

# *Curriculum Vitae*

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**DATE OF BIRTH** 23 – 07 - 1970

## **EDUCATION**

- **Doctor of Philosophy in Human Resource Development**, South Gujarat University, Surat, 2000.
- **Master of Public Administration**, South Gujarat University, Surat 1992.
- **Bachelor of Arts in Economics**, South Gujarat University, Surat, 1990.
- **Diploma in Industrial Relations and Personnel Management** from Indian School of Labour Education, Chennai, 1997.

## **ACADEMIC EXPERIENCE**

- Professor of Human Resource Development, Department of Human Resource Development, Veer Narmad South Gujarat University, Surat with effect from 22-10-2009.
- Associate Professor of Human Resource Development, Department of Human Resource Development, Veer Narmad South Gujarat University, Surat from 10-02-1999 to 21-10-2009.

- Since 1993 to 9<sup>th</sup> February, 1999, I was working as lecturer on adhoc basis in the Department of Human Resource Development, Veer Narmad South Gujarat University, Surat.
- Visiting Lecturer to MSW, MCA and M.Sc.IT at Veer Narmad South Gujarat University, Surat.

#### **ADMINISTRATIVE EXPERIENCE**

- Head from 2003 to 2006 Department of Human Resource Development, Veer Narmad South Gujarat University, Surat.
- Coordinator of MHRD, MLW and MA in HRM and Labour Relations programme, Department of Human Resource Development, Veer Narmad South Gujarat University, Surat.

#### **PROJECTS UNDERTAKEN**

- **A study on Training and Development Needs of Industrial Organizations of South Gujarat Region, 2002** This project was sponsored by KRIBHCO, Hazira, Surat.
- **Study of the University Administrative Structure and Human Resource Development, 2004**
- **Social Audit of MNREGA of Choriyashi Taluka, Surat District. 2010**
- **Strengthening State Statistical System for Human Development under GOI-UNDP on SSPHD. 2009.**
- **Tapi District Human Development Report, 2010**, Directorate of Human Development, Government of Gujarat, 2010. This project is sponsored by the Planning Commission, Government of India and the United Nations Development Program [UNDP] under the central level project Strengthening State Plans for Human Development.

## **ACADEMIC TRAINING**

- Two Days Workshop on Stress Management for Middle Level Managers, Dept. of HRD, VNSGU, Surat, 2-01-004 to 3-01-2004.
- Three Days Workshop on OD Interventions, Dept. of HRD, VNSGU , Surat, February 2005.
- One Day Workshop on New Economic Policy and Labour Laws, Dept. of HRD, VNSGU, Surat, October 15, 2006.
- One Day Seminar on Industrial Relations and HRM, Dept. of Labour Welfare, Gujarat University, Ahmedabad, 10-01-2007
- Two Days UGC Sponsored two days Workshop on 'Training Process', Dept. of HRD, VNSGU, Surat, 3-02-2008 to 4-02-2008
- One Day Workshop on preparing District Human Development Report, Dept. of HRD, VNSGU, Surat, 24-04-2009.
- One Day Workshop on New Economic Policy and Labour Laws, Dept. of HRD, VNSGU, Surat, October 15, 2006
- One Day State Level Workshop on “New Mantras in Management and Leadership, Dept of Business Mgt. & Indian Business Academy, Bangalore, Marh 21 2009.
- Two Days UGC sponsored national Conference on “Infrastructure development in India: Issues and Challenges” Department of Business Management and Department of Public Administration, VNSGU, Surat 26-06-2009 to 27-06-2009.
- One Day UGC sponsored State Level Conference on Human Development Issues and challenges in South Gujarat Region Dept. of HRD, VNSGU, Surat 20-03-2010.
- Two Days Workshop on Participatory Research: Methods and Application, Dept. of HRD and Centre for Social Studies. Surat, 12-05-2011 to 13-05-2011
- One Day “HR-2020 understanding Challenges and Developing Preparedness” A Workshop for teachers of HR. National HRD Network & Dept. of HRD, Surat 8-12-2011.
- One Day Seminar on “Census Operations 2011” Sponsored by Director of Census Operations Gujarat, Surat, 8-02-2011

- Two Days National Seminar on Contemporary Issues in HRM P.G.Dept. PM&IR, Utkal University, Bhubeneshwar, 12-05-2012 to 13-05-2012.
- Three Days Faculty Faculty Development Programme in Policy Analysis, Dept. of HRD VNSGU Surat 25-02-2012 to 27-02-2012

