

# BIJAY KUMAR SAHOO

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Over three years of academic experience at IIM Indore as an Academic Associate in Organizational Behavior and HRM. Holds a Master's degree in Commerce from Pondicherry University and a Bachelor's from Utkal University. Qualified UGC-NET in Commerce. Currently pursuing PhD in Organizational Behavior and Human Resource Management at IIM Indore. Research interests include the evolving nature of work, employee experiences in technology-enabled organizations, and the intersection of human resource management and digital transformation. Has assisted in teaching MBA and executive education programs, and supported research on workplace behavior and managerial decision-making.

**CURRENT POSITION**                      Doctoral Participant, OB & HRM Area  
Indian Institute of Management Indore

**CONTACT INFORMATION**              Indore, Madhya Pradesh                      Phone: 9439078944  
E-mail: bijaysahoo1835@gmail.com

**WORK EXPERIENCE**    **Academic Associate (OB & HRM)**  
*Indian Institute of Management Indore*  
*June 2021 – June 2024*

- Supported core and elective courses including Organizational Behavior, Human Resource Management, Strategic Reward Management, and Competency Development, ensuring academic continuity and instructional quality.
- Developed study materials and curated audio-visual content to enhance conceptual understanding.
- Facilitated role plays, group activities, and simulation-based learning to support experiential pedagogy.

**EDUCATIONAL QUALIFICATION**                      **Master of Commerce**    **First Class**  
Pondicherry University    2018–2020

**Bachelor of Commerce**    First Class Hons. With Distinction  
BJB Autonomous college, Utkal University    2015–2018

**XII(Commerce)**    **First Class**  
Jawahar Navodaya Vidyalaya, Sundargarh    2013–2015

**X**    **First Class**  
Jawahar Navodaya Vidyalaya, Sundargarh    2012–2013

**PROFESSIONAL QUALIFICATION**                      UGC-NET Qualified for ASSISTANT PROFESSOR in COMMERCE

## **CERTIFICATION**

Research Skill Development Workshop on Business Analytics  
Business analytics and Text Mining using Python - Elite with Silver  
Business analytics and Data Mining using R - Elite with Silver  
Excel Economic Analysis and Data Analytics

IIM Indore  
NPTEL  
NPTEL  
NASBA

## **CONFERENCES AND SEMINARS**

### **International conference "New Paradigms in Commerce"**

*27th Feb 2020*

Sponsored by UGC

### **National Seminar**

#### **"Fostering Entrepreneurship for Sustainable Economic Development"**

*8 th Aug 2019*

Thiruvalluvar University • Presented a Research Paper

### **National Seminar**

#### **"Disruptive Technologies on Insurance Sector in India"**

Pondicherry University

## **INTERNSHIP**

### **Internship at Dalmia Cement Bharat Ltd**

Completed internship in the Accounting and Finance Department

- Earned experience in MIS and Budgetary Control
- Submitted a report on MIS and Budgetary Control in the Organization