

Girish Balasubramanian

Google scholar profile - <https://scholar.google.co.in/citations?user=8xXNIcoAAAAJ&hl=en>

Research Gate profile - https://www.researchgate.net/profile/Girish_Balasubramanian

Contact: 08797310461; **Email:** girish.balasubramanian@gmail.com **Date of Birth:** 15th July 1985 **Passport No:** N4367043

Assistant Professor – IIM Lucknow

Courses taught:

- Human Resource Management – PGP
- Human Resource Management – GMP
- Human Resource Management – online program

Assistant Professor – Xavier School of HRM (XAHR), Xavier University Bhubaneswar

Responsibilities:

- Teach courses in under graduate and post graduate courses of the university – Maximum of 24 credits
- Undertake research on relevant topics (Research interest include Industrial Relations, Strategy and Industrial Relations, Diversity management and Sports Analytics)
- Member Scientific and Research Committee XAHR – Promote research and collaboration within the school and the university
- Member Library Committee – Facilitate the improvement of existing library infrastructure
- Member Admissions Committee – Facilitate and coordinate with the admissions chair for the admission of post graduate programs of the Xavier University Bhubaneswar

Courses taught:

- Employment Relations for Managers and Professionals (Core Course - Post Graduate Program) (3 Credit)
- Wage and Salary Administration (Core Course - Post Graduate Program - HR) (2 Credits)
- Industrial Relations (Core Course – Post Graduate Program – HR) (3 Credits)
- Industrial and Employment Relations (Elective - Undergraduate Program) (5 Credits)
- HR Analytics (Elective – PG-HR and Executive MBA) (1.5 Credits)
- Managerial Computing (Core Course PG- HR) (1 Credit)

Symposium/Conferences organized

- Organized the HR Symposium 2017 on the theme “Contemporary HR Practices and Pushing Boundaries of HR” at the Xavier University Bhubaneswar
- Organized the HR Symposium 2018 on the theme “Valuing People” at the Xavier University Bhubaneswar

Visiting/Guest Faculty engagements

- Invited as a Resource person for Odisha State Open University to develop online learning modules for topics in HR
- Taught Minimum Wages Act at XLRI as a part of the Employment Relation Laws – Law of Social Security

Projects/Trainings Conducted

- Facilitator for a 3-day training program on “Negotiation Skills TOT Programme” at MP Police Academy January 9th to 11th, 2019.
- Part of the recruitment process consultation for Odisha Forest Development Corporation
- Conducted sessions on Minimum Wages Act and Payment of Wages Act for Civilian Officers of Indian Navy on Labour Laws facilitated by Prof. P.K. Padhi and Prof. Santanu Sarkar – February 2016

Seminar/Consortium/Lectures Attended

- Attended the 6th Awanish Kumar Dev Memorial Lecture organized by Maruti Suzuki and XISS Ranchi at Kolkata in September 2018
- Attended the Case Method Teaching Seminar conducted by Prof. VG Narayanan, Harvard Business School & Harvard Business Publishing Blighton, Massachusetts, USA – 5th April, 2018 at XIM Bhubaneswar.
- Participated in the Junior Faculty Consortium – 5th Indian Academy of Management Conference held at IIM Indore, December 2017

- Attended the Comparative Labour Policy Seminar conducted by Japan Institute for Labour Policy and Training (JILPT), Tokyo, March 2017
- Participated in a one week intensive XLRI-Cornell University Workshop on research methods focusing on Qualitative Research methods facilitated by Dr. Sarosh Kuruvilla from Cornell University at XLRI Xavier School of Management during July, 2015.
- Participated in the Junior Faculty Consortium – 4th Indian Academy of Management Conference held at IIM Lucknow Noida Campus, December 2015.

Statistical/Qualitative Analysis Tools – SPSS, E-views, Lisrel, MAXQDA

Reference Management Tools – Endnote, Mendley

Languages known: Tamil, English, Hindi and Gujarati

Computer proficiency: MS office (MS excel, MS word, MS ppt)

EDUCATIONAL CREDENTIALS

FPM - XLRI, Xavier School of Management, (AACSB Accredited) (April, 2016)

Thesis title: “Union Revitalization – Process model for strategic choice and a re-examination of the Two Faces of Unionism”
CQPI – 6.054/8 (27 Core courses & 9 Elective courses)

B.Tech (Electrical), CGPA 7.94/10

Sardar Vallabhbhai National Institute of Technology, Surat, **2007**

Under graduate project: Electrical Power Factor Improvement Using Microcontroller 8051 as the main logic controller.

