

Prof. Dr. Arhan Sthapit's DETAILED CV
as of 02-05-2020



Arhan Sthapit, PhD
Professor

Faculty of Management & Law, Nepal Open University,
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Email: arhansthapit@gmail.com; arhan@nou.edu.np

Profile: University Professor/Researcher/ Writer/Management Consultant/ Professional Editor (English)

Academic Details

University education/training in Management

- a. 2014 Doctor of Philosophy (**Ph.D.**) in Management, Jodhpur National University, Jodhpur, Rajasthan, INDIA; Thesis title: "A Strategic Perspective on Human Resource Development in Nepal." Permanent doi: 10.13140/RG.2.2.35359.46245
- b. 1995 Master of Business Administration (**M.B.A.**), Tribhuvan University, NEPAL, Second Division. Subjects: Management, Personnel Management/ Organisation Behaviour, Marketing Research, International Marketing, Management, Economics, Finance, Accountancy, Production Management, Statistics, etc.
- c. 1989/90 Bachelor in Business Administration (**B.B.A.**), Tribhuvan University, Second Division. Subjects: Management, Personnel/HRM Management, Marketing, Sales/Distribution, Trade, Economics, Finance, Accountancy, Statistics, etc.

Education/University Training in Mass Communication/Journalism

1989-1991 **IA** (Journalism), Special Paper Degree, Ratna Rajya Campus (Nepal Humanities Campus), Tribhuvan University

Academic Awards/ Grants/Fellowships

1. Study Fellowship of Technical Cooperation Scheme of Colombo Plan and Indian Technical and Economic Cooperation (ITEC), Ministry of Human Resource Development, Government of India, 2011 to study Advanced Certificate Course on Human Resource Development;
2. University Grants Commission (UGC) Grants/Fellowship for *Ph.D. studies*, Nepal, for a period of three years (Starting from 2008/09);
3. Fellowship of International Visitors Leadership Programme (*IVLP*) of the US Department of State, USA on Protection of Intellectual Property Rights (Global Trade), USEF/ Fulbright Commission, 2002;
4. Academic Scholarship/ Award for the *Campus Top Marks* of I. Com. Conferred on by Public Youth Campus, Tribhuvan University, for BBA studies, 1988-89.

Professional Details

Work Experiences in University Teaching: 1997 onwards

Institutions/ University	Levels	Subjects	Date/Period
~Ratnajyoti Multiple Campus, TU (Part-time)	*BBS-1st Yr	~Organisation Management	*1997-1999
	*BBS-2nd Yr	~Marketing	*1997-2000
	*BBS-3rd Yr	~Banking & Insurance	*1999-2000
~Public Youth Campus, TU (Part-time)	*MBS	~Human Resource Mgmt	*2008 Jan-2012Jan
	*MBA/ MBS	~Marketing Research	*1998 -2005
	*MBS	~Marketing Management	*1998-2003
	*BBS	~Organisation Management	*1998-1999
Shanker Dev Campus, TU (Part-time)	*BBA-5th Sem	~International Business	*2004- 2007
	*BBA-4th Sem	~Business Environment	*2004-2007 Dec
~Asian College, TU (Part-time)	BBS-2nd Yr	~Human Resource Mgmt	*1999 Jan-2010
	BBS-3rd Yr	~Marketing Management	*1999 Jan-2010
~University of West of England, The British College (Part-time)	MBA, EMBA, BBA	~International Business	2013 Jan-2014 Dec
		~Marketing Management	2013 Jan-Jan 2015
		~Business Environment	2013 Jan-Jan 2015
~Purbanchal University, Whitehouse College (Part-time)	*MBA-4th	~International Business Mgmt	*2005-2017 June
	*eMBA-4th	~International Business	*2005-2017 June
~People's Campus, TU (Part-time)	MBS	~Strategic Management and Business Environment	*1998 May-2019 May

~ GCI, Shinawatra University, Thailand (Part-time)	MBA	~International Business ~Cross-cultural Management ~International Trade Mgmt	2014 June-April 2019
~Tribhuvan University Public Youth Campus: Permanent	MBS/ MBA	~Human Resource Mgmt ~Entrepreneurship ~International Business	*Jan 2012-Jan 2015 *Jan 2015-Jan 2018 *Jan 2018-April 2019
~Tribhuvan University, School of Management (Course contract)	*MBA/ GLM/ Finance MBA- MBA-	~International Business ~Human Resource Mgmt ~Negotiation Skills for Global Business ~Financial Services Marketing	*Jan 2013-2019 May
#Nepal Open University, Faculty of Management & Law	MBA	#Strategic HRM #Global Marketing #International Business	*May 2019 till date

= currently continuing

~ = Taught in the past

Work Experiences in **Management**

Date/Period	Employers	Designation/ Promotion	Specialised areas
*Jan 1997 to Jan 2012 *15 years	The Rising Nepal (Pioneer English National Daily), Gorkhapatra Corporation (Nepal Government Undertaking in mass media) Tel. 977-1-4222279	Sr. Associate Editor (Joined as Assistant Editor, promoted to Sub-Editor, Associate Editor and Senior Associate Editor)	News reporting; news-editing; feature/ article/ column writing and editing; desk-editing/ subbing: English language editing
*July-1996 to Jan-1997 *Less than 1 yr	GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit), SFDP-TA, Pulchok, 977-1-5526454	Local expert	Development management: Agri marketing/ Financial mgmt (rural banking)
*June 1994-96 June *Two years	Nepal Bangladesh Bank Ltd. [†] , Kathmandu Tel. 977-1-4780770	Executive Officer/ Acting Asst. Manager (2 nd -in-command, Credit Department at Central Office)	Credit/Investment, Marketing, and Bank Guarantee
*Oct 1990-1994 June *Four+ years	Nabil Bank Ltd. [†] , Kathmandu, Tel. 977-1-4227181	Credit/Financial Analyst, Senior assistant	Credit/Financial Analysis & Control, Cash, Remittance

[†]: Nabil and Nepal Bangladesh Bank are the leading foreign joint venture banks in Nepal

Work Experiences in **Communication/Management Consultancy**

Date	Employers	Service Area	Involvement
*March 15-April 15, 2004	WWF (World Wildlife Fund) Nepal Program, Baluwatar, Kathmandu	Communication/draft preparation (on Terai Arc Landscape/ TAL Strategic Plan 'Broad Strategy Document')	Term contract
*January 1-August 31, 2004	WATCH (Women Acting Together For Change), Battisputali, Kathmandu	Communication/Editing/ HRD training manual preparation	Term contract
*2003-2005	Info Consults, Kopundole, Lalitpur	Management Consultancy/ Communication Services	Permanent Associate
*2006-07	Indira Gandhi National Open University, ICA, Kathmandu	Marketing and business promotion	Consultant Director
*2011-2012	USAID/ FINTRAC , Baluwatar, Kathmandu	Consultancy (Professional Writing/ Communication/Translation)	Term contract
*2016 Oct-Dec	Mercy Corps , Lalitpur	Team Leader, Designing Institutional and Legal Framework for a Private Welfare Fund	Term Contract

Resource Person/ Trainer in International Professional Courses/ Training

1. **Online Course on Leading the International Growth and Market Expansion**, since July, 2019. Soprano Plc, Helsinki, Finland [As the resource person from Nepal Open University], a collaboration with Soprano Plc, Helsinki, Finland and Nepal Open University, Nepal

Text Books (For university courses)

