

Asish Kumar Panda

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Google Scholar:

https://scholar.google.com/citations?user=gYPgH_cAAAAJ&hl=en

CURRENT POSITION AND EXPERIENCE

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|---------------|---|
| 2017- Present | Assistant Professor, Department of Management Studies, NALSAR University of Law |
| 2007-2011 | Project Consultant of National Productivity Council, Bhubaneswar Regional Office |
| 1996- 2007 | Director (Operations) of NBC Asia Pvt Ltd, Bhubaneswar (A subsidiary of Norsk Brannconsult AS, Norway) |
| 1998-2007 | Managing Director of R. K. Fashion Jewellery Pvt. Ltd., Bhubaneswar |
| 1994-1996 | Deputy Manager (Tech) of Elmarc Limited, Bhubaneswar (an unit of OSEDC) |
| 1989-1994 | Deputy Manager (Production, Planning & Control) of Elcosmos Electronics Ltd., Bhubaneswar (a unit of OSEDC) |
| 1986-1989 | Asst. Manager (Tech) of The Orissa State, Electronics Development Corporation Ltd. (OSEDC), Bhubaneswar |

COURSES TAUGHT

Strategic Management
Advanced Operations Research
Operations Management
Total Quality Management
Sustainability and ESG

EDUCATION

April 2018 Ph.D, Xavier Institute of Management, Bhubaneswar, Odisha
April 1993 PGDM, Xavier Institute of Management, Bhubaneswar
May 1986 B.Sc. (Engg) in Electronics and Tele-com Engineering, University College of
Engineering, Burla, Sambalpur University, Odisha

AREAS OF INTEREST

Organization Design
Sustainable Performance of Firms
Strategy for Sustainability
Transition Strategies

PUBLICATIONS

Book Chapters

2022 Veethree Enterprises, in Real Life Management Case Studies, Namya Press
2019 “Effect of Firm Size on Performance Leading to Sustainability” in the peer reviewed
edited book “Transition Strategies for Sustainable Community Systems – Design
and Systems Perspectives”, edited by Prof. Amar KJR Nayak and published by
Springer, Switzerland.

Journal Articles

2024 *Firm Size and Sustainable Performance: A Literature Review*, AK Panda,
International Journal of Advanced Research, Volume 12, Issue 12, Page 301-310

Human Resource Challenges in Odisha's Education Sector, SK Panda, P Mohapatra,
S Panda, AK Panda, Strad Research, Volume 11, Issue 1, Page 1-4

*Kindling Young Minds: Entrepreneurship in India's Pre-primary Education
Landscape*, SK Panda, P Mohapatra, S Panda, AK Panda, Solovyov Studies ISPU,
Volume 72, Issue 1, Page 1–5

Waste Water Circularity and its related incentives in India, A Panda, AK Panda, International Journal of Advanced Research, Volume 12, Issue 12, 2024, Page 288-300

- 2023 Devbhumi Natural Products Producers Co. Ltd., Gradiva Review Journal
- Mahila Umang Producers Company: A Case Study*, Asish Kumar Panda, Communication and Management Journal, Volume 8, Issue 12, Page 109–114
- Firm Size and Performance: A Literature Review*, Asish Kumar Panda, Organisation Development Journal, Volume 11, Issue 12, Page 122–131
- 2022 *Design Thinking in Business*, Asish Kumar Panda, International Journal of Business Management and Scientific Research, Volume 51, Issue July, Page 20–28
- Firm Size for Sustainability*, Asish Kumar Panda, Compliance Engineering Journal, Volume 13, Issue 10, Page 64–76
- NJPC - A Step towards Sustainability*, Asish Kumar Panda, Journal of Xidian University, Volume 16, Issue 2, Page 306–316
- 2020 *MSME in Odisha: Opportunities and Challenges in General and Post-COVID Scenario*, AK Panda, Journal of Xidian University, 14 (6), 5
- Firm Size & Sustainable Performance*, AK Panda, AEGAEUM Journal, Volume 8, Issue 6, Page 943–958