HSC (Science Stream), Gujarat State Board 79 %

St. Xaviers' Higher Secondary School Mirzapur, Ahmedabad, **2003**

PUBLICATIONS

Peer Reviewed Journals

- Balasubramanian G, Marathe G & Kakani R (forthcoming), Conflict Management by a Police Leader – teaching case accepted in Sage Business Cases
- Marathe G, Singh S & Balasubramanian G (2018). Integrating Business Society Dichotomy through spiritual lens, *The Indian Journal of Industrial Relations*, 54(2), 199-214.
- Balasubramanian, G., & Dhal, M. (2017) Industrial Relations Situation in India: A Report. *Japan Labor Issues*, 1(3),120-129
- Balasubramanian G & Sarkar S. (2017) How has the Dark Knight Risen?” Chronicle of Union Revitalization from India, *Employee Relations*, 39 (5), 660-682
- Marathe G, Balasubramanian G & Singhal M. (2017) Demystifying the leadership kaleidoscope into an integrated view, *Journal of Management Development*, 36(8), 859-876
- Balasubramanian G & Sarkar S (2015). Union Revitalization: a review and research agenda, *Employment Relations Record*, 15(2), 20-42
- Balasubramanian G (2015), Union Decline: A Geography Based Assessment. *The Indian Journal of Industrial Relations*, 50(3), 373-385
- Marath G & Balasubramanian G (2013), Two Pathways to Union Leadership for Participation. *Indian Journal of Industrial Relations*, 48(4), 663-678
- Balasubramanian G (2012), Closure of Enterprise Under Chapter V-B of ID Act 1947: A Review, *FIIB Business Review*, 1(3-4), 9-16
- Balasubramanian G (2013), The Selection Dilemma Faced at Drona Institute of Management Studies, *VISION: The Journal of Business Perspective*, 17(3), 247-250 (Teaching Case)

Book Chapter

- Book Chapter titled, “Reflections for unionization in a globalized world – Evidences of a converging divergence”, edited by Dr. Shyam Sundar, Professor XLRI, Xavier School of Management in the book titled, Understanding Globalization, Labour and Development in India - Essays in honour of Lalit Deshpande, Palgrave Macmillan Publishers

Book Review

- Balasubramanian G (2013), Book Review: Organization Change: Theory and Practice, *Management and Labour Studies*, 38 (1-2), 135-137

Conferences

- Balasubramanian G (2019), “To Organize or not is the Question for the Informal sector workers: A case for unionization in the Ship breaking industry in India” Selected for presentation at the International Labour Process Conference to be held at Vienna, Austria

- Balasubramanian G (2017), "What can labour unions do in informal sector? Anecdotal evidence from India", Presented at the 5th Indian Academy of Management Conference held at IIM Indore, in December 2017
- Balasubramanian G & Kumar C (2017), "Union revitalization strategies – Evidence of converging divergence from India" selected at the International Labour Process Conference (ILPC) held at Sheffield, April 2017
- Balasubramanian G & Sarkar S (2016), "Understanding the process of union revitalization - Evidence from India", To be presented at the International Labour Process Conference (ILPC), held at WZB – Berlin, April 2016
- Balasubramanian G (2016), "What can unions do in the unorganized sector - Anecdotal evidence from India", to be presented at the International Labour Process Conference (ILPC), held at WZB – Berlin, April 2016
- Balasubramanian G (2015), "The Dark Knight Rises: Strategic Choices for Union Revitalization – Evidences from India", Presented at the 4th Biennial Indian Academy of Management Conference, held at IIM Lucknow- Noida Camps, December 2015
- Balasubramanian G, Khan A, Sundar T & Shukla R (2015), "To see or not to see: Moderating effects of Gender on Personality Traits and Movie Genre Preference", Presented at the 4th Biennial Indian Academy of Management Conference, held at IIM-Lucknow Noida Campus, December 2015
- Balasubramanian G (2015), Union Revitalization: A process model for strategic choice and a re-examination of two faces of unionism. Presented at the Vinod Gupta School of Management IIT Kharagpur, Management Doctoral Colloquium held at IIT Kharagpur.
- Balasubramanian G (2014), "Union Revitalization: A Review and a need for an Indian Perspective", 56th Annual conference of Indian Society of Labour Economics, held at BIT Mesra, Ranchi 2014
- Balasubramanian G & Chalil G (2013), Individual Pay, performance and career stages: A study in the context of Men's Cricket Team of India, presented at the Indian Academy of Management Conference, 2013 held at IIM Ahmedabad
- Balasubramanian G, Israel D, Khan A, Sundar T & Shukla R (2013), "Audience Personality Traits and Movie Genre Preference: The Moderating Effect of Gender", Presented at the 7th International Great Lakes NAASMEI Conference held at Great Lakes Chennai