1. "International business" (2nd ed 2020; 1st ed, 2018: ISBN 978-9937-688-14-7), Kathmandu: Taleju Prakashan. (For MBS)
2. "Human resource management: *Issues & perspectives*" (1st ed 2018 June: ISBN 978-9937-688-14-7), Kathmandu: Taleju Prakashan
3. "International business: *Environments & strategies.*" (1st ed 2015; 2nd ed 2020), Kathmandu: Taleju Prakashan. ISBN 978-9937-688-15-4 (For MBA, E-MBA of different universities).
4. "International business: Text & cases" (2017: ISBN 978-9937-688-10-9), Taleju Prakashan (For Masters & Bachelors levels). [2005 and 2009 ed: ISBN 978-9937-535-04-5, 2014 ed: ISBN 978-9937-535-66-3; and 2015 ed: ISBN 978-9937-535-91-5]
5. "Essentials of international business and environment (With Case Studies)" (1st ed 2012, and 2nd ed 2013), Asmita Books Publishers (For BBA). ISBN 978-9937-534-80-2
6. "Human resource management: Text and cases" (1st ed 2008), Taleju Prakashan (For Master and Bachelors of Business/Public Administration): Co-author. ISBN 978-99933-45-49-7
7. "Marketing research: In dynamic age of information" (2017 and 2007). Taleju Prakashan (For the Masters level of Management). ISBN 978-99933-45-21-2

Reference/Research/ Professional Book

- a. "Facilitation Skill Development Training Manual" (Community Forest User Group Formation and Reformulation), 2005 (Editor). WATCH, Kathmandu; Mahila Jagaran Offset Printers; On: http://www.recoftc.org/site/fileadmin/docs/publications/Accession_List/2005/AccessionListSeptember2005.pdf

Research Publications/Articles

a. Peer-reviewed Management Journal/ Research Articles (Total 34)

i. International Journals

1. Sthapit, A. (2020 July). Evaluation of strategic factors in HRD practices of Nepali banks: Towards building an SHRD model, *Asia Pacific Journal of Management and Education (ISSN 2685-8835; eISSN 2655-2035)*, 3(2), 67-92. Association of International Business and Professional Management (AIBPM), Malang, Indonesia. DOI: <https://doi.org/10.32535/apjme.v3i2.848> Available on <http://www.ejournal.aibpm.org/index.php/APJME/article/view/848>
2. Sthapit, A., & Shrestha, B. (2020). Perceived differences in comparative knowledge gained from online and face-to-face modes of learning: A case of management courses in Nepal, *Journal of Higher Education Theory and Practice (JHETP)*, ISSN: 2158-3595. [paper accepted]. Website: <http://www.nabpress.com/higher-education-theory-and-practice> North American Business Press, Sheridan, Wyoming, USA.
3. Poudel, S., & Sthapit, A. (2020 June). Work-Family Balance and Employee Performance in Nepalese Commercial Banks. *International Journal of Management Studies* [ISSN: 0973-9947], 8(3).
4. Subedi, R., & Sthapit, A. (2020 January). Association between Human Resource Management Practices and Organisational Citizenship Behaviour in Nepalese Commercial Banks, *Indian Journal of Commerce and Management Studies*, 11(1); 32-45. [ISSN: 2249-0310; EISSN: 2229-5674]. doi: 10.18843/ijcms/v11i1/04. doi url: <http://dx.doi.org/10.18843/ijcms/v11i1/04>: Double Blind Peer Reviewed, Tri-annual Journal. Crossref DOI: 10.18843.
5. Sthapit, A., & Shrestha, B. (2018 December). Employee retention practices in hospitality industry in Nepal: Investigating the moderating effect of management hierarchy, age group and gender, *Kelaniya Journal of Human Resource Management*, 13(2). 1–22. Permanent DOI: <http://doi.org/10.4038/kjhrm.v13i2.53>
6. Sthapit, A., Lao-Hakosol, W., & Sharma, A. (2018). Impact of product-related and social factors on purchase intention of smart-phone buyers in Nepal, *The Sankalpa: International Journal of Management Decisions*, 4(1), 115-138. ISSN/print: 2091-0398. Available on <https://thesankalpa.org/pdf/Article%205.pdf>
7. Lao-hakosol, W., Sharma, A., & Sthapit, A., (2018 June). Macroeconomic factors and their influences on initial public offering (IPO) in Nepal, *International Journal of Research*, 5(16), 1617-1637. Journal e-ISSN: 2348-6848; ISSN-print: 2348-795X. Available: <https://pen2print.org//index.php/IJR/article/view/15652>
8. Sthapit, A. (2017 Dec). Preferability and perceived effectiveness of HRD intervention programmes: A survey of Nepali bank supervisors. *Sona Global Management Review*, 11(2); 50-63. ISSN (Print) 2249-0302 ISSN (Online). Available online: EBSCOhost site: <http://web.b.ebscohost.com/abstract?direct=true&profile=ehost&scope=site&authtype=crawler&jrnl=09739947&>

- AN=128872666&h=YGiPO%2fWovXgoK2RbCXMVIVo2riq7c8JfYOrJzU0NYHLAHI%2bSp2kNNN79FsqKIB5a715LIYp5s5uYorR9ItBDQ%3d%3d&crl=c&resultNs=AdminWebAuth&resultLocal=ErrCrlNotAuth&crlhashurl=log in.aspx%3fdirect%3dtrue%26profile%3dehost%26scope%3dsite%26authype%3dcrawler%26jrnl%3d09739947%26AN%3d128872666
9. Sthapit, A. (2017 Nov). Inclusion of corporate social responsibility as a module in university syllabi: A study of contents, pedagogies and academia-industry initiatives in Nepal, *International Journal of Management Studies*, 4(2); 123-137. [ISSN: 0973-9947] International, Double Blind Peer Reviewed Journal. University Grants Commission journal list: J.No 42916 [Available online: <http://researchersworld.com/ijms/vol4/specialissue2/bindex.html>]
 10. Sthapit, A. (2017). HRD delivery approaches in Nepali banks: A case of EI-training programmes, Cambridge's *WWA Journal*, 6(1), 78-94. ISSN/print: 2091-0398 Cambridge Scholars Publishing, United Kingdom. Available on <https://www.cambridgescholars.com/download/sample/63783>
 11. Sthapit, A. (2017 June). Business ethics and CSR in university curricula in Nepal: Exploring current practices in business school education, *Oorja: The Tri-annual Refereed International Journal of Management and IT*, 15(2); 1-10. (EISSN/ online: 2395-6771; ISSN/print: 0974-7869). Permanent doi: <http://dx.doi.org/10.2139/ssrn.3032935> [Available online:<http://oorja.org.in/Docs/Business%20Ethics%20and%20CSR%20in%20University%20Curricula%20in%20Nepal%20Exploring%20Current%20Practices%20in%20Business%20School%20Education.pdf>]
 12. Sthapit, A. (2016 Dec). Ownership of HRD responsibility as a prerequisite for strategic HRM in Nepali banks, *Indian Journal of Management Science* (EISSN 2231-279X – ISSN 2249-0280), 6(2); 1-13. [Available online: www.scholarshub.net]
 13. Pradhanang, U; Pradhanang, S; Sthapit, A.; Krakauer, N.; Jha, A.; & Lakhankar, T. (2015). National livestock policy of Nepal: Needs and opportunities, *Agriculture* (ISSN 2077-0472, Basel, Switzerland), 5(1), 103-131; Permanent doi: 10.3390/agriculture5010103. Available at <http://www.mdpi.com/2077-0472/5/1/103>.
 14. Sthapit, A. (2013). Strategic factors in evaluation of induction training effectiveness: An exploratory study of development bank managers. *EXCEL International Journal of Multidisciplinary Management Studies* (ISSN 2249 8834), 2(8), 16-32, India. Available at <http://zenithresearch.org.in/images/stories/pdf/2012/AUG/EIJMMS/2%20Arhan%20%20strategic%20induction%20training4Zenith.pdf>
 15. Sthapit, A. (2011). Organisational response to workplace harassment: An exploratory study in Nepal. *MIMT Journal of IT & Management Research* (ISSN 2229-7626), 1(1), 53-72. Modi Institute of Management and Technology, Kota (Rajasthan), India.
- ii. Journals from Nepal
16. Sthapit, A., & Shrestha, B. (2020 June). Comparative knowledge gained from online and face-to-face learning modes in management courses in Nepal, *Journal of Business and Social Sciences Research* (ISSN: 2542-2812; e-ISSN 2631-2433), 5(1), 25-50. DOI: <https://doi.org/10.3126/jbssr.v5i1.30197>
 17. Sthapit, A., & Shrestha, B. (2020 March). Dimensions of attractiveness in employer branding for employee retention in Nepalese hospitality industry, *Nepalese Journal of Hospitality and Tourism Management*, 1(1), 13-26. ISSN No. 2717-4948. Available on <https://ssrn.com/abstract=3617466>
 18. Sthapit, A., & Bajracharya, N. (2019 June). Customer perception towards adoption of e-banking services in Kathmandu: A survey of business school students, *Journal of Business and Social Sciences Research* (ISSN: 2542-2812), 4(1), 17–29.
 19. Sthapit, A., & Ghale, B. (2018). Impact of training and development on perceived employee performance: A case study of Agricultural Development Bank Ltd. *People's Journal of Management* [ISSN 2091-170X], 6(1), 13-32.
 20. Joshi, R., & Sthapit, A. (2018). Factors affecting Buyers' Preference for Patanjali Products in the Kathmandu Valley. *People's Journal of Management* [ISSN 2091-170X], 6(1), 41-50.
 21. Sthapit, A., & Bhurtel, A. (2018). Association between performance appraisal fairness and intrinsic motivation of human resources: A review. *Management Vision: A Journal of Management & Economics*, 1(1), 29-42.
 22. Sthapit, A., & Khadka, I. (2016). Social media marketing in Nepal: A study of travel intermediaries of the Kathmandu Valley, *PYC Nepal Journal of Management*, 9(1), 29-42.