Policy papers

- 2016 Optimal Design of Farmer Producer Organization, NABARD & Tata Trust
- Sustainable Agricultural Systems, NABARD & Tata Trust

Others (Book Review/Blog/Op-ed)

- 2017 Successful and Sustainable Community Enterprise – A Story of Amalsad, The Case Centre
- Teaching Note – Amalsad, The Case Centre

Research Projects

- 1986-1989 Part of new project appraisal team in The Orissa State Electronics Development Corporation Ltd.
- 2017 Consultant, Strategic Reorientation and Manpower Restructuring for ICFRE & FRIs, IIM Kashipur
- 2007-2011 Business Process Re-engineering study, analysis and reporting and recommendation for a State-owned mining company and a large city development authority for all their process on behalf of National Productivity Council (NPC)
- Independently conducted External Safety Audit at all divisions of Vizag Steel Plant (unit of Rashtriya Ispat Nigam Ltd) on behalf of NPC and submitted report for the same. Similar audits undertaken at Tata Refractories Ltd., and Jindal Steel & Power Ltd.
- Conducted 3 days training for delegates from Industries and Organisations like RBI, Canara Bank etc on Current Trends in Safety and Fire Protection Engineering as main instructor.
- HR structure analysis, reorganization, manpower planning, job Profile modification, KPI based performance appraisal system design, incentive policy Preparation, redesigning of Delegation of Power and related activities for 2 different central PSU clients of NPC
- Conducted initial phase implementation program on 5S, practical training on mock projects for trainees for a client of NPC
- Part of the Expert Committee for development Of Evaluation methodology, design of data Collection format, data collection, Field assessment, analysis and final selection of Winners for National Productivity Award in Odisha in MSME sector.
- Based on data collected and sample audit conducted by Energy Auditors, energy saving potential report prepared through interaction with concerned Government Departments and analysis for Municipality, Agriculture, Large Commercial Buildings and SME sector.

Conducted Effectiveness study of ERP implemented in a Mining Corporation

Conferences/Seminars/Invited Lectures

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| 2025 | One week training program for NMDC officials as trainer/speaker on behalf of National Productivity Council in December 2025 |
| 2022 | Speaker at International Symposium on Regenerative Ecosystems at XIM University in November 2022 |
| 2018 | <i>Design Thinking – The Key to Sustainable Enterprise</i> , Presented at PRME Asia Conference, SP Jain Institute of Management, Mumbai |
| 2014 | <i>Indicators of Sustainability Performance: The Stakeholder Approach</i> , Presented at Strategic Management Society Special Conference, Sydney, Australia |
| 2013 | <i>Sustainability Performance of Firms – Arriving at the right Metrics</i> , Full paper presented at IAM 2013, IIM Ahmedabad |

Other Professional Experience

- Consulting assignment with IIM, Kashipur for ICFRE, Dehradun and all 9 FRIs across India for Strategic reorientation and manpower restructuring and completed the same in April 2017.
- Led the team conducting External Safety Audit at all divisions of Vizag Steel Plant (unit of Rashtriya Ispat Nigam Ltd) on behalf of NPC and submitted report for the same. Similar audits undertaken by at Tata Refractories Ltd., and Jindal Steel & Power Ltd as independent consultant.
- Business Process Re-engineering study, analysis and reporting and recommendation for a State-owned mining company and a large city development authority for all their process on behalf of NPC
- HR structure analysis, reorganization, manpower planning, job Profile modification, KPI based performance appraisal system design, incentive policy Preparation, redesigning of Delegation of Power and related activities for 2 different central PSU clients of NPC
- Conducted training program on 5S concept, Implementation process, practical training on mock projects for trainees for Nilachal Ispat Nigam Ltd, on behalf of NPC
- Conducted as is inspection of non-functional MESCO Steel plant for possibility of its revival on behalf of NPC
- Part of the Expert Committee for development of Evaluation methodology, design of data collection format, data collection, field assessment, analysis and final selection of Winners for National Productivity Award in the State in MSME sector.
