

Dr Sumita Datta



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Sumita Datta (PhD) is Head - Women Leadership Program and Associate Professor of Organization Behavior & HRM at S.P. Jain Institute of Management & Research, Mumbai.

A Post Graduate in Personnel Management & Industrial Relations from XLRI Jamshedpur (1992) with academic Concentration in Organization Behavior, she received her PhD. from IIT Bombay in 2010. She is a certified MBTI, Saville, EQi 2.0 and NLP Practitioner. She is a certified Integral Coach of New Ventures West, USA and Associate Certified Coach from ICF.

Prior to joining academics in 2009, Dr. Datta has had full time corporate experience of more than 15 years since 1992 during which she served as HR Manager in Eveready Industries (Nov. 1992 - Sep. 2000) and Head HR- Corporate Centre, Mahindra & Mahindra Ltd. (July 2001 – June 2004). Since 2005, she has been actively engaged in consulting medium and large sized organizations primarily in the areas of organizational change and development, performance management, corporate restructuring, talent management, learning & leadership development. From July 2012 till September 2013, she headed the Learning and Leadership Development function of Siemens (South Asia). In 2015, she founded Bridgit Nterprise LLP, an OD Consulting, Training and Coaching organization, concentrating on organizational capability building and leadership development. She was a part of the core team to conceptualise and start a full time Management Programme at SPJIMR for returning women.

In her academic role at SPJIMR, apart from teaching Organization Behavior, Dr. Datta has been actively engaged in teaching organizational and leadership processes in the Family Managed Business program for their continuity and growth. With special interest in enriching the role of women in the workplace, she is engaged in building learning platforms for women to enable their leadership development.

Dr.Datta has published several scholarly articles in refereed journals as well as International Conference Proceedings. Her research paper on Talent Development Climate, got acclaimed in the Best Paper Award (2012) category by the Academy of Management, Boston USA.

PUBLICATIONS : Refereed Journals and Conference Papers

- “The relationship between human resource practices, psychological contract and employee engagement – Implications for managing talent,” Upasana Aggarwal, Sumita Datta, Shivganesh Bhargava. *IIMB Management Review*, September 2007, 19, No. 3.
- “Identifying employees’ perceptions of psychological contract: A comparison between IT and BPO employees in India,” Upasana Aggarwal, Shivganesh Bhargava, and Sumita Datta, (2009), *New Zealand Journal of Human Resource Management* , Vol. 9 (1).
- “Linking Work Engagement and LMX to Innovative Work Behaviour and Turnover Intentions”, Upasana Aggarwal, Sumita Datta, Shivganesh Bhargava, Stacy Blackbeard (2012), *Career Development International*, Vol. 17 (3)

- “Linking Human Resource Practices and Talent Development Climate with Innovative Work Behaviour,” Sumita Datta and Shivganesh Bhargava. Presented in *Academy of Management Conference*, Boston, USA, 6th -7th August, 2012.

Book Chapter

- *An examination of the social-institutional, cultural, and Organizational Antecedents of Commitment in India* . by Lata Dhir, Nicholas Bremmer and Sumita Datta in *Handbook of Employee Commitment* John P Meyer (Eds), Edward Elgar Publishing
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