23. Sthapit, A. (2014). Organizational and employee preference for T&D Delivery modes in Nepali banks. *The KIC Journal of Management and Economic Review* (ISSN: 2362-115X), 1(2), 28-39.
 24. Sthapit, A. (2013). What drives employees to switch organisations? A study of factors affecting inter-bank HR-turnover, *The Lumbini Journal of Business and Economics*, 3(2), 56-68.
 25. Sthapit, A. (2012). Emotional intelligence (EI) and emotional maturity (EM) in induction training: An empirical study of Nepalese bank managers. *World Without Anger An International Journal* (ISSN 2091-0398), 3-4(1), 5-13.
 26. Sthapit, A., & Maharjn, G. (2012). Impact of liquidity management on profitability: A comparative study of foreign joint-venture banks in Nepal. *Lumbini Journal of Business and Economics* (ISSN: 2091-1467), 2(2), 59-72.
 27. Sthapit, A. (2012). Orientation training effectiveness in Nepal: Evaluation on Four-level Criteria Model. *Peoples' Journal of Management* (ISSN: 2091-170X). People's Campus, Tribhuvan University. Kathmandu: 1(1), 9-17.
 28. Sthapit, A. (2012). Evaluation of induction training: A survey of low and mid-level managers at Nepalese Development Banks. *Administrative and Management Review: A Journal of Nepal Administrative Staff College*, 24(1), 29-45.
 29. Sthapit, A. (2012). Buyer-perception on hoarding advertisements in Makwanpur, *Lumbini Journal of Business and Economics* (ISSN: 2091-1467). Lumbini Banijya Campus, Tribhuvan University. Kathmandu: 1(2), 45-65 (Co-author).
 30. Dangol, J., **Sthapit, A.**, & Rajbhandari, R. (2011). Capital budgeting techniques in the Nepalese manufacturing companies. *PYC Nepal Journal of Management*, 4(1), 1-15.
 31. Sthapit, A. (2011). Management of work place harassments: A review. *Administrative and Management Review: A Journal of Nepal Administrative Staff College*, 23(1), 1-23
 32. Sthapit, A. (2010). Workplace harassment and emotional intelligence: A survey of Nepali managers' experience and antecedents. *World Without Anger (WWA) Journal* (ISSN 2091-0398), Research Division, WWA-Kathmandu. 2(1), 6-13.
 33. Sthapit, A., & Shakya, D. (2010). Brand response of cell-phone users in Nepal: A strategic perspective. *PYC Nepal Journal of Management*, 3(3), 133-152.
 34. Sthapit, A. (2010). Integrating HRD with organisation strategy as a precursor to strategic management: A review, *Administrative and Management Review: Journal of Nepal Administrative Staff College*, 22(1), 1-27. <https://www.nepjol.info/index.php/AMR/article/view/5560>
 35. Sthapit, A., & Shakya, P. (2009). Management of sales promotion in Nepal: A perspective on construction materials, *Administrative and Management Review: A Journal of Nepal Administrative Staff College*, 21(2), 1-21.
 36. Sthapit, A. (2008). Role of HRD in successful implementation of organisation strategy: A review. *PYC Nepal Journal of Management*, 1(1), 66-82.
 37. Sthapit, A. (2006). Intellectual property rights: Issues and solutions. *People's Management Review*, 1(1), 43-52.
- b. **Research Paper in Edited Book Volume:**
1. Sthapit, A. (2019). The Strategy of HRD Management in Nepal, Cambridge's *Psychology for a Better World* 1(1), 97-128. ISSN/print: (10): 978-1-5275-2186-5. Cambridge Scholars Publishing, United Kingdom.
 2. Sthapit, A. (2012). Hoarding advertisements in Nepal. In K. Pongiannan (Ed.), *Advertising and brand building: Principles and case studies* (pp. 53-63). New Century Publications, New Delhi, India (ISBN: 978-81-7708-315-6).
- c. **Review and analytical papers in national journals**
1. A Rich Account of HRM Materials (2009). *PYC Nepal Journal of Management*. 2(1). 104-106
 2. Global financial crisis (2009): South Asian Perspective. Online journal
 3. Global financial crisis: Gloomy spell for migrant labourers (2009), Nepal Asia Centre for Strategic Studies. <http://www.nepalasiacenter.com/paper-2.html>.
 4. Employee misfits: An emerging issue in HR acquisition (2010). *Touch Stone*. White House Education Network. pp 68-70
 5. Managing career plateaus and burnouts (2010). *Management Avenue: Journal of People's Campus, BBA Programme*. 1(1). pp 1-6 (June-2010).
 6. Probe into stock-market efficiency in Nepal (2010). *PYC Nepal Journal of Management*. 3(1). 179-181

7. Benchmarking: Applying to HRD evaluation (2011). *The Manager*. 2(2). 7-8.
 8. HRD need assessment: One comes before two (2011). *Management Vision: A Journal of Management and Economics*. 1(1). 17-20
 9. CEO compensation: Audacious research. *Peoples' Journal of Management*, 1(1). 47-52
 10. Emergent human resource management: The evolving Ten Commandments (2012). *Kosh: The Journal of Employee Provident Fund* (Karmachari Sanchay Kosh), the Nepal government undertaking, 78(1), 72-76.
 11. Performance counselling: An HRD effort to achieve organisation effectiveness (2012). *JCI-Vision 2012*. 45-47
 12. On research for tourism management (2012). *PYC Nepal Journal of Management*. 5(1). 103-107.
 13. Bank Jobs for BBA Graduates: Revisiting Market Dynamics (2014 April). *Management Vision: A Journal of Management and Economics*. 3(1). 29-32.
 14. Management of human resources in civil services: Antecedents and experiences from Nepal (2015 Aug). *Management Vision: A Journal of Management and Economics*. 4(1). 23-26.
 15. The emergence of chief learning officer as a precursor to creation of modern learning organisation (2017). *Kosh: The Journal of Employee Provident Fund* (Karmachari Sanchay Kosh), the Nepal government undertaking, 84(1), 115-122.
 16. Management of human resource surplus: Exploring strategic manoeuvres (2018). *Kosh: The Journal of Employee Provident Fund* (Karmachari Sanchay Kosh), the Nepal government undertaking, 85(1), 197-202.
 17. Human resource development: Exploring the components beyond traditional taxonomy (2019). *Kosh: The Journal of Employee Provident Fund* (Karmachari Sanchay Kosh), the Nepal government undertaking, 86(1), 179-188.
 18. Strategizing Human Resource Development: For Building Agile, Resilient Organisations (2020). *Kosh: The Journal of Employee Provident Fund* (Karmachari Sanchay Kosh), the Nepal government undertaking, 87(1).
- d. **General Articles:** More than **1,680** articles (both topical and analytical), and reports published in various national-level publications (magazines, journals and newspapers) in English on Management, HRM, Administration, Trade, Economy, and Music

