

P.B. Srikanth

A Fellow in Management (HR Area) from XLRI, Jamshedpur with over 12 years of experience in OD, L&D, PMS and Competency based HR practices

ACADEMIA

XAVIER LABOUR RELATIONS INSTITUTE, JAMSHEDPUR <i>Fellow in Management (Human Resources)</i>	2011-16 CQPI (6.8/8.0)
INTERNATIONAL SCHOOL OF BUSINESS AND MEDIA, PUNE <i>Post Graduate Program in Human Resource Management</i>	2003-05 CGPA (6.74/8.0)
College of Engineering (UNIVERSITY of PUNE) <i>Course: BE Civil</i>	1999-03 Aggregate: 62.9%

LIST of RESEARCH PUBLICATIONS (referred Journals)

- 1) Srikanth, P.B. and Jomon, M.G. (2018), Developing managerial competencies: Integrating work design characteristics and developmental challenge, *International Journal of Human Resource Management* (forthcoming) (Taylor and Francis Publication)
- 2) Srikanth, P.B. and Jomon, M.G. (2015), Role breadth and role performance: An empirical investigation, *Management and Labour Studies*, Vol. 40, No. 3&4 (Sage Publication)
- 3) Srikanth, P.B. and Jomon, M.G. (2015), Perception of managerial competency needs: An Indian perspective, *South Asian Journal of Human Resources Management*, Vol. 2, No. 2 (Sage Publication)
- 4) Srikanth, P.B. (2014), Impact of proactive personality in predicting training outcomes, *Asia Pacific Journal of Business and Management*, Vol. 4, No. 2
- 5) Srikanth, P.B. (2014), It's not the job that you do but the way you do it, *Human Resource Management International Digest*, Vol. 23, No. 1 (Emerald Publication)
- 6) Srikanth, P.B. (2014), Role perception and role performance: Moderating effect of competence mobilization, *Global Business Review*, Vol. 4, No. 2 (Sage Publication)
- 7) Srikanth, P.B. and Jomon, M.G. (2013), "Is this my job at all?" The impact of flexible role orientation in predicting extra-role behavior, *Southern Business Review*, Vol. 38, No. 2
- 8) Srikanth, P.B. and Jomon, M.G. (2013), "Role ambiguity and role performance effectiveness: Moderating effect of feedback seeking behavior", *Asian Academy of Management Journal*, Vol. 18, No. 2
- 9) Srikanth, P.B. and Gurunathan, L. (2013), Interactional justice and job mobility preparedness: Mediating role of leader-member exchange, *IUP Journal of Organizational Behavior*
- 10) Srikanth, P.B. and Israel, D (2012), Career commitment and career success: moderating role of career satisfaction, *Indian Journal of Industrial Relations*, Vol. 48, No. 1
- 11) Srikanth, P.B. (2012), Self-efficacy and job mobility preparedness, *Indian Journal of Industrial Relations*, Vol. 48, No. 2
- 12) Evaluating methods to build & develop competency models, *HRM Review*, Vol.11, No.7
- 13) Competencies for emerging HR Roles, *HRM Review*, Vol.11, No.10

Management Case Study

Srikanth P.B. and Singhal, M (2014), Bhaktivedanta hospital: Serving in devotion, *South Asian Journal of Management*, Vol., 21, No. 1 (AMDISA Publication)

LIST of other PUBLICATIONS

- 1) Srikanth P.B. (2012) Building career ladders: An exploratory Study, *NHRD Newsletter*, Vol.27, No.5
- 2) Srikanth P.B. (2011) Role-based organization, *NHRD Newsletter*, Vol. 27, No.2
- 3) Srikanth P.B. (2010) Re-look at retaining talent, *NHRD Newsletter*, Vol.25, No.12
- 4) Srikanth P.B. (2010) Approaches to building competency models, *NHRD Newsletter*, Vol.27, No.3
- 5) Srikanth, P.B. (2008) Appraisal apprehension, *NHRD Newsletter*, Vol. 25, No.2
- 6) Srikanth P.B. (2008) Culturally rewarding enterprise, *NHRD Newsletter*, Vol.25, No.11

LIST of PEER REVIEWED CONFERENCES

- 1) Srikanth P.B. (2012), Case of Responsible Leadership: Bhaktivedanta Hospital. Presented during National Convention on Responsible Leadership at **XLRI, Jamshedpur (Best Paper Award)**

- 2) Srikanth P.B. (2013), Management Development: Role of developmental assignments, individual characteristics, role ambiguity and feedback seeking in predicting managerial competencies, presented during 6th Doctoral Colloquium organized by **IIM Ahmedabad** on 8th and 9th Jan'13. (*Best Paper Award*)
- 3) Srikanth P.B. (2013), Management Development: Role of developmental assignments, individual characteristics, role ambiguity and feedback seeking in predicting managerial competencies, presented during 6th Doctoral Colloquium organized by **IIM Ahmedabad** on 11th and 13th Dec'13. (*Best Paper Award*)
- 4) Srikanth P.B. (2014), Empirical Evidence of Competency Need Assessment: An Indian Perspective, presented during 6th International Conference on Excellence in Research and Education, organized by IIM, Indore from 8th to 11th May.

CONSULTING ASSIGNMENTS

- 1) Worked as a consultant with one of the world's largest HR consulting firm for Organization design and restructuring for a large IT organization
- 2) Associated with India's largest Public Sector Organization for creating their role competency framework, training Directors on BEI interviewing skills and conducting 192 role interviews for 13 Director level position
- 3) Associated with one of the world's largest HR consulting firm for giving them insights on setting up the RMG and TAG function for a large IT organization
- 4) Associated with one of the world's largest HR consulting firm for giving them advice on setting up L&D and RCM functions
- 5) Provided inputs on the use of HR Analytics in predicting Voluntary employee turnover for one of the world's leading HR Consulting organization.

ACADEMIC INTERFACE

Name of the Institute	Subjects Taught
Xavier Labor Relations Institute, Jamshedpur	OB 3
Tata Institute of Social Sciences, Mumbai	Talent Management
University business institute, Brussels, Belgium	International HRM, knowledge mgt
Symbiosis institute of management studies, Pune	Human resource management
Symbiosis center of human resource development, Pune	Performance management
Institute of management development & research, Pune	International HRM
Sadhana Center for Mgt and Leadership Development	Organization behavior, Training, Counseling, coaching and Mentoring, Assessment and development center

CERTIFICATIONS

Certified Competency Professional by Confederation of Indian Industry
Trained Assessor for PPA & HJA modules of Thomas Profiling
Leadership Architect by Korn Ferry International

Past Employer : Cognizant Technology Solutions, Mumbai
Duration : Feb 2018 till date
Designation : Associate Director

Role and Competency Management, OD Initiatives, L&D, PMS. RMG

Past Employer : Neosym Industry Limited, Mumbai
Duration : Sept 2014 till Mar 2016
Designation : Dy General Manager

Design and drive Talent Management Strategy design and deployment

Past Employer : Neosym Industry Limited, Mumbai
Duration : Sept 2014 till Mar 2016
Designation : Dy General Manager

Design and drive Talent Management Strategy design and deployment

GAP from 2011 to 2016 – Fellow Program student at Xavier Labor Relations Institute, Jamshedpur

Past Employer : Forbes Marshall Pvt. Ltd., Pune

Duration : Apr 2006 to Dec 2010

Designation : Section Manager HR

ROLES AND RESPONSIBILITIES

Performance Management, Training, Competency Based HR practices, OD

PERSONAL DETAILS

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