

## CURRICULUM VITA

### PERSONAL DETAILS

Name : Satishchandra Kumar  
Date of Birth : 24<sup>th</sup> August 1964  
Place of Birth : Mumbai  
Address : EMP 10/103, First Floor,  
Evershine Millennium Paradise,  
Thakur Village, Kandivali East,  
Mumbai 400 101, India.  
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### ACADEMIC QUALIFICATIONS

Exam Passed	Board/Univ.	Year of passing	Subjects	Percentage Of Marks
S.S.C.	Poona Board	March 1980	Eng/Maths/Science/ Social Studies/ Hindi/Marathi	68.29
H.S.C.	Poona Board	March 1982	Psychology/Economics /Political Science/ Sociology/English/Hindi	66.67
B.A.	University of Bombay	May 1985	Psychology	62.50
M.A.	University of Bombay	May 1987	Clinical Psychology	57.62
Ph.D.	University of Bombay	Dec. 1992	Industrial Psychology	---

## **TEACHING EXPERIENCE**

- 1) Presently working as a Reader in Industrial Psychology in The Department of Applied Psychology, University of Mumbai (Bombay) as a full time faculty from June 1997 onwards.

## **MEMBERSHIP OF PROFESSIONAL ORGANISATION/BODIES/ASSOCIATIONS**

- i) Member of International Council of Psychologist, U.S.A.
- ii) Treasurer of South Asian Association of Psychologist ( SAAP, Indian Chapter ).
- iii) Life Member of Indian Psychological Association, New Delhi.
- iv) Life Member of Indian Association of Human Behavior, Pune
- v) Executive Committee Member of Bombay Psychological Association, Mumbai.
- vi) Member of Research Advisory Committee of International Board of Yoga.
- vii) Member of The Faculty of Arts and Sciences of University of Mumbai .
- viii) Member of the Board of Studies in Psychology of the University of Mumbai

## **PUBLICATIONS**

1. Kumar, S., Iyengar, J., and Hirlekar, A (1994) Stresses among Airhostesses. Vimanika, Vol. VII, No. 11, Pg 2.
2. Kumar, A., Murthy, S., Adam, R (1995) Stress, Strain and Coping Styles Among female clerical staff of Public Sector Oil Company, Bombay Psychologist. Vol XII, No. 1 & 2 Pgs 59 – 64.
3. Kumar, S., and Kulkarni, R (1996) Stress, Strain and Coping Styles among Indian Commercial Pilots. Udyog Pragati (July – September, 1996) Special Issue on ‘ Human Resource Management ‘. Pgs 70 – 75.
4. Dolke, A.M and Kumar, S (1996) Study of the Personality Profile of Indian Airhostesses. Journal of Psychological Researches, 40 (3), Pgs 118 – 125.
5. Kumar, S., Iyengar, J., and Hirlekar, A (1997) Stress, Strain and Coping Styles among Airhostesses. Udyog Pragati (Jan – March, 1997) Pgs 30 – 35.
6. Prasad, A.B., Sharma, P., Dongre, D., and Kulkarni, S (1997) Work Motivating Factors for Indian Employees. Bombay Psychologist. Vol. XIV, No. 1 & 2, Pgs. 29 – 36.
7. Dolke, A. M and Kumar, S (1997) General Aptitude Test Battery ( GATB) As a Predictor of Academic Success in Pharmacy courses, Journal of Psychological Researches. 34 (3), 125 – 133.
8. Kumar, S., Kulkarni, R and Sayeed, O.B (1998) Stress, Strain and Coping Styles among Air Traffic Controllers. Productivity, 39 (1), 113 –118.
9. Kumar, S and Murthy, S (1999) Stress, Strain and Coping Styles Among Woman Managers In Pestonjee, D. M., Pareek, U and Aggarwal, R Book Studies in Stress and its Management, 73 – 80, Oxford, IBH, New Delhi.