## **PUBLICATIONS**

- Digvijaysinh Thakore [2004] “A Study of SocialBackground of the Employees in FertilizerIndustry” D.G.Thakore, VNSGU.
- Digvijaysinh Thakore [2004] “A study of Job satisfaction of the Employees in a Fertilizer Industry” D.G.Thakore, VNSGU.
- Digvijaysinh Thakore [2005] “Challenges to Organisations and to HRD Professionals” D.G.Thakore VNSGU.
- Digvijaysinh Thakore [2006] “Managing and developing most important Asset HumanResources in organizations” D.G.Thakore, VNSGU.
- Digvijaysinh Thakore [2007] “Training Need Analysis” D.G.Thakore, National HRD Network.
- Digvijaysinh Thakore [2008] “Evaluating the Effectiveness of Training” D.G.Thakore, National HRD Network.
- Digvijaysinh Thakore [2008] “Challenges of Emerging HR Realities in Context to Globalisation” D.G.Thakore, National HRD Network.
- Digvijaysinh Thakore [2004] “Changing Face of Talent Management” Paper submitted for National Seminar on “Contemporary Issues in HRM” organised by P.G.Department of PM&IR, Utkal University, Bhubaneshwar, on 12&13 May 2012 accepted for publication in the book 'Contemporary Issues in HRM development Initiatives' ISBN no. 978-93-5051-558-7, Himalaya Publishing House.
- Digvijaysinh Thakore [2013] “Conflict and Conflict Management” International Organisation of Scientific Research Journal of Business and Management, ISSN: 2278-487X, Volume: 8 Issue: 6.
- Digvijaysinh Thakore [2013] “Servant Leadership” International Letters of Social and Humanistic Sciences, ISSN: 2300-2697.

- Digvijaysinh Thakore [2013] “Training – A Strategic HRM Function” International Letters of Social and Humanistic Sciences, ISSN: 2300-2697.
- Digvijaysinh Thakore and Yogesh Lad, “Retail Sector – Big Challenge for HR Professional” in Emerging Issues in Finance and Business Management Book published by Bharti Publication, ISBN: 978-93-81212-33-2.
- Digvijaysinh Thakore and Yogesh Lad, “ Perception on Organisational Climate for Scientist of Anand Agricultural University” in book Innovative Ideas in Business Management published by Bhakti Publication, ISBN: 978:93:81212-91-2.

## RESEARCH PAPER PRESENTATION

- Presented a paper titled “Business Ethics and Corporate Social Responsibility”, organized by IBAT National Management Convention on the theme ‘Intelligent Organisation’ A Roadmap to Success. KIIT Campus, Bhubaneswar 27-29 February, 2004.
- Presented a paper titled “Challenges of HRM In Emerging realities”, seminar on “Industrial Relations and HRM – Changing Realities” organized by Dept. of Labour Welfare, Gujarat University, January 10, 2007.
- Presented a paper titled “Changing face of Talent Management”, National Seminar on Contemporary Issues in HRM, organized by P.G.Dept. of PM&IR, Utkal University, Bhubaneswar, 12&13 May 2012.
- Presented a paper titled “ Servant Leadership for Changing Workplace Situation” and has been awarded as the **best paper in the technical session HR Practices in the Changing Workplace and Societal Set up**, in International Conference on Managing Change in Business and Economy organized by Faculty of Management Studies, Pacific University, Udaipur on 6-7- April 2013.
- Presented a paper on “Perception on Organisational Climate for Scientist of Anand Agriculture University” in International Conference on Management and Business Research organized by Society of Technical and Management Professional [STEMP] New Delhi during December 26-27, 2014.
- Presented a paper on “Transformational Leadership In the Era of Change” in the Global Conference on Service Management 2014 held 4-5 January organized by AURO University, Surat in collaboration with University of Massachusetts, Lowell, USA.

## **INVITED LECTURES**

- I was invited to deliver lecture in Seminar on Customer Relation Management organized by Life Insurance Corporation of India, 19-07-2001.
- I was invited to deliver lecture on Importance Human Resource Development in Plan for Training to Functionaries of Self help Groups Formed under 'SJGSY' DRDA – Surat, 30-08-2001.
- I was invited by the Vice Chancellor of Sardar Patel University as Visiting Fellow for P.G. Department of Business Studies for the period of two weeks during 1-4-2003 to 31-3-2004, to teach HRM subject.
- I was invited to deliver lecture on Role and Responsibilities of Trade Union Leaders in Changing Scenario 22&23 July, 2011, Two day Training for Trade Union Leaders 22&23 July, 2011 organised by GUVNL (erstwhile GEB).
- I was invited to deliver lecture on "Industrial Relation and Labour Legislations" for MBA [HR] students in Shrimad Rajchandra Institute of Management and Computer Application, Bardoli during the academic year 2011.
- I was invited to deliver expert talks on "Compensation Management" on every Saturday for MBA [HR] students in Shrimad Rajchandra Institute of Management and Computer Application, Bardoli during the academic year 2013.
- Delivered a key note Address in the International Conference on Managing Change in Business and Economy, in the Technical session Human Resource organized by Faculty of Management Studies, Pacific University, Udaipur on 6-7 April 2013.

## **PARTICIPATION IN CORPORATE LIFE AND ACADEMIC COMMITTEES**

Membership/ Participation in Bodies/Committees on Educational and National Development.

- M.Phil/ph.D. Admission committee.
- MLW admission committee.
- MHRD admission committee.
- MA admission committee.
- Member of Board of Studies for MHRD programme
- Member of Board of Studies for Master of Public Administration programme.

- Member of Board of Studies for Master of Labour Welfare Programme, Gujarat University, Ahmedabad.
- Member of Central Board of Workers Education from Gujarat State.

**Digvijaysinh Thakore**