Honorary Positions Held in Foreign Universities/ Professional Organisations

1. Member, Academic Advisory Board, School of Business Management, Indus International University, Una, Himanchal Pradesh, India; since January, 2017.
2. Visiting/Guest Lecturer, School of Business Management, Indus International University, Una, Himanchal Pradesh, India; since January, 2017.
3. Expert Member, Association of International Business and Professional Management (AIBPM); Malang, Indonesia. **Website:** <http://ejournal.aibpm.org/index.php/apjme> Since 2020

Honorary Positions Held in Other Nepali Universities

1. Member (Expert Member), General Management and HR Subject Committee, Kathmandu University School of Management (KUSOM), Kathmandu University; in the capacity of the subject area 'expert': Since 25th Dec 2018 (Poush 10, 2075)

International Professional Courses/ Training Completed

1. **Online Course on Leading the International Growth and Market Expansion**, April 15-June 14, 2019. Soprano Plc, Helsinki, Finland [in collaboration with Nepal Open University]
2. **Advanced Certificate Course on Human Resource Development**, January 19-March 15, 2011 (2 months) at National Institute of Technical Teachers Training and Research (NITTTR), **Chennai, India** by Ministry of Human Resource Development, Government of India: Sponsored by Technical Cooperation Scheme of Colombo Plan and Indian Technical and Economic Cooperation (ITEC), India
3. **International Visitors Programme (IVLP)** of the **US Department of State, USA** on Protection of Intellectual Property Rights (Global Trade), for the year 2002 (four weeks, February-March, 2002), in US cities (Washington DC, New York, Boston, Concord, Los Angeles and Boulder). [The only nominee from the SAARC region]

Global Research Visibility: On International Research/Author Portals

Portals/ Platforms/ Networks	Remarks/ Arhan's world rank
1. Open Researcher and Contributor ID or ORCID iD: 0000-0002-2799-4936; personal link http://orcid.org/0000-0002-	[Universally recognised researcher/author identifier]

2799-4936	
2. ResearchGate personal page: https://www.researchgate.net/profile/Arhan_Sthapit_PhD	ResearchGate (RG) score: 25.89 (highest among management researchers from Nepal as of 7 th Sept 2020)
3. Social Science Research Network or SSRN Author ID: 1084931	Placed in top 10% of the SSRN authors in the world (measured by downloads)
4. Google Scholar: https://scholar.google.nl/citations?hl=en&user=LUNGekAAAAJ&view_op=list_works&gmla=AJsN-F5mthzeYeJÖZKjt9va5GGW47nF0Cv3zsO5f2GeBDAukQmZKlxa30Gy3GSaulGWVjHtI2iTTY RN6aD_1W46A7cb0lz73pfV1kuw6oW8OVGCwPEFf9hA	International Citations: 132 h-index Journal Citations: 6+5 i10-index Journal Citations: 5+3
5. Academia personal page: https://pyc.academia.edu/DrArhanArhanSthapit	[Academic Research Network]
6. LinkedIn page: https://www.linkedin.com/in/arhan-sthapit-phd-06801315/	[Professional network]
7. Mendeley Research Network: https://www.mendeley.com/profiles/arhan-sthapit/ ; https://www.mendeley.com/profiles/arhan-sthapit/#profile-publications	[World Research Network connected to ORCID iD]

Editing Research Journals

Nepal-based journals

1. Managing Editor-cum-Member Secretary of Editorial Board, *Peoples' Journal of Management* (ISSN 2091-170X), Research Department, People's Campus, Tribhuvan University, Kathmandu, Nepal: since 2012
2. Chief Editor, *Management Vision: A Journal of Management & Economics*, People's Campus (BBA Programme), Tribhuvan University, Kathmandu, Nepal: since 2018
3. Chief Editor, *Journal of Business and Social Sciences Research (JBSSR)*: ISSN: 2542-2812. Ace Institute of Management, New Baneshwor, Kathmandu: since January 2019. <http://www.ace.edu.np/publication-journal-of-business-and-social-sciences-research/>
4. Chief Editor, *Nepalese Journal of Hospitality and Tourism Management (NJHTM)*, National Academy of Tourism & Hospitality Management (NATHM), Kathmandu: since 1st Nov 2019

Foreign country-based Peer-reviewed Journals

- Editorial Board Member:

1. Asia Pacific Journal of Management & Education (ISSN: 2685-8835; eISSN: 2655-2035), Association of International Business and Professional Management (AIBPM), Malang, Indonesia. <http://ejournal.aibpm.org/index.php/APJME>
 2. International Journal of Applied Business and International Management (ISSN: 2614-7432; eISSN: 2621-2832). Association of International Business & Professional Management (AIBPM), Malang, Indonesia. <http://ejournal.aibpm.org/index.php/IJABIM>
 3. Global South Studies Series (GSSS), Jindal Centre for the Global South, O.P. Jindal Global University, Sonapat, Haryana, India (since 2020 Jan)
 4. *Indian Journal of Management Science* (ISSN: 2231-279X EISSN: 2249-0280), Educational Research Multimedia, S.N. 21, Plot No 24, Mirza Ghalib Road, Nasik, Maharashtra, India-423203. Web: <http://scholarshub.net/index.php/ijcms/index>
 5. *World Without Anger (WWA) Journal* (ISSN 2091-0398), Research Division, WWA, Publisher: Cambridge Scholar Publishing, Cambridge, UK: since 2010
- Chief Guest Editor, *The Sankalpa: International Journal of Management Decisions*, Utkal University, Bhubaneswar, India; since 2018. www.thesankalpa.org
- Former Editor:
1. *International Journal of Management Studies* (ISSN: 2249-0302 EISSN: 2231-2528) <http://www.researchersworld.com/ijms/>; Jan 2014-2017;
 2. *Indian Journal of Management Science* (ISSN: 2231-279X EISSN: 2249-0280), <http://www.scholarshub.net/ijms/>; Jan 2015-2018
 3. *PYC Nepal Journal of Management* (ISSN 2091-0258), Public Youth Campus, Tribhuvan University, Kathmandu, Nepal: Since 2008 Jan-2019 May.

- Editorial Advisor (Editorial Advisory Board Member)
 1. Quest Journal of Management and Social Sciences (ISSN 2705-4527; eISSN 2705-4535). [Advisor Since 2019 Jan]. <https://www.nepjol.info/index.php/qjmss>
 2. *PYC Nepal Journal of Management* (ISSN 2091-0258), Public Youth Campus, Tribhuvan University, Kathmandu, Nepal: [Editorial Advisor Since 2019 May]. <https://www.nepjol.info/index.php/pycnjm>
 3. *Journal of Business and Management Research*, Kathmandu School of Management (KUSOM), Kathmandu University, Nepal [Editorial Advisor Since 2016]. <https://www.nepjol.info/index.php/JBMR>

