

RIPAN DEBNATH

Doctoral Candidate, Human Resource Management

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Statement of Research Interests

As an HR practitioner, I have research interests in the broad area of *Employee Engagement*, which includes employee productivity, and *HR Analytics* that specifically embraces performance management. *The number of studies showing a positive relationship between employee engagement and job performance is increasing* (Demerouti and Cropanzano, 2010). *For example, Halbesleben and Wheeler (2008) showed, in their study among American employees, their supervisors and their closest coworkers from a wide variety of industries and occupations, that work engagement made a unique contribution to explaining variance in job performance, after controlling for job embeddedness* (Bakker, Tims and Derk, 2012). I want to explore the relationship between employee engagement and productivity to keep it in optimum level to utilize it. Again, *if HR analytics, performance pay and use of human capital management (HCM) are complements, we would expect firms that use these practices and technologies in concert to be the most productive* (Aral, Brynjolfsson and Wu, 2012). Here, my focus will be on how HR analytics contributes to enhance performance.

My past education and current industry experiences have prepared me to be successful in conducting research in these areas. It was my pleasure to study Bachelor of Business Administration (BBA) and Masters of Business Administration (MBA) in Human Resource Management. I gained an internship experience of 03 months at *Sadharan Bima Corporation (SBC)* and made an internship report on *recruitment and selection process* of that company. After the coursework of my MBA Program, it was my great opportunity to conduct a thesis in the name of *Master's Paper* of 03 credit hours on *Work Life Balance and Performance*. Then, I joined at *Renata Limited* as an HR Officer. Now, I have been working here as a *Senior Human Resources Officer*.

I want to join in this doctoral program, at Indian Institute of Technology Kharagpur, firstly for intellectual curiosity, secondly for having a desire of working as a researcher at a university or research institute since I enjoy sharing knowledge with others and feel comfortable and energized in an academic environment. Besides, research will also deepen my HR specialty and sharpen my skills to work in industry.

There are many reasons of choosing Vinod Gupta School of Management for my PhD program. The first is region. India is a mini world within a single country. Within it, IIT Kharagpur is the nearest place from my home where excellent research environment and facility are available. Besides, academic reputation, employer reputation, teaching (the learning environment), research (volume, income and reputation), citations (research influence), international outlook (staff, students and research) and industry income (knowledge transfer) i.e. its overall very high research output has attracted me to pursue PhD at Indian Institute of Technology Kharagpur.