

BhuvanagiriSainathSrikanthKarthik

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Academic Details

Year	Qualification	Specialisation	University	CGPA
2018 – 2019	Masters in Management (MIM)	Strategy & Consulting	EBS Universität für Wirtschaft und Recht, Rheingaustraße Germany (Master Thesis 96%)	77%
June- Dec 2017	Global Management Program (GMP)	General Management	SPJIMR, Mumbai, India EBS, Germany	2.92/4
2016	B.Tech	Food Technology & Management	National Institute of Food Technology, Entrepreneurship& Management	7.08/10

Technical Skills

- Change Management, Organizational Identity, Proactive Personality
- R
- SPSS
- Quantitative and Qualitative Research Methods
- Philosophy of Science

Work Experience

Manufacturing Executive

Jul 2016 - Nov 2016

- Worked at ITC Ltd (foods Division) as Manufacturing Executive for popular Sun Feast Brand Biscuits
- Responsible for Production, Planning, Quality Compliance and Manpower Handling in their third party plant of ITC Ltd. At Sonapat, Haryana State (India)
- Variance analysis of mean weight of biscuits
- Was able to propose changes in the manufacturing excellence process so as to bring the variance analysis within limits 0.5%-1.0% range, from an existing 2.5%, hence making a cost savings of €17,500/day
- Implementing ISO standards within the plant
- Sensory analysis in order to optimise quality from the consumer perspective and the food regulatory body standards
- Scrap reduction in the plant, where I was able to save on costs of up to €310/day
- Inventory management of raw materials using FIFO methodology

Sales Intern at ITC PSPD division

March 2019- May 2019

- Designing End to End to digital Platform for National Key Accounts
- Touch Point Analysis
- Consumer Decision Journey Mapping
- Service Blueprint Mapping

Research Assistant at Indian School of Business, Hyderabad

May 2019 – July 2019

Research Assistant (marketing area) to Prof Sundar Bharadwaj

Research Associate at Indian Institute of Management, Indore

July 2019 – Present

Research Associate (Organizational Behaviour) to Prof Sushanta Kumar Mishra

Research Work and Papers

Academic Research Papers and International Conferences

Jul 2017 - Present

- Instructional Design Strategies for improving the e-learning - Paper submitted to the journal **TQR (The Qualitative Report) – Published in issue of July 2019**
- Master thesis at EBS : Organizational Change in Public Sector - "Impact of Pro-active Personality and Organizational Commitment on Employees Readiness to Change; Moderating effect of communication on Uncertainty about the change" – **96%**
- **Paper from my Master Thesis: Selected for presenting in EGOS, and I made the paper presentation at EGOS conference held at Edinburgh on 6th July 2019.**

Currently Working Papers

- Training and Knowledge Management in Organizations - Importance of Trainers in Knowledge Sharing – **Under Submission to Journal of Knowledge Management**
 - Knowledge Management and its impact on Employees' application of learnt skills at work – **Under manuscript preparation – Targeted at Journal of Knowledge Management**
 - Impact of Organizational virtuousness and Psychological Capital on Job Crafting : The mediating effects of Subjective well-being and Organizational Identification – **Under Submission to Journal of Business and Psychology**
 - Dual Organizational Identification as Strategy For Boundary Spanning Sales Personnel. – **Targeted at Administrative Science Quarterly**
 - Organizational Change in Public Sector - "Impact of Pro-active Personality and Organizational Commitment on Employees Readiness – **Targeted at Organization Studies.**
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Research Interests

- Identities at Workplace (Organizational Identity and Organizational Identification)
- Leader-Follower Congruence, Personnel – Environment Fit
- Social Network Analysis (Informal Knowledge Networks and Networks for fostering Creativity and Innovation) /Social Capital for Career Success and Resource Accumulation
- Group Dynamics (High Performance Teams and Informal Leader)
- Organizational Change (Informal Change Agents)
- Field Experiments and Scale Development