

# CURRICULUM VITAE



## **Dr. Sanjay Kumar Sah**

### **Contact No:**

+91-9506815655

### **E-mail:**

sksdav2009@gmail.com

### **Personal Details:**

#### **Father's Name :**

Mr. Ram Bilash sah

#### **Mother's Name:**

Smt. Ramawati Devi

#### **Date of Birth:**

10<sup>th</sup> December, 1985

#### **Gender:**

Male

#### **Marital Status:**

Married

#### **Nationality:**

Indian

#### **Languages Known:**

Hindi and English

#### **Residence:**

Vill.+Post- Shrikarpur  
P. S.- Guthani  
District- Siwan  
Bihar

### **Career Objectives:**

- To utilize acquired abilities to the entire satisfaction of all concerned in the organization.

**Teaching Experience:** October, 2009 onwards in D.A.V.P.G. College, affiliated to Banaras Hindu University, Varanasi.

### **Academic Qualification:**

EXAM	BOARD/UNIV.	YEAR	SUBJECT
Ph.D.	Banaras Hindu University	2012	Compensation Management Practices of Private and Cooperative Sugar Mills of Eastern U.P.
M.Com	Banaras Hindu University	2007	Commerce
B.Com (Hons.)	Banaras Hindu University	2005	Commerce
Intermediate	U.P. Board	2002	Commerce
High-School	B.S.E. B. Patna	2000	Science
UGC-NET	NET Qualified in June-2008		

### **Professional Qualification:**

- Advance Diploma in Computer Application (ADCA)

### **Area of Specialisation:**

- Human Resource Management

### **Academic Development:**

1. No. of Research Papers Published	: 10
2. No. of Books Published	: 02
3. No. of Referresher/Workshops/FDP Attended	: 08
4. No. of Seminars/ Conferences Attended	: 21

### **Research Guidance:**

1. Completed/Awarded	: 01
2. On-going	: 01

### **Membership:**

Executive member of Indian Accounting Association (Avadh Branch),  
Life Member of Indian Commerce Association.

### **Declaration:**

I hereby declare that the information given by me in this resume is true to the best of my knowledge.

**Date:** .....

**Place:** Varanasi

(Sanjay Kumar Sah)

## 1. Research Paper Published

- Sanjay Kumar Sah, et al. (2020), A Study on Human Resource Accounting and its effect on Organizational Growth in HPCL, *SHODH SARITA: An International Multidisciplinary Quarterly Peer Reviewed Refereed Research Journal*, Vol. 7, Issue-.25, pp 251-256.
- Sanjay Kumar Sah, et al. (2020), Employee Costs Play Crucial Role in Organizational Growth: A Study of Hindustan Petroleum Corporation Limited, *Shodh Sanchar Bulletin: An International Multidisciplinary Quarterly Peer Reviewed Refereed Research Journal* Vol. 10, Issue.37,pp188-196.
- Sanjay Kumar Sah, (2018), Consumers' Perception Regarding Goods and Services Tax (GST): A Study of Varanasi District, *Periodic Research: Multi-disciplinary Peer Reviewed International Research Journal*, Vol. 6, Issue.4, pp 102-106.
- Sanjay Kumar Sah, (2017), Employees Satisfaction with Regards to Welfare Facilities in Sugar Mills of U.P.: An Empirical Analysis, *Hermeneutics:A Biannual Refereed International Journal of Business and Social Studies*. Vol. 7, Issue.1, pp 23-25.
- Sanjay Kumar Sah, (2017), Factors Influencing on Quality of Work Life: An Empirical Analysis of Sugar Mills Employees of U.P. *Interdisciplinary Journal of Contemporary Research*, Vol. 1, No.4 pp51-56.
- Sanjay Kumar Sah, et al. (2013), Influence of Demographic Variables on Compensation Modelling: Experiences from Sugar Mills of Uttar Pradesh, *REVIEW OF HRM, New Delhi* Vol.2, No.1,pp 59-66.
- Sanjay Kumar Sah, et al. (2012), An Appraisal of Employees Satisfaction Level about Fringe Benefits: Evidence from Sugar Mills of Eastern U.P., *PACIFIC BUSINESS REVIEW INTERNATIONAL*, Vol. 5, No. 4, pp 15-24.
- Sanjay Kumar Sah, et al. (2012), Employees Satisfaction with Regards to Wages & Salary in Sugar Mills of Eastern U.P.: An Empirical Investigation, *INTERNATIONAL JOURNAL OF COMMERCE AND SOCIAL SCIENCE*, Vol. 2, No.1, pp 7-13.
- Sanjay Kumar Sah, et al. (2010), Global Recession & Indian Textile Industry: An impact study on HR practices, *KEGEES JOURNAL OF SOCIAL SCIENCE Kottayam, Kerala*, Vol. 2, No.2, pp- 232-238.
- Sanjay Kumar Sah, (2009), Compensation Management in Insurance Industry, *COMMERCE & BUSINESS STUDIES* Vol. 2, No.2, pp 73-78