10. Kumar, S and Mandrekar, S (2000) Role Efficacy and Burnout Among Airhostesses, in “Actualizing Managerial Roles: Studies in Role Efficacy”, pp 107- 116. Edited by Sayeed, O.B and Pareek, U. Tata – Mcgraw Hill, New Delhi.
11. Kumar, S., Lakhanpal, P., Poorna, P., and Deo, T. P (2000) Role Efficacy and Burnout Among IAS Officers, in “Actualizing Managerial Roles: Studies in Role Efficacy.” pp 117-126 Edited by Sayeed O. B and Pareek, U. Tata – Mcgraw Hill, New Delhi.
12. Kumar, S., Illa, H.S and Kotwal, S. S (2000) Role Efficacy and Burnout among Teachers, in “Actualizing Managerial Role: Studies in Role Efficacy”, pp127- 140. Edited by Sayeed, O.B and Pareek, U. Tata – Mcgraw Hill, New Delhi.
13. Kumar, S and Kulkarni, R (2000) Role Efficacy across Profession, in “Actualizing Managerial Roles: Studies in Role Efficacy”, pp 53-67. Edited by Sayeed, O.B and Pareek, U. Tata – Mcgraw Hill, New Delhi.
14. Sayeed, O.B and Kumar, S (2000) Role Making Behaviour in Service and Control-Oriented Professions. Going Global: Leveraging Human Potential., pp 101 – 114. Edited by Reddy, Y.R.K., Rao, T.V., and Balaji, C. Tata-McGraw-Hill Publishing Company Limited, New Delhi.
15. Dhariwal, K and Kumar, S (2000) Yoga as a way of life: Some Psychological and Physiological correlates. Bombay Psychologist, Mumbai.
16. Robin Joseph, A.C and Kumar, S (2002) The Influence of Positional Hierarchy, Gender, Chronological age and years of Experience on the underlying Patterns of Communication. Bombay Psychologist, Vol XVIII, No. I Pgs 50 – 58.
17. Sayeed, O.B and Kumar, S (in press) Cognitive Styles of Position-Based Leaders: A comparison of Entrepreneurs, Knowledge Workers and Managers.
18. Kumar, S., Sayeed, O.B., Joshi, I and Rayakar, A (in press) Occupational Stress in Bureaucracy: Stress, Strain and Coping Strategies among I.A.S. Officers.

#### **RESEARCH GUIDANCE**

- Guided many Master in Psychology research project of Mumbai University and Indira Gandhi National Open University.
- Presently guiding doctoral students in Psychology for PhD in the following topics:
  1. A Study of Role Efficacy and Cognitive Style in relation to Organizational Commitment among three different types of Organizations.
  2. Career Orientation and Cognitive Styles of students with respect to institutional climate.
  3. Empowerment in the Workplace: A study of Leadership, Organizational and Managerial Correlates.

#### **INVITATION LECTURES/SEMINARS AT FOREIGN UNIVERSITIES**

1. Invited by the University of Gloucestershire, School of Education, United Kingdom to deliver a series of lectures workshops and seminars on Indian Psychology, Ethics and Education and Global Citizenship Behaviour.

Delivered a series of lectures and seminars on the above-mentioned topics from 01<sup>st</sup> July 2003 to 06<sup>th</sup> July 2003.

2. Invited by the Thames Valley University, United Kingdom to deliver a lecture on Holistic Health through Yoga for Health Professionals of United Kingdom, 07<sup>th</sup> July 2003.
3. Conducted a workshop at North East Community Centre for Mental Health/Mental Retardation, Orleans Building, Pennsylvania, USA, on 04<sup>th</sup> August 2003 on the topic of "Coping with Stress and Relaxation Techniques".
4. Invited by the University of Gloucestershire, School of Education, United Kingdom to deliver a series from 10<sup>th</sup> May 2004 to 17<sup>th</sup> May 2004 on the topic of value education through Indian Perspective, Ethics in Education, Stress Management through Indian thought and Yoga Workshop.
5. Invited by Interim Management and Training SL, Spain, Taragona for teaching Yoga for Spanish and European Professionals from 18<sup>th</sup> May 2004 to 26<sup>th</sup> May 2004.

### **PROFESSIONAL TRAINING/COURSES**

- i) Completed Teacher's Training Course in YOGA from Santacruz Yoga Institute (July, 1998).
- ii) Passed Diploma in YOGA from University of Mumbai in May 1999, securing 71.50 percentages.
- iii) Passed a Diploma Course in Vipassana and Buddhist Studies, from University of Mumbai in 2001 securing 62 percentages and stood first in the University.
- iv) Passed a Certificate course in Personal Counselling from St. Xavier's College, Mumbai in May 1999.
- v) Passed Postgraduate Trainer's Diploma course in Personal counseling from St. Xavier's College, Mumbai, January 2002.
- vi) Accredited user of Morrisby Profile (United Kingdom) JULY 1999.
- vii) Primary Certificate in Rational Emotive Behavior Therapy, New York, USA, July 2003
- viii) Advanced Certificate in Rational Emotive Behavior Therapy, New York, USA, July, 2003.