Other Professional/Reviewer Engagements

- Invited for review assignments by Management Research Review
- Invited for review assignments by Journal of Management Development
- Invited for review assignments by Management & Labour Studies
- Volunteered for review assignments of Indian Academy of Management Conference 2013 and 2015
- Volunteered for review assignments of Academy of Management Conference 2013,2014 & 2015

Other Articles

- Venkatraman A, Balasubramanian G & Sarkar S, Changing Workforce and Transforming Industrial Relations Scenario: A Commentary on the 6th National Industrial Conference of XLRI, Xavier School of Management in *Management and Labour Studies*
- Balasubramanian G (2013), Need for a Healing Touch: Exploring an Indian alternative to the Japanese Lean Production System, *Dhyuti: Annual IR Magazine of Fire @x (Forum for Industrial Relations @ XLRI)*
- Balasubramanian G (2013), Outsourcing and Industrial Relations *Samhita: An IR Monthly of Fire @x*

PROFESSIONAL EXPERIENCE

Cairn Energy India Limited Hazira Surat, as Electrical Engineer from February '09- June '10

Key responsibilities: -

- Was responsible for smooth operation of Plant Electrical Systems as shift Electrical Engineer.
- Undertake preventive maintenance of equipments as per schedule prepared with due adherence to PERMIT TO WORK SYSTEM.
- Assist in documentation for various internal and external audits.
- Maintain the inventory level of critical spares for offshore operations.
- Appropriate emergency response.

Projects Handled: -

- Implementation of Neutral Grounding Resistor on secondary side as per DGMS recommendation: -
- As a team member I was entrusted with the responsibility of modifying the control wiring of Motor Control Center to incorporate the earth fault relay.
- Value Addition of the Production asset: - We were a group of three members. We had to suggest ways and means to optimize the utilization of the Surat facility.

Sterlite Technologies Limited Copper Cables Division Silvassa UT of Dadra and Nagar Haveli as Maintenance Engineer from August '07 to Jan'09.

Key Responsibilities: -

- Ensure smooth operation of Plant to meet production targets and maintain inventory levels for equipment.
- Prepare the monthly preventive maintenance schedule and ensure adherence to the schedule.
- Prepare the monthly shift schedule for the contract electrical technicians.
- Carry out modification and modernization of equipments to incorporate new technologies.
- Ensure the availability of back up of critical software and programs of the equipments.
- Liaison with government authorities.
- Assist the procurement department in purchasing spares and availing services at optimum rates.
- Documentation for monthly physical verification audit and the ISO audit.

Projects handled: -

- Assisted the procurement department in preparing and finalizing rate contract system for motor rewinding and procurement of maintenance consumables resulting saving of about Rs 1 lakh.
- Assisted in the implementation of SAP PM - Module which resulted in streamlining the procurement of materials and avail services.
- Modification of machinery carried out which resulted in the debottlenecking of the production capacity.

OTHER ACHIEVEMENTS & ACTIVITIES

- Successfully completed Praveshika 2 – Sanskrit Certification – online course offered by Madras Sanskrit College, Mylapore.
- Successfully completed Praveshika 1 – Sanskrit Certification – online course offered by Madras Sanskrit College, Mylapore.
- Nominated as one of the young researchers representing India at the comparative Labour Law Policy Seminar held in Tokyo in March 2017 - conducted by Japan Institute for Labour Policy and Training in collaboration with International Society for Labour and Social Security Law (ISLSSL). Presented the country report for India. JILPT sponsored the travel and stay for the seminar
- Core committee member of 1st Doctoral Colloquium, 2014, organized at XLRI, Xavier School of Management
- Acted as a scribe for the XLRI-ILO-ACTRAV conference on labour law and governance reforms organized at XLRI, Xavier School of Management, in September 2014
- Xavierite Super award 2003.

References - Available on request