## 2. Book Published:

- Sanjay Kumar Sah, (2014), *Compensation Management*, IDS Publication, Varanasi

- Sanjay Kumar Sah, (2015), Excellence in HRD for Sustainable Growth, (Editor: Prof. S.C. DasFaculty of Commerce BHU), *An Analysis of Job Satisfaction among the Employees in Sugar Mills of Uttar Pradesh*, EXCEL INDIA PUBLICATION, New Delhi,

### **3. Orientation/ Refresher/ Workshops/ FDP Attended:**

- Attended Faculty Development Programme on Entrepreneurship, Organized by TBI, Institute of Technology (IT), BHU, Varanasi during December 13-24, 2010.
- Attended Faculty Development Programme on Research Methodology and Application of contemporary statistical techniques for Management Research, organized by NIILM Greater Noida, during January 27-29, 2011.
- Attended 64th orientation course organised by ASC, BHU, Varanasi, during July 3-30, 2013.
- Attended Capacity Building Programme for Faculty Members in Social Sciences, organised by Faculty of Commerce, BHU, during Sep. 06-19, 2015.
- Attended National Workshop on Statistical Techniques for Data Analysis, organised by Department of Commerce & RAC, DAV PG College, Varanasi, during Jan. 20-30, 2017.
- Attended Refresher Course in Commerce, Economics and Management organised by HRDC, Ranchi University, Ranchi, during June 16- July 06, 2017.
- Attended Refresher Course on Research Methodology (ID), organised by HRDC, GGV, Bilaspur, during June 16- July 06, 2018.
- Attended National Workshop on Statistical Techniques for Data Analysis Using Software Tools SPSS & R, organised by Department of Commerce, DAV PG College, Varanasi, during Jan. 09-19, 2019.

### **4. Papers presented in Conference/Seminars.**

- Presented a paper entitled “Human Resource Accounting and its effect on Organizational Growth in HPCL” in the 42th All India Accounting Conference & International Seminar on Accounting Education & Research, Organized by Dept. of Accounting, Faculty of Commerce & Management Studies, Jai Narain Vyas University, Rajasthan. December 28-29, 2019.
- Participated in the National Seminar on “Digitalisation: A Path towards Economic Growth & Job Creation- Opportunities, Issues & Challenges” Jointly Organized by FOC, MGKVP & Dept. of Higher Education Govt. of Uttar Pradesh, Lucknow (U.P.) Feb. 16-17, 2018 and presented a paper entitled “Role of E-Banking in Rural Development”.
- Presented a paper entitled “Impact of Internet Advertisement on e-purchasing Intention” in the International Conference on e-Business- 2017, Organized by Shri Ramswaroop Memorial Group of Professional Colleges (SRMGPC) & Shri Ramswaroop Memorial University (SRMU), in association with ASSOCHAM (U.P.) and Asian Institute of Technology, Thailand, Nov. 2-4, 2017.