### **RESEARCH PAPERS PRESENTED IN INDIA**

1. Deo, T.P and Kumar, S (1989) " Leadership styles and motivational orientation among managers ". A paper presented at National Seminar On Leadership Challenge for Human Resource Development, Feb 24 - 26, University of Bombay.
2. Kumar, S., Lakhanpal, P., Poorna, P., and Deo, T. P (1990) " A Study of Burnout, Role Efficacy and Social Support Among I.A.S. Officers ". A paper presented at National Seminar on Intervention Strategies for Human Resource Development, University of Bombay.
3. Dolke, A. M and Kumar. S (1996) " Personality Profile of Indian Airhostesses and its Relationship with Job Performance". A paper presented at First International Conference of South Asian Association of

- Psychologist, December 27 -28, 1996 jointly organized by Institute of Banking Personnel Selection (IBPS), Mumbai and Department of Applied Psychology, Mumbai University, Mumbai.
4. Sayeed, O. B and Kumar. S (2000) " Role Making Behavior in Service and Control Oriented Organizations. A paper presented at 7th National Conference of the National Human Resources Development (NHRD) Network on "Going Global: Leveraging Human Potential" on 18th and 19th August, 2000 at Hyderabad.
  5. Sayeed, O. B and Kumar. S (2001) " Cognitive Styles of Position-Based Leaders:A comparison of Entrepreneurs, Knowledge workers and Managers". A paper presented at First National Seminar on Leadership and Human Values: Global context for Value Based Leadership, April 12-14, 2001 organized by Indian Institute of Management (IIM), Lucknow.
  6. Kumar, S (2002) " Yoga and Counselling" A paper presented at a Seminar on " The Practical Applications of Philosophy", 26th January, 2002 organized by The Department of Philosophy - University of Mumbai and The Department of Philosophy - Ramnarain Ruia college, Matunga, Mumbai.
  7. Kumar, S (2003) Presented a paper Entitled "Development of Ethical behavior in Youth in the 18th Annual Conference of Marathi Manasashastra Parishad held at Rayat Shikshan Sansthas Modern College, Vashi 29-31 December 2003.

#### **RESEARCH PAPERS PRESENTED AT INTERNATIONAL CONFERENCES**

1. A research paper entitled "Stress, Strain and Coping Styles Among Air Hostesses" was accepted for presentation at 52nd Annual Convention of I.C.P., Lisbon, Portugal, July 12 -13, 1994.
2. Presented a paper entitled "Stress, Strain and Coping Styles Among Commercial Pilots" at the 53rd Annual Convention of the International Council of Psychologists, Taipei, R.O.C. August 1, 1995.
3. Presented a paper entitled "Stress, Strain and Coping Styles among Indian Air Traffic Controllers" at 54th Annual Convention of the International Convention of The International Council of Psychologists, Banff, Alberta, Canada, July 24 - 28, 1996.
4. Presented a paper entitled " Role Making Behavior across profession" at the 54th Annual Convention of the International Council of Psychologists, Banff, Alberta, Canada, July 24 - 28, 1996.
5. Paper entitled "Gender Difference: Role Making Behavior in India, accepted for presentation at 55th Annual Convention of I.C.P. at Graz, Austria, July 17, 1997.
6. Presented a paper entitled " The influence of Psycho-social factors like hierarchy of people in the organization, gender, chronological age, and years of experience on the underlying patterns of communication in the organization

at Southeast Asia Regional Conference on Scientific and Applied Psychology, Mumbai, India, 17th - 20th December, 2001.

7. Presented a paper entitled "Decision Making Style of and burnout among civil servants: A study of Administrative Officers of Government of Maharashtra at Southeast Asia Regional Conference on Scientific and Applied Psychology, Mumbai, India, 17th - 20th December, 2001.
8. Panel Member on a Special Address on Impact of Globalization in Industry: Discussed "Globalization and Building a Learning Organization" as a Panel Member at Southeast Asia Regional Conference on Scientific and Applied Psychology, Mumbai, India, 17th - 20th December, 2001.
9. Co - Chaired a Special Session: South African and US Psychology Enhancing Human Potential at Southeast Asia Regional Conference on Scientific and Applied Psychology, Mumbai, India, 17th - 20th December 2001.
10. Chaired a Student Presentation Session on Globalization and Human Behavior at Southeast Asia Regional Conference on Scientific and Applied Psychology, Mumbai, India, 17th - 20th December 2001.
11. Keynote Speaker in the Conference on Global Issues at Hucclecote, Gloucestershire, UK on the "Challenges that Face us all as Global Citizens. July 03, 2003.
12. Presented a paper entitled "Yoga and its relation to Emotional Intelligence: An experimental Study" at International Seminar on Managing Stress for Well-being: Traditional and Modern Ways from January 03 – January 05, 2005, Department of Psychology, University of Pune, India.
13. Chaired a Session on Role of Empiricism in Understanding Stress, Wellbeing and spiritual practices at International Seminar on Managing Stress for Wellbeing: Traditional and Modern Ways from January 03 – January 05, 2005, Department of Psychology, University of Pune, India.

