15). ISBN: 978-972-778-489-9
2. Goswami, I. (as first author, with Dr Nigel D'silva, the second author) Presented a research paper on 'A Review of Selected Literature on the Interrelationship between Training and Development, Retention, and Employee Engagement' at the 'International Scientific and Practical Conference "Science. Education. Culture" organized by Comrat State University (CSU), Moldova, on 11th February 2025.
3. Goswami, I. (as first author) Presented a paper on 'Relationship between Training and Development, Retention, and Employee Engagement: A Systematic Literature Review (with Dr. Nigel D'Silva, TISS, India and Dr. Vimal Kumar, Taiwan) at the 5th International Conference on 'Challenges of Management Science and Studies', organized by Klaipeda University, Lithuania. 13-11-2024 at IST 5.30 PM

4. Goswami, I. (as first author) presented a paper on 'Enhancing natural language processing in multi-lingual catboats for cross-cultural communication' at 5th International Conference on Intelligent Communication Technologies and Virtual Mobile Networks (ICICV 2024) organized by Francis Xavier Engineering College, Tirunelveli, Tamil Nadu, 11-12 March, 2024.
5. Goswami, I. (as second author with Dr. Karunakar Jha) Presented a case study on 'Metro Brands: India's Home-grown Specialty Footwear Brand', at UBS International Case Study Conference & Workshop, on 25th November 2022. Conference Dates: 24-26 November 2022, at UBS, Karjat Campus.
6. Goswami, I., & Karunakar Jha (2022). Presented a paper on 'Social Media Marketing: A Few Strategies to Excel' (as first author with Dr. Karunakar Jha) at the 5th International Conference on Recent Trends in Business and Entrepreneurial Ventures (ICRTBEV 2022), 22nd & 23rd September 2022, by Lincoln University College, Malaysia.
7. Chowdhury, R.R. & Goswami, I. (2017). 'Drawing insights on work-life balance through revisiting existing theories and contemporary research studies: Exploring scope of mixed method research' presented at Asian Multidisciplinary Conference 2017, Cyberjaya, Malaysia, 30-31 December 2017.
8. Goswami, I. & Subramaniam, S. (2017). 'Stakeholders' understanding about CSR and its relevance in the brand building process', at IEEE International Conference on Science, Technology, Engineering and Management, at KIT-Coimbatore, India, 3-4 March, 2017.
9. Goswami, I. (2004). 'From Pressure Groups to Civil Society: A New Paradigm Needed for India' at Global Social Work Congress-2004 held during 2-5 October 2004, at Adelaide, Australia.
10. Goswami, I. & Rathod, P (2019). 'A conceptual education model for sustainable development through learner-led education approach', presented in the National Seminar on 'Facilitating Sustainable Livelihoods for the Impoverished: The Role of Education Process' organized by the Department of Lifelong Learning and Extension in collaboration with Interdisciplinary School, Savitribai Phule Pune University, Pune, India, 3-4 January 2019.
11. Goswami, I. & Subramaniam, S. (2016). 'Understanding the relevance of CSR in brand development' at 4th National Conference on Recent Advances in Business Practices at Nehru Institute of Management Studies, Coimbatore-641105, India, 26-2-2016.
12. Goswami, I. & Subramaniam, S. (2015). 'CSR: Practice, Perspectives and Perceptions', at ICSSR sponsored National Seminar on 'Innovative Management Practices for Sustainable Development and Global Competitiveness' at School of Management, Pondicherry University, India, 8-9 October 2015.
13. Goswami, I. (2013). 'Developmental scenario of nomadic tribes in Tamil Nadu' in the National Seminar on Nomadic tribes and their development scenario in Tamil Nadu, organized by Department of Social Work and Management Studies, SNMV, Coimbatore-50, 23rd and 24th December 2013.
14. Goswami, I. (2003). 'The Religious and Professional Ethics in Social Work', at the National Seminar on "Social Work-The Ethico-Religious Paradigm", organized by Dept. of Social Work, J.V.B.I., Ladnun, Rajasthan, India, 13-15 November 2003.
15. Goswami, I. (2003). 'Corruption in India: Is there any Way-out?' at XXII Conference of Indian Society of Professional Social Work, organized by ISSAR, Agra, India, 15-17 September 2003. Verma, M.M. & Goswami, I. (2002). 'Emerging Experience Economy- A New Challenge to HR Profession', in a National Seminar on 'Moving with times: Role of HRM in service sector', organized by MLS University, Udaipur, India, 16-17 March, 2002.

16. Goswami, I. (2001). 'Indian Ethos and HRM', at a National Seminar on 'HR today & tomorrow: Emerging trends and strategies', organized by MLS University, Udaipur, India, 17-18 March, 2001.
17. Dak, T.M. & Goswami, I. (2000). 'Social Contribution of Jainism and Buddhism', in a National Seminar, organized by M.L.S. University, Udaipur, India, 2000.

## **Awards & Achievements**

1. Received '**Prof. Y. K. Bhushan Most Influential Professors**' Award on 10<sup>th</sup> July 2025 @ World Edu Congress-2025 @ Taj Lands End, Mumbai.
2. Received '**Excellence in Research**' award on 3rd August 2024, from Scifax Technology and Publication Private Limited (indianscientist.in). Certificate No: 2655.
3. Received '**Excellence**' award by Universal Business School, Karjat, on 30<sup>th</sup> September 2022.
4. Received '**Innovation**' award by Universal Business School, Karjat, on 30<sup>th</sup> September 2022.
5. Received '**Excellence**' award by Universal Business School, Karjat, on 3<sup>rd</sup> January 2023.
6. Received '**Certificate of Recognition for excellence in research, scholarship, and inquiry**' at the event on India's **Inspiring Teachers' Awards-2021** hosted by ASMA on 30-6-2021.
7. '**Exemplary Educationist Award-2018**' by Indo Global Chamber of Commerce, Industries and Agriculture (IGCCIA), Pune, India, on 11-3-2018.
8. '**Excellent Researcher Award (Art & Humanities)-2018**, by CSERD, Dehradun, 10-3-2018.
9. Featured in '**Asian Admirable Achievers-2018**', published by Rifacimento International, New Delhi-110002.
10. Featured in '**Emerald Who's Who in Asia-2017**', published by Rifacimento International, New Delhi-110002.
11. **P.K. DAS Memorial Best Management Faculty Award (Senior Category)-2015**

## **Contact Details**

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