- Participated in the National Seminar on “Smart City vs Smart Village: A Path Towards Start-up India” Organized by IAMD and Faculty of Commerce and Management Studies, MGKVP, Varanasi, Jan. 10-11, 2017 and presented a paper entitled Role of Human Resource on Smart Village Development.
- Presented a paper entitled “Compensation Management: A Study of Sugar Industry” in the 68<sup>th</sup> All India Commerce Conference- 2015, Organized by Vinoba Bhave University, Hazari bag Jharkhand, during Nov. 6-8, 2015.
- Presented a paper entitled “An Analysis of Job Satisfaction among the Employees in Sugar Mills of Uttar Pradesh” in the National Conference on Human Resource Development, Organized by Faculty of Commerce BHU, Feb. 14-15, 2015.
- Participated in the International Seminar on Socio Technical Frontiers of Global Management, Organized by RSMT, UP College in association with Washington State Univ. USA, April 4-5, 2014 and presented a paper entitled Performance of Sugar Industry in India: A Comparative Study of U.P. and Maharashtra Sugar Mills.
- Presented a paper entitled “Corporate Social Responsibility and Working Culture of Indian Business System” in the International Seminar on Social Institutions: Challenges and Solution, Organized by MGKVP, Varanasi, Jan. 18-19, 2014
- Presented a paper entitled “Influence of Demographic Variables on Compensation Modelling, in the 3<sup>rd</sup> NCHRM, Organized by MDRF, New Delhi, April 14, 2013.
- Participated in the 5<sup>th</sup> International Seminar on Employment Generation in Developing Countries: Challenges & Opportunities, Organized by Faculty of Commerce & Research Studies, SSPG College, Shahjahanpur, Feb. 23-24, 2013 and Presented a paper entitled “Human Resource Development for Unorganized Sector”.
- Presented a paper entitled “An Appraisal of Employees Satisfaction Level about Fringe Benefits: Evidence from Sugar Mills of Eastern U.P.” in the 65<sup>th</sup> All India **Commerce Conference** Organized by K.P.B. Hinduja College of Commerce, Nov. 9-11, 2012.
- Participated in the National **Seminar** on Discourses on Poverty Issues Some myths and Realities, Organized by DAVPG College Varanasi, Feb. 25-26, 2012 and Presented a paper entitled “Population, Poverty & Development in India”.
- Presented a paper entitled “Human Resource Development in Globalised Era” in the National **Seminar** on Sustained Development in Globalised Era, Organized by DAVPG College Varanasi, Feb. 3-4, 2012.
- Presented a paper entitled “Review of Insurance Policies of Sugar Industries Personnel” in the National **Conference** on Insurance Industry in India: Agenda for Future Organized by FOC, BHU, April 16-17, 2011

- Participated in the National **Seminar** on Indian Foreign Policy: Challenges and Opportunities Organized by DAVPG College Varanasi, March 26-27, 2011 and Presented a paper entitled “Impact of Foreign Policy on Foreign Trade of India”.
- Presented a paper entitled “Relevance of Gandhian Thought in Present Era” in the National **Seminar** on “The Relevance of social Norms in Modern Times” Organized by DAVPG College Varanasi, Feb. 22-23, 2011.
- Presented a paper entitled “Innovative HR Practices for Strengthening the Sick Sugar Industries: A Case Study of Eastern U.P.” in the National **Seminar** on Innovative Mgt. Practices in Globalised Era Organized by DAVPG College Varanasi, Jan. 4-5, 2011.
- Presented a paper entitled “Women Entrepreneurship: A Route to Empowerment” in the 63<sup>rd</sup> All India Commerce **Conference**, Organized by FOC, Goa Univ. Goa, Oct. 1-3, 2010.
- Participated in the National **Seminar** on Retailing in India: Emerging Trends and Challenges Organized by DAVPG College Varanasi, March, 27-28, 2010 and Presented a paper entitled “FDI in Retailing: Boom or Bane”.
- Presented a paper entitled “Global Recession & Indian Textile Industry: An impact study on HR practices” in the 62<sup>nd</sup> All India **Commerce Conference**, Organized by M.D.S.University, Ajmer, Oct. 10-12, 2009.
- Participated in the National **Seminar** on Banking & Insurance in 21<sup>st</sup> Century, Organized by Faculty Commerce, Banaras Hindu University, April 5, 2009 and Presented a paper entitled “Compensation Management in Insurance Industries”.