#### **PUBLICATIONS (Articles)**

1. Kumar, S., Iyengar, J., and Hirlekar, A (1994) Stresses among Airhostesses. *Vimanika*, Vol. VII, No. 11, Pg 2.
2. Kumar, A., Murthy, S., Adam, R (1995) Stress, Strain and Coping Styles Among female clerical staff of Public Sector Oil Company, Bombay Psychologist. Vol XII, No. 1 & 2 Pgs 59 - 64.
3. Kumar, S., and Kulkarni, R (1996) Stress, Strain and Coping Styles among Indian Commercial Pilots. *Udyog Pragati* (July - September, 1996) Special Issue on ' Human Resource Management '. Pgs 70 - 75.
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5. Kumar, S., Iyengar, J., and Hirlekar, A (1997) Stress, Strain and Coping Styles among Airhostesses. *Udyog Pragati* (Jan - March, 1997) Pgs 30 - 35.

6. Prasad, A.B., Sharma, P., Dongre, D., and Kulkarni, S (1997) Work Motivating Factors for Indian Employees. *Bombay Psychologist*. Vol. XIV, No. 1 & 2, Pgs. 29 - 36.
7. Dolke, A. M and Kumar, S (1997) General Aptitude Test Battery ( GATB) As a Predictor of Academic Success in Pharmacy courses, *Journal of Psychological Researches*. 34 (3), 125 - 133.
8. Kumar, S., Kulkarni, R and Sayeed, O.B (1998) Stress, Strain and Coping Styles among Air Traffic Controllers. *Productivity*, 39 (1), 113 -118.
9. Kumar, S and Murthy, S (1999) Stress, Strain and Coping Styles Among Woman Managers In Pestonjee, D. M., Pareek, U and Aggarwal, R Book *Studies in Stress and its Management*, 73 - 80, Oxford, IBH, New Delhi.
10. Kumar, S and Mandrekar, S (2000) Role Efficacy and Burnout Among Airhostesses, in "Actualizing Managerial Roles: Studies in Role Efficacy", pp 107- 116. Edited by Sayeed, O.B and Pareek, U. Tata - Mcgraw Hill, New Delhi.
11. Kumar, S., Lakhanpal, P., Poorna, P., and Deo, T. P (2000) Role Efficacy and Burnout Among IAS Officers, in "Actualizing Managerial Roles: Studies in Role Efficacy." pp 117-126 Edited by Sayeed O. B and Pareek, U. Tata - Mcgraw Hill, New Delhi.
12. Kumar, S., Illa, H.S and Kotwal, S. S (2000) Role Efficacy and Burnout among Teachers, in "Actualizing Managerial Role: Studies in Role Efficacy", pp127-140.Edited by Sayeed, O.B and Pareek, U. Tata - Mcgraw Hill, New Delhi.
13. Kumar, S and Kulkarni, R (2000) Role Efficacy across Profession, in "Actualizing Managerial Roles: Studies in Role Efficacy", pp 53-67. Edited by Sayeed, O.B and Pareek, U. Tata - Mcgraw Hill, New Delhi.
14. Sayeed, O.B and Kumar, S (2000) Role Making Behaviour in Service and Control-Oriented Professions. *Going Global: Leveraging Human Potential.*, pp 101 - 114. Edited by Reddy, Y.R.K., Rao, T.V., and Balaji, C. Tata-McGraw-Hill Publishing Company Limited, New Delhi.
15. Dhariwal, K and Kumar, S (2000) Yoga as a way of life: Some Psychological and Physiological correlates. *Bombay Psychologist*, Mumbai.
16. Robin Joseph, A.C and Kumar, S (2002) The Influence of Positional Hierarchy, Gender, Chronological age and years of Experience on the underlying Patterns of Communication. *Bombay Psychologist*, Vol XVIII, No. I Pgs 50 - 58.
17. Kumar, S (2003) *Relaxation Techniques. An Indian Perspective: North East Community Center for Mental Health/Mental Retardation. Family Support Group Newsletter*, Philadelphia, U.S.A., August, 2003
18. Kumar, S (2003) *Ellis and Wonderland: Practical approach to healthy living - REBT*. *Bombay Psychologist*. Vol. XIX No 1 & 2, 69 - 70
19. Menon, A and Kumar, S (2004) Questioning the fundamental systems and processes in our educational Machinery. Feb - Mar 2004 *CLASSROOM*. A Bi-Monthly Journal published by Greater Indian Friendship Trust, Bandra, Mumbai.