Exposure in International/National Research Journal Reviewing/ Coordinating

- Chairman, *Research Committee*, Prime College, Tribhuvan University, 2017 March-April 2019
- Member, *Research Committee*, Faculty of Management & Law, Nepal Open University, since 2019
- Peer Reviewer (2012-2015), *Banking Journal*, the Journal of Nepal Bankers Association. <http://www.nepalbankers.com>
- Foreign peer reviewer (Honorary) since 2011, *Indian Journal of Science and Technology*, international journal, Indian Society of Science and Education, Chennai, India. Print ISSN 0974-6846, online ISSN 0974-5645 (on <http://www.indjst.org>)
- Foreign peer reviewer (Honorary):
 - *Indian Journal of Science and Technology*, Indian Society of Science and Education, Chennai (since 2011);
 - *Business Perspectives & Research (Sage)*, K.J. Somaiya Institute of Management Studies & Research, Mumbai; <http://www.somaiya.edu/vidyavihar/>: Since 2014/15
 - International Journal of Indian Culture and Business Management (since 2016); Business and Management Research Journal, Ghana: Since 2015
 - International Journal of Public Policy Management (IJPPM), Inderscience Journals. Since December 2019. <http://www.inderscience.com/ijpspm>
 - Five other international journals
- Editorial Advisor & Reviewer, *Journal of Business and Management Research*, Kathmandu School of Management (KUSOM), Kathmandu University: Since 2016
- Coordinator (Honorary), Academic Research Cooperation between Public Youth Campus, TU and Jodhpur National University, Rajasthan, India: Since January 2015 through May 2019

Seminar/Conference/Research Papers Presented

a. **International:**

1. "Investigating contemporaneity and dynamism in the relationship between stock returns and trading volume at Nepalese stock market," 11th PIMG International Conference on "Emergence of New Business Practices for Growth, Competitiveness & Innovation" (2019), Prestige Institute of Management, Gwalior, Madhya Pradesh, India: 28th-30th Dec, 2019 [Co-author: Bikash Shrestha]
2. "Work-life balance and human resource performance in Nepalese commercial banks." 9th WWA International Conference on Global Peace through Emotional Intelligence Education (EQ/EI), Organization Management and Positive Psychology for Inner Peace, Business, Success and a Better Life; World Without Anger, Global Peace Foundation, World Emotional Literary League (USA), EQ4Peace (USA), and Samriddhi Education Foundation, Nepal. 25th - 26th Oct, 2019. [Co-author: Sushma Poudel]
3. "Customer orientation towards adoption of e-banking services in Kathmandu: A survey of business school students." 9th WWA International Conference on Global Peace through Emotional Intelligence Education (EQ/EI), Organization Management and Positive Psychology for Inner Peace, Business, Success and a Better Life; World Without Anger, Global Peace Foundation, World Emotional Literary League (USA), EQ4Peace (USA), and Samriddhi Education Foundation, Nepal. 25th -26th Oct, 2019. [Co-author: Nirmal Bajracharya]
4. "Factors affecting buyers' preference for Patanjali Products in the Kathmandu Valley." 9th WWA International Conference on Global Peace through Emotional Intelligence Education (EQ/EI), Organization Management and Positive Psychology for Inner Peace, Business, Success and a Better Life; World Without Anger, Global Peace Foundation, World Emotional Literary League (USA), EQ4Peace (USA), and Samriddhi Education Foundation, Nepal. 25th - 26th Oct, 2019. [Co-author: Rosemary Joshi]

5. "Employee retention practices in hospitality industry in Nepal: Investigating the moderating effect of management hierarchy, age group and gender," 10th PIMG International Conference on "Digital Strategies for Organisational Success" (2019), Prestige Institute of Management, Gwalior, Madhya Pradesh, India: 5th-7th Jan, 2019
6. "Association between Human Resource Management Practices and Organisational Citizenship Behaviour in Nepalese Commercial Banks" (2018), 8th WWA International Conference on Global Peace through Emotional Literacy, Wellness Psychology of Workplace Behaviour, and Effective People Management; World Without Anger, Global Peace Foundation, World Emotional Literary League (USA), EQ4Peace (USA), and Quest International College, Lalitpur 24th Nov, 2018. Co-author: Rashmi Subedi
7. "Impact of Workplace Harassment on Job Satisfaction of Employees in Nepalese Commercial Banks" (2018), 8th WWA International Conference on Global Peace through Emotional Literacy, Wellness Psychology of Workplace Behaviour, and Effective People Management; World Without Anger, Global Peace Foundation, World Emotional Literary League (USA), EQ4Peace (USA), and Quest International College, Lalitpur 24th Nov, 2018. Co-author: Arshiya Aryal
8. "The Influence of Macroeconomic Factors on Initial Public Offering (IPO) in Nepal" (2018), 8th WWA International Conference on Global Peace through Emotional Literacy, Wellness Psychology of Workplace Behaviour, and Effective People Management; World Without Anger, Global Peace Foundation, World Emotional Literary League (USA), EQ4Peace (USA), and Quest International College, Lalitpur 24th Nov, 2018. Co-author: Ayush Sharma
9. "Association between Emotional Intelligence and Job Satisfaction: A Study of Commercial Bank Employees in the Kathmandu Valley" (2018), 8th WWA International Conference on Global Peace through Emotional Literacy, Wellness Psychology of Workplace Behaviour, and Effective People Management; World Without Anger, Global Peace Foundation, World Emotional Literary League (USA), EQ4Peace (USA), and Quest International College, Lalitpur 24th Nov, 2018. Co-author: Sampada Shrestha
10. "Preferability and perceived effectiveness of HRD intervention programmes: A survey of Nepali bank supervisors" Conference paper presented at International Conference on Future Work Organizations: Perspectives, Issues and Challenges, organised by Sona School of Management and Goa University, at Goa University, Goa, India 28-30 Dec 2017.
11. "Impact of behavioural factors on share investment decisions: A study of herding behaviour and overconfidence biases of Nepalese investors (2017), 7th WWA International Conference on Global Peace through Emotional Literacy in Education and Psychology of Management; World Without Anger, Global Peace Foundation and World Emotional Literary League (USA), Prime College, Kathmandu Dec 2, 2017.
12. "Impact of CSR activities on customer satisfaction: A case study of Ncell," 6th ORSN International Conference on Operations research for Sustainable Development, ORSN and CG Institute of Management, Kathmandu, Feb 1-2, 2016. Co-author: Olee Bibi Affeezah-Falak.
13. "Impact of performance appraisal fairness on intrinsic motivation," 6th ORSN International Conference on Operations research for Sustainable Development, ORSN and CG Institute of Management, Kathmandu, Feb 1-2, 2016. Co-author: Anup Bhurtel.
14. "Determination of Strategic Factors in HRD Practices of Nepalese Banks" (2016), International Conference on Business Management, Economics & Social Sciences; Uttara University, AMDISA and University of Nebraska (USA), Dhaka, Bangladesh, Dec 21-23, 2016
15. "Strategic Characteristics of HRD Practices in Nepal" (2016), 6th International Conference on 'Global Peace & Emotional Intelligence Education, Cultural Diversity, Harmony and Behaviour Management,' Organised by World Without Anger (WWA) and Global Peace Foundation (GPF), July 23, 2016, Kathmandu, Nepal.
16. "National Livestock Policy of Nepal: Needs and Opportunities" (2015), International Conference on 'Climate Change Innovation and Resilience For Sustainable Livelihood,' 12-14 January 2015, Kathmandu: Organised by City University of New York (USA), The Small Earth Nepal, Nepal, Colorado State University (USA), Ministry of Science, Technology & Environment, Government of Nepal, Department of Livestock Services (DoLS), Ministry of Agricultural Development, Government of Nepal. [Co-authored with Pradhanang, U; Pradhanang, S; Krakauer, N.; Jha, A.; & Lakhankar, T.]

17. "HRD Delivery Approaches in Nepali National Banks" (2014), 5th International Conference on 'Global Peace through Emotional Intelligence (EI), Inclusive Education, Positive Psychology and Unity in Cultural Diversity,' Organised by World Without Anger (WWA) and Global Peace Association (GPA)-Nepal, Nov 1, 2014, Kathmandu, Nepal.
18. "HRD Modes: In-housed or Outsourced? Personal Preferences vs Banking Practices in Nepal," (2014), 2nd International Conference on 'Operations Research: Applications in Developing Countries,' Organised by Operations Research Society of Nepal, February 1-2, 2014, Chitawan, Nepal.
19. "Drivers for Employee Turnover and Inter-Organisation Switch: Anecdotes and Experiences from Nepal" (2014). 2nd International Conference on Multi-Facets of Business Management. Organised by the Institute of Management and Research (under the University of Pune) from January 9th to 11th, 2014 in Nashik-Mumbai (Maharashtra), India.
20. "Emotional Intelligence and Emotional Maturity (EI and EM) in Induction Training: An Empirical Study of Nepalese Bank Managers" (2012). 3rd International Conference on 'Emotional Intelligence and Peace Education in Nepal,' organised by World Without Anger (WWA) and Global Peace Association (GPA)-Nepal in association with Lumbini Buddha University, Nepal, June 28, 2012, Kathmandu
21. "Managerial Measures on Workplace Harassments in Nepal" (2011). 11th South Asian Management Forum on 'Managing Change for Sustainable Development in the SAARC Region' 16-18th May 2011, international seminar, Association of Management Development Institutions in South Asia (AMDISA), Hyderabad, India— hosted by Nepal Administrative Staff College (NASC), Venue: NASC Auditorium, Kathmandu
22. "Management's Preference for HRD Measures to Handle Workplace Harassments: An Empirical Study of Nepali Managers' Experience and Antecedents" (2011). Annual Seminar on Human Resource Development, National Institute of Technical Teachers Training and Research (NITTTR), Chennai, India.
23. "Workplace Harassment and Emotional Intelligence: A Survey of Nepali Managers' Experience and Antecedents" (2010). 2nd Annual International Conference on 'Emotional Intelligence for Peace Education in Nepal,' organised by World Without Anger (WWA) and Global Peace Association (GPA), Dec 30, 2010, Kathmandu.
24. "IPRs and Nepalese Economy: Critical Issues of Public Awareness and Compliance" (2002). Country Presentation: International Conference on Intellectual Property Rights in the Changing Global Business Context, under the IVP, Fulbright Commission, US Department of State. February, Washington DC, USA.

b. National:

1. "Impact of Training and Development (T&D) on Perceived HR Performance: A Case Study of Agricultural Development Bank Ltd (2019), 10th ORSN National Conference on Operations Research and Development, Organised by Operations Research Society of Nepal (ORSN), February 1-2, 2019, Hetauda School of Management, Hetauda, Nepal.
2. "Ownership of HRD responsibility as a prerequisite for strategic HRM in Nepali banks," 7th National Conference on Operations Research and Development: Organised by Operations Research Society of Nepal (ORSN), February 1-2, 2017, Kathmandu, Nepal.
3. "Research in General Management and HR in Nepal: Review and Preview" Thematic paper at 'Seminar on Management Research in Nepal' organised by Kathmandu University School of Management (KUSOM), Hotel Himalaya, Kathmandu. May 27, 2016. Co-authors: Arjun Shrestha and Jyoti Regmi Adhikary.
4. "CSR and Business Ethics in University Syllabi" (2014). Seminar on Corporate Social Responsibility and Business Ethics. Organised by National Business Initiative (NBI) and GIZ, August 24, Prime College, Kathmandu.
5. "Management's Perception and Measures on Workplace Harassments: A Case of Financial Cooperatives" (2010). National Seminar on 'Organisation Management Practices in Nepal' November 23, 2010, Prime College, Tribhuvan University, Kathmandu, Nepal
6. "Integrating HRD with Organisation Strategy: An Emerging Need for Strategic Management" at national seminar titled 'Modern Management Practices in Nepal', June 30-July 2, 2010; Prime College, Tribhuvan University, Kathmandu, Nepal
7. "Nepal's Concerns in IPR (Intellectual Property Rights) Regime: Critical Issues and Solutions," at seminar titled 'Intellectual Property Rights under the WTO System,' February 2, 2006; Peoples Campus, TU, Kathmandu

8. "Post-mortem of Privatisation in Nepal" at seminar titled '*Public Enterprises in Nepal*,' August 23, 2004; Peoples Campus, TU, Kathmandu, Nepal
9. "Globalisation, WTO and Nepal: An Impact Assessment", at seminar titled '*WTO and Nepal*,' July 21, 2003; Peoples Campus, TU, Kathmandu, Nepal

Session Chair at Conferences

a) International

1. Technical Session-III (Human Resource Management), 11th PIMG International Conference on Emergence of New Business Practices for Growth, Competitiveness & Innovation (2019), Prestige Institute of Management, Gwalior, Madhya Pradesh, India: 28th-30th Dec, 2019
2. Technical Session-III (HRM, Organisation Behaviour & Society), 9th WWA International Conference on Global Peace through Emotional Intelligence Education (EQ/EI), Organization Management and Positive Psychology for Inner Peace, Business, Success and a Better Life; World Without Anger, Global Peace Foundation, World Emotional Literary League (USA), EQ4Peace (USA), and Samriddhi Education Foundation, Nepal. 25th -26th Oct, 2019.
3. Technical Session-IV (Organisation Behaviour & HRM), 8th WWA International Conference on Global Peace through Emotional Literacy, Wellness Psychology of Workplace Behaviour, and Effective People Management; World Without Anger, Global Peace Foundation, World Emotional Literary League (USA), EQ4Peace (USA), and Quest International College, Lalitpur: 24th Nov, 2018.
4. Technical Session on Marketing and Economic Systems, International Conference on *Future Work Organizations: Perspectives, Issues and Challenges*, organised by Sona School of Management and Goa University, at Goa University, Goa, India: 28-30 December 2017.
5. Technical Session-I, 7th WWA International Conference on Global Peace through Emotional Literacy in Education and Psychology of Management; World Without Anger, Global Peace Foundation, World Emotional Literary League (USA), Prime College, Kathmandu: 2nd Dec, 2017
6. Technical Session on Industry-Academia Linkage, NBI's 2nd Responsible Business Summit on '*Corporate Conscience for Business Excellence*' organised by National Business Initiative (NBI), Kathmandu, Nepal: Aug 3-4, 2017.
7. Technical Session-III, 6th ORSN International Conference on '*Operation Research for Sustainable Development*,' Kathmandu, Nepal: Feb 1-2, 2016.
8. Technical Session-IV, WWA-GPF's 6th International Conference on '*Global Peace & Emotional Intelligence Education, Cultural Diversity, Harmony and Behaviour Management*,' Kathmandu, Nepal: July 23, 2016.
9. Technical Session-IC, International Conference on Business Management, Economics & Social Sciences; Uttara University, AMDISA and Global Business & Management Forum, Dhaka, Bangladesh: Dec 21-23, 2016.

b) National

- Chair, Technical Session-IV, 7th National Conference on 'Operations Research and Development,' Organised by Operations Research Society of Nepal (ORSN), Kathmandu, Nepal: Feb 1-2, 2017.
- Chair, Technical Session-II on Entrepreneurship and Quality Management, 10th ORSN National Conference on Operations Research and Development, Organised by Operations Research Society of Nepal (ORSN) at Hetauda School of Management, Hetauda, Nepal: February 1-2, 2019.
- Chair, Technical Session-II, 1st National Seminar on Role of Management in Economic Development, Khwopa College, Bhaktapur, Nepal: 12th June 2019 Friday
- Chair, Technical Session-V, 1st National Seminar on Role of Management in Economic Development, Khwopa College, Bhaktapur, Nepal: 13th June 2019 Saturday

Country Chairperson at International Conference/ Webinar

Country chairperson from Nepal, 10th International Online Conference on Impact of "COVID-19" on Local & Global Economy & Recovery Strategies, organised by Sai Ram Institute of Management Studies, Chennai (India) in association with Association of Indian Management Schools (AIMS), Canadian University of Bangladesh and Madras Management Association. (Webinar): 16th & 17th June, 2020

Key Note Address at International Conferences

a. At International Conferences

1. *Employee Turnover and Inter-Organisation Switch: Sharing Anecdotes and Experiences from Nepal* (2014). The Plenary Session on Business/ HR Management Facet Jan 10, 2014, at 2nd International Conference on *Multi-Facets of Business Management*. Organised by the Institute of Management and Research (under the University of Pune) January 9th -11th, 2014 in Nashik-Mumbai (Maharashtra), India.
2. *Business Ethics and CSR in University Curricula in Nepal: Exploring Current Practices in Business School Education* (2017). The Session on 'Legal, Political and Administrative Transformation' on April 29, 2017. International Conference on *Management and IT-2017, Transforming India: Initiatives, Challenges and Road Ahead*, Organised by International School of Informatics & Management Technical Campus, Jaipur, Rajasthan, India: 28th- 29th April, 2017
3. *Managing Human Resources in Digital World: Vis-à-vis an Onslaught of ICT and AI* (2019). The Technical session on Human Resources Management, PIMG's 10th International Conference on "Digital Strategies for Organisational Success" Organised by Prestige Institute of Management, Gwalior India 5th-7th Jan, 2019
4. *Behavioural Biases of Stock Investors: A South Asian Perspective* (2019). The Technical session on Financial Management, International Conference on "Digital Strategies for Organisational Success" Organised by Prestige Institute of Management, Gwalior, India: 5th-7th Jan, 2019
5. *Management-Technology Interfaces: Revisiting HR Avenues amid Artificial Intelligence and ICT Wonders* (2019). International Conference on *Management and IT-2019, Evolving Research Frontiers in Management and Computer Science*, Jaipur, Rajasthan, India: 11th-12th April, 2019
6. *Marketing and Innovation: Trending Issues and Instances* (2019). The Technical session on Human Resources Management, International Conference on "Emergence of New Business Practices for Growth, Competitiveness & Innovation" Organised by Prestige Institute of Management, Gwalior India 28th-30th Dec, 2019

b. At National Conference

1. *International Business and Its Impact on Economy* (2017). Seminar organised by Little Angels' College of Management, an affiliate to Kathmandu University, June 18, 2017, Lalitpur, Nepal

c. At International Webinar

1. *Aftermath of COVID-19: Hopes and Horizons for Tourism Growth* (2020). Webinar organised by University of Delhi in association with Institute of Tourism and Hotel Management, Bundelkhand University (Jhansi), India: May 7-8, 2020
2. *COVID-19 Crisis: What's in Store for Nepal's International Business* (2020). Webinar organised by Presidency Business Incubation Center, Presidency College, an affiliate to Purbanchal University: 20th April 2020
3. *COVID-19 Crisis and International Business Environment* (2020). Webinar organised by Boston International College, affiliated to Pokhara University, 9th May 2020 Saturday
4. *Technology-friendly Higher Education: In Aftermath of COVID-19 Crisis* (2020). Webinar organised by Bagiswori College, affiliated to Tribhuvan University, 25th May 2020 Monday
5. *Online Classes in the Aftermath of COVID-19 Crisis: Opportunities and Challenges* (2020). Webinar organised by Kabhre Multiple Campus, affiliated to Tribhuvan University, 15th June 2020
6. *Time Management* (2020), *Value Added Course: International Speaker Series*, organised by Indus International University, Himanchal Pradesh, India. 19th June 2020
7. *Global Education Exposure and Building Teachers' Competency: Antecedents, Experiences and Options* (2020), *International Webinar*, a Week-long International Faculty Development Programme/QIP on "Teachers Leadership Quality in Higher Education" organised by Sri Sairam Institute of Management Studies, Chennai (India). 24 June to 30 June, 2020
8. Key note speech (as the Guest of Honour) on *Combating Depression in and during the COVID-19 Pandemic*, at the *Three-day International Symposium* on Issues and Challenges of Mental Health in the Present Time (2020) organised by Professional Institute of Business, Dhaka (Bangladesh), hosted by Gyan Mantra (India). 19th July 2020

9. Challenges in Higher Education *During and After COVID-19* (2020). *International Web Conference* organised by Professionals' Academy, Dhaka, BANGLADESH. 25th July 2020
10. A Strategic Approach to Management at the Time of Turbulence. In *International Webinar* on "Strategic and Winning Approach during the time of turbulence" Hisar-Chandigarh Road, Haryana, INDIA. 9th October, 2020

Convenor/ Chairman of International Conferences

- Chairman, 2nd Ace WWA International Conference on *Emerging Issues in Management*, organised by Ace Institute of Management, Kathmandu: 21-22 May 2020 (proposed)
- Convener, 10th WWA International Conference on *Global Peace through Emotional Education (EQ/EI), Positive Psychology, People Management and Achievement of the Sustainable Development Goals*; organised by World Without Anger, Global Peace Foundation, EQ4Peace Worldwide (USA), Kathmandu: 24-25 Nov, 2020 (proposed)
- Convener, 9th WWA International Conference on *Global Peace through Emotional Intelligence Education (EQ/EI), Organisation Management and Positive Psychology for Inner Peace, Business Success and a Better Life*; World Without Anger, Global Peace Foundation, EQ4PeaceWorldwide (USA), Samriddhi Education Foundation, Kathmandu 25-26 Oct, 2019
- Convener, 8th WWA International Conference on *Global Peace through Emotional Literacy, Wellness Psychology of Workplace Behaviour and Effective People Management*; organised by World Without Anger, Global Peace Foundation and World Emotional Literary League (USA), Quest International College, Kathmandu Nov 24, 2018
- Convener, 7th WWA International Conference on *Global Peace through Emotional Literacy in Education and Psychology of Management*; World Without Anger, Global Peace Foundation and World Emotional Literary League (USA), Prime College, Kathmandu: Dec 2, 2017

Other Roles in International Conferences

- Advisor and Scientific Committee Member, WWA International Conferences (from 2nd to 6th Editions) organised by WWA and Global Peace Foundation, Kathmandu: from 2012 to 2016
- Scientific Committee Member, WWA International Conferences (from 7th to 10th Editions) organised by WWA and Global Peace Foundation, Kathmandu: from 2017 to 2020
- Advisor, International Conference on *Management and IT-2017, Transforming India: Initiatives, Challenges and Road Ahead*, Organised by International School of Informatics & Management Technical Campus, Jaipur, Rajasthan, India: 28th– 29th April, 2017
- Advisor, International Conference on *Management and IT-2019, Evolving Research Frontiers in Management and Computer Science*, Jaipur, Rajasthan, India: 11th–12th April, 2019
- Scientific Committee Member, ORSN Conferences (from 5th to 10th Editions), organised by Operational Research Society of Nepal: Nepal

External Examiner For PHD/ MPHIL THESES/ DISSERTATIONS

PhD Theses (Total 14) of:

1. Madras University, Chennai, India
2. Viswesvaraya Technological University, Belgaum, Karnataka, India
3. Anna University, Chennai, India.
4. AMET University, Chennai, India
5. Indus International University, Una, Himanchal Pradesh, India

MPhil Theses (Total 7) of:

1. Indus International University, School of Arts, Management & Education, Himanchal Pradesh, India
2. Kathmandu University: *School of Education (KUSOED)*, and *School of Management (KUSOM)*, Nepal

Thesis Guidance/ Supervision to Masters-level (MBA/ MBS) Students: Total 131

1. Tribhuvan University: **77 thesis** works in different disciplines of management
2. Foreign Universities
 - a. University of West of England (UWE) at Bristol, England, UK: **25** Dissertations of Masters Level (MSc in International Management)
 - b. Indira Gandhi National Open University (IGNOU), India: **10** research projects of MBA
 - c. Shinawatra International University (SIU), Thailand: 19 thesis works of MBA

Supervision of Research Projects at Bachelor-level (BBA/ BIM/ BBS): Total 105

3. Tribhuvan University (Public Youth Campus and Prime College): 19 research projects at BBS level in different disciplines of management
4. Tribhuvan University (Prime College): 86 research projects (summer projects) at BBA and BIM level in different disciplines of management

Research/Academic Workshop-cum-Seminar Attended

1. "Global Leadership and Management Program-2018" organised by Joint International Education Program, UNITWIN, Handong Global University, Pohang, South Korea. From 13th Dec to 20th Dec, 2018 at Seoul, Suwon, Gyeongju and Pohang, Korea.
2. "Training-cum-Workshop on Research Methodology in Management." *Research Department, Public Youth Campus, Tribhuvan University* in collaboration with *the University Grants Commission, Nepal*. December, 2012 and February 15-18, 2013
3. "Psychophysics in Operation Research and Questionnaire Construction," Operation Research Society of Nepal (ORSN) and Kathmandu Engineering College, November 27-December 1, 2012. [key resource person: Dr. Debdulal Dutta Roy, Indian Institute of Statistics, Kharagpur, West Bengal, India]
4. "Workshop on Research Methodology," *Biswa Education Foundation*, Kathmandu, October 31-November 5, 2009: One Week [Key resource person: Dr. Sumohan Banerjee, Calcutta University, India]
5. "Training-cum-Workshop on Research and Development" *Research Department, Public Youth Campus, Tribhuvan University, Nepal*, May 29-30, 2009: Two-days Residential Programme
6. "Research Methodology Training," *University Grants Commission, Nepal*, for the recipients of UGC grants for Ph.D. studies, May 22-25, 2008: Four-days Programme
7. "Article Writing and Thesis Guidance Workshop" (specialised programme for TU's MBS faculty members), Tribhuvan University-SDC Research Department-University Grants Commission, July 8-9, 2005: Two-days Programme
8. "Research Methodology in Management" (specialised programme for Ph. D. aspirants and university research guides for Masters level students), Tribhuvan University Central Research Department-University Grants Commission, May 16-31, 2004: 16-days Programme.

Other Professional Training Programmes Attended

Harvard's Case-Method Teaching Case Method Teaching Seminar. (Short-term Course) Organised by Harvard University, Harvard Business Publishing (Boston, USA) and IIM-Ahmadabad Case Centre, February 2016

Banking:

- a. "Officer Level Financial Service Marketing," (2 week rigorous course) Bankers Training Centre of Nepal Rastra Bank, March 1995, NRB's Banking Training Centre building
- b. "Seminar on Legal Matters (Platform Area)," NABIL Bank, August 1993.
- c. "Credit Analysis," NABIL Bank-Nepal Rastra Bank, January 1993
- d. "Documentary Letter of Credit," NABIL-Nepal Rastra Bank, Oct 1991
- e. "General Banking," NABIL Bank-Nepal Rastra Bank, April 1991

Journalism: "Economic Reporting Workshop" organised by Nepal Press Institute (NPI), March 7-12, 1999 for national media editors/reporters

Feasibility Reports/Action Research Reports

1. "Banking Potentials of Small Farmers Co-operatives Ltd. (SFCLs) in *Jhapa, Udaypur, Ilam and Saptari districts*," (1996) Funded by/Submitted to **GTZ** (Deutsche Gesellschaft Technische Zusammenarbeit), Pulchok, May 1996
2. "A Preliminary Study on Geo-agricultural and Marketing Potential in Chainpur VDC, Dhading" (1996), Submitted to **GTZ** (Deutsche Gesellschaft Technische Zusammenarbeit), Pulchok
3. "A Preliminary Study on Milk Marketing Potential in Chainpur VDC, Dhading" (1996, Submitted to **GTZ** (Deutsche Gesellschaft Technische Zusammenarbeit), Pulchok, Lalitpur

Personal/Technical Qualities

Computer Training:

1. Networking, Windows, PageMaker, Windows applications, EduTech Computer, Bagbazaar, January-February 1999.
2. Word Perfect, at Professional Computer System P Ltd, 1992
3. PUMORI system of comprehensive banking software (In-house), Nepal Bangladesh Bank, 1994

4. NABSYS system of comprehensive banking software (In-house), NABIL Bank, 1991

Typing Diploma: Kiran Shorthand & Typing Institute, Ason, Kathmandu, 1990,
Speed: 45 words per minute

Course Designing in Universities: 30 courses

1. International Business: 3 credits/ 100 marks, BBA, Faculty of Management, Tribhuvan University: 2002
2. **14 subjects** of MBA-HRM (3 credits each) of the entire Masters' programme, MBA-HRM, School of Business, Pokhara University: 2009
3. International Business: 2 credits/ 100 marks, MBA, Faculty of Management, Tribhuvan University: 2012 onwards (revised in each semester)
4. Human Resource Management: 2 credits/ 100 marks, MBA, Faculty of Management, Tribhuvan University: 2012 onwards (revised in each semester)
5. Human Resource Management: 2 credits/ 100 marks, MFC, Faculty of Management, Tribhuvan University: 2012-2016 (revised in each semester)
6. Negotiation Skills for Global Business: 2 credits/ 100 marks, MBA-GLM, Faculty of Management, Tribhuvan University: 2013 onwards (revised in each semester)
7. Financial Services Marketing: 2 credits/ 100 marks, MFC, Faculty of Management, Tribhuvan University: 2018 onwards (revised in each semester)
8. Organisation Behaviour and Human Resource Management: 3 credits/ 100 marks, MFC, Faculty of Management, Tribhuvan University: 2017 onwards (revised in each semester)
9. Global Marketing, 3 credits, MBA, Faculty of Management & Law, Nepal Open University: 2019 [Co-designed by Prof Dr Pushkar Bajracharya and Dr. Arhan Sthapit]
10. International Business: 3 credits/ 100 marks, MBA, Faculty of Management & Law, Nepal Open University: 2019
11. Strategic Human Resource Management: 3 credits/ 100 marks, MBA. Faculty of Management & Law, Nepal Open University: 2019 [Co-designed by Prof Dr Devraj Adhikari and Prof. Dr. Arhan Sthapit]
12. Leadership, Corporate Governance and Sustainability: 3 credits/ 100 marks, MBA. Faculty of Management & Law, Nepal Open University: 2019 [Co-designed by Prof Dr Devraj Adhikari and Prof. Dr. Arhan Sthapit]
13. Organisation Behaviour and Human Resource Management: 6 credits/ 100 marks, Bachelor in Business Science (BBS), Faculty of Management & Law, Nepal Open University: 2019
14. Agribusiness and Rural Marketing: 6 credits/ 100 marks, Bachelor in Business Science (BBS), Faculty of Management & Law, Nepal Open University: 2019
15. Introduction to International Business, 3 credits, BBA, Faculty of Management & Law, Nepal Open University: 2019 [Co-designed by Prof Dr Pushkar Bajracharya and Dr. Arhan Sthapit]
16. Human Resource Management, 3 credits, BBA, Faculty of Management & Law, Nepal Open University: 2019
17. Fundamentals of Marketing, 3 credits, BBA, Faculty of Management & Law, Nepal Open University: 2019

Professional Affiliation: *IVP alumnus, US Department of State Programme, Fulbright Commission-USEP Nepal

*Alumnus, Colombo Plan and Indian Technical and Economic Cooperation (ITEC), Indian Embassy

*Member, Management Association of Nepal (MAN)

*General Member, Tribhuvan University Teachers Association Professional

International award

The Dean of International Peace Prize (DOIPP), 2019: By WWA, Global Peace Foundation-Nepal, EQ4Peace Worldwide-USA and National Association of Psychological Science, India; at 9th WWA International Conference on Global Peace through Emotional Intelligence Education (EQ/EI), Organization Management and Positive Psychology for Inner Peace, Business, Success and a Better Life. 25th -26th Oct, 2019

National recognition

-Listed in Who's Who in Nepal since 2001 through today as a recognised *Author, English Editor and University Academician* "significantly contributing to the national life"

-**'Nepal Vidyabhushan Class-A'** by the **President of Nepal** for the merit of being awarded with **PhD: 08/09/2016**

Biography

Date of Birth: 1969-03-20
Hobbies: Singing, hiking, writing, research and reading
Marital Status: Married, two children
Religious Faith: Buddhism (Theravada and Newar-Vajrayana)
Language Proficiency: English, Nepali, Nepal Bhasha (Newar): *High proficiency*
Hindