



Name: Dr. Fr. Mourlin.K, SJ

Designation: Asst. Professor (Human Resource Management)

Qualifications: MBA, Ph.D.

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Biographical Sketch

Dr. Fr. Mourlin.K, SJ., a Resourceful Academician, a Strategic Administrator, Dedicated Researcher and Philanthropist has received his **Doctoral degree in Business Management** in the area of **Strategic Human Resource Management from University of Burdwan, West Bengal**. His thesis, **“Empirical Study on Strategic Human Resource Development in Select Non-governmental Organizations”** is an empirical study of the applicability of theoretical propositions of Human Resource Management on the NGOs of India. He completed his **MBA degree in Rural Management** from Xavier Institute of Management (XIDAS), Jabalpur and did his **Bachelor’s degree in Rural Development Science**, from Arul Anandar Collage, Karmathur, under Madurai Kamarajar University, Tamilnadu, where he **secured the First Rank, in the College**. He has also done his **Bachelor’s degree in Theology (BTH)**, from Vidya Jyoti College of Theology, Delhi and his **Bachelor of Philosophy (BPH)**, from Jana Deep Vidyapeeth, Pune. A Xaverian in heart and deed, he completed his schooling from St. Xavier’s Higher Secondary School, Tuticorin.

In his **10+ years** of academic and administrative career, Dr. Fr. Mourlin.K, SJ., has undergone a vast array of experiences. As a key person, he has run several offices and was instrumental in making several administrative and operational decisions organizations of high repute.

As an experienced professional, he believes in continuous upgradation and has undergone several short-term courses on different subjects like Data Analytics Tools, Research Methods, Management Education, Rural Management and so on. In his pursuit to sharpen his role as an educationist, he has undergone several Faculty Development Programmes on E-Learning, Online Education, Student Involvement and Morale Building, Writing Case Studies, Online Content Creation, Emotional Intelligence of Teachers and so on.

His versatile career also treasures several **professional and field exposures** in big MNCs like **Ford, Coca Cola, Paramount Britannia** and also in departments of premier educational institutes, such as Department of Biotechnology, **IIT Guwahati**, Department of Biotechnology, **North Eastern Hill University, Meghalaya** and so on.

He was also **Invited as the Field Investigator** in the Socio-Economic Survey of Indra Gandhi Super Thermal Power Project, Jharli, for Aravali Power Company Private LTD, Jhajjar, HARYANA, 2007.

He has attended and trained himself in several Professional Leadership Psychological Courses such as Advance Jesuit Accounting Course, Self-Understanding and Personal integration through MBIT, Northern Zone Leadership Training and so on. His research projects include Impact study on “Livestock Breed Improvement” Organization: BAIF Development Research Foundation, Bhopal, 2008; and A study on “Gender Gap in Education: A descriptive Study from Dindari District, MP”. Organization: Under the supervision of District Magistrate, Dindari District, 2007.

With this huge array of knowledge and experience across Academics, Research and Management, Dr. Fr. Mourlin.K, SJ., is currently spearheading as **Assistant Professor with Xavier Business School, St. Xavier’s University, Kolkata.**

Areas of Specialisation and Research

- Human Resource Management and HR Audit
- Strategic HRD
- Rural Management and Administration
- CSR and Leadership Dynamics

Teaching Experience

Xavier Business School St. Xavier’s University, Kolkata Asst. Professor (Human Resource Management)	From 1 st July, 2020 – Present Date
St. Xavier’s College, Burdwan Assistant Professor (Guest)	From Dec, 2019 – June, 2020
St. Xavier’s College, Burdwan Assistant Professor	From 2016 – 2019

Administrative Responsibility

- (2016-19) **Vice-Principal** & Assistant Professor, St. Xavier’s College, Burdwan

- (2013-16) **Director** of Jesuit Pre-novitiate Arunoday, Barasat
- (2012-13) **Director**, MIRGA Jesuit Mission (2012-13)
- (2011-13) Project Coordinator of Calcutta Ondon, UNICEF, Jhantiphari

Publications

Chapter/Article published in Books (*Sample given below*)

1. (2020), “THE COVID-19 PANDEMIC IMPACT ON HIGHER EDUCATIONAL INSTITUTES IN WEST BENGAL” (Mourlin K) in Covid-19 Pandemic: Impact and Strategies for Recovery in Business Sectors, Edited by DR. M.R. Vanithamani, Department of Management Studies, Karpagam College of Engineering, TN, ISBN: 9789381537176, pp.44-54.
2. (2020) “EMERGING TRENDS IN NGO MANAGEMENT: A STRATEGIC HUMAN RESOURCE DEVELOPMENT ORIENTATION PERSPECTIVE” (Mourlin K) in Business Management Practices- Emerging Trends (Volume II), Edited by G.Vani, et al, Archers & Elevators Publishing House, ISBN: 9789388805957, pp. 66-72.
3. (2020), “SYNERGY AND SYNTHESIS IN CRY”, (Mourlin K) in EXEMPLAR CASELETS Edited by Dr. G.BRINDHA, FoMS, Dr. MGRERI , ISBN:978-93-88568-17-3, pp.220-223.
4. (2020), “IMPACT OF COVID-19 ON TECHNOLOGY-ENABLED TEACHING AND LEARNING RECOVERY STRATEGIES IN HIGHER EDUCATION INSTITUTES (HEIS) in Revolution in Education: An Emergency Call From The Covid-19 CRISIS edited by Dr.P. Bosco Gunaseelan and Dr. P. Mary. R.C, Infant Jesus Printers, ISBN:9789354071379, pp.24-41
5. (2018), “*STRATEGIC ACTION ORIENTATION IN NON-GOVERNMENTAL ORGANIZATIONS: A STUDY ON SELECT NGOS IN INDIA*”, in Book of Extended Abstracts, (with **Dr. Partha Sarkar**), Edited by Department of Management Studies, Indian Institute of Science, Bangalore, pp:29-33, ISBN: 9789388237253, pp.34-37.
6. (2008), “*Trickle Down Effect: A key to Rural and Human Development*”, (**Mourlin. K**) in Economics of Education and Human Development in India Edited by D. Pulla Rao(ed), Akansha Publishing House, New Delhi, ISBN:9788183702294, pp.299-314.

Article published in Peer-reviewed journals

1. (2020) “*Emerging Trends in NGO Management: A Strategic Abstract Action Orientation Perspective*” *International Journal of Creative Research and Thoughts (IJCRT)*, Vol.8, issue:6 pp. 3414-3419
2. (2017) *Strategic Human Resource Development in NGOS, Jamshedpur Research Review (International Journal of Multidisciplinary Research)*, Vol.5, pp.54-62, ISSN: 23202750.
3. (2017), “*Strategic Human Resource Development Practices in Non-Governmental Organization: An Empirical evidence in West Bengal*”, in *International Journal of Scientific & Engineering Research*, (Paper Accepted), ISSN: 22295518.

4. (2011), "WOMEN AND NATURE: AN INEXTRICABLE ORGANIC UNION", in *Students' Journal of Theological Search (Tattvaviveka)* at Vidyajyoti College of Theology, Delhi.
5. (2010), "READING PAUL THROUGH A CORPORATE EYE", in *Students' Journal of Theological Search (Tattvaviveka)* at Vidyajyoti College of Theology, Delhi.
6. (2007), "NREGA-A key to Sustainable Rural Development An empirical evidence from Betul District" *Vikas Vani Journal*, October –November 2007, pp.14-23, Jabalpur.
7. (2007) "Impact of Globalization on Agricultural Labors" *XIVANI, Xavier Institute of management, Jabalpur*.