20. Kumar, S., Sujir, N., Ramaswami, A and Godbole, S (2004) Yoga and its relation to Emotional Intelligence - An Experimental Study. Yoga and Total Health. Yoga Institute, Santacruz, Mumbai
21. Sayeed, O.B and Kumar, S (in press) Cognitive Styles of Position-Based Leaders: A comparison of Entrepreneurs, Knowledge Workers and Managers.
22. Kumar, S., Sayeed, O.B., Joshi, I and Rayakar, A (in press) Occupational Stress in Bureaucracy: Stress, Strain and Coping Strategies among I.A.S. Officers.
23. Kumar, S., Ramaswami, A and Scott-Baumann, A (in press) Challenges that we face as Global Citizens. Journal of the University of Mumbai

### **PUBLICATIONS (Books)**

1. Beyond Oneself (2003) First Edition: A collection of inspiring stories of individuals, organisations and institutions, based on case study methodology, who had made a difference in the society
2. Beyond Oneself (2004) Second Edition. More inspiring stories of individual and organizations were added.
3. Enriching Lives (2004): In appreciation of Fr. J. M. Fuster one of the founding father of ISABS completed 90 years. A book was published and released on this occasion on his lives and works. Reader is also taken on the Journey of 50 hours counseling course including Human process laboratory.
4. Beyond the Ordinary (2005) St. Paul Press; Better Yourself Books, Bandra, Mumbai, India.

### **RESEARCH GUIDANCE**

1. Guided many Master in Psychology research project of Mumbai University and Indira Gandhi National Open University.
2. Successfully guided 01 student for PhD : Topic A study of Role Efficacy and Cognitive style in relation to Organizational Commitment among three different types of Organization.

Presently guiding doctoral students in Psychology for PhD in the following topics:

1. Career Orientation and Cognitive Styles of students with respect to institutional climate.
2. Empowerment in the Workplace: A study of Leadership, Organizational and Managerial Correlates.

### **RESEARCH PROJECT UNDERTAKEN**

<b>Topic of the Study</b>	<b>Funded by</b>	<b>Year</b>



1) A Psychological Study of Attitude Towards Academic Stress, Worry and Anxiety among Post graduate students of Kalina Campus.	UDAP, University of Mumbai Research Grant	1997-1998
2) HRD Climate Survey in Mumbai University	UDAP, University of Mumbai Research Grant	1998-1999
3) Stress Among Trade Union Leaders	UDAP, University of Mumbai Research Grant	1999-2000
4) Reversing Heart Disease through Yoga	Santacruz Yoga Institute, Mumbai	1998-1999
5) Anxiety and Yoga	Santacruz Yoga Institute, Mumbai	1999-2000
6) A psychological study of urban educated youth towards marriage and mate selection	Self	2000-2001
7) Study of Academic Attitude, Stress and Thinking Styles among Under Graduates Students of Mumbai University	University of Mumbai	2001 - 2002
8) A Study of Irrational Beliefs among Students and Parents of Mumbai University	University of Mumbai	2004 - 2005

### **LABORATORY ON HUMAN PROCESSES**

1. Attended Basic Laboratory on Human Process (BLHP) - December 1999, organized by INDIAN SOCIETY FOR APPLIED BEHAVIOURAL SCIENCE at Agra. Facilitators: Lalita Iyer and Ramalingam
2. Attended Advanced Laboratory on Human Process (ALHP) - December 04-09, 2000, organized by INDIAN SOCIETY FOR APPLIED

BEHAVIOURAL SCIENCE at Agra. Facilitators: KK Mehta and CN Sharma

3. Attended Special Laboratory Programme entitled Enhancing Leadership Competencies through Management Motivation. Facilitators Udai Pareek and Nagendra Singh May 23-28, 2005 Summer Event 2005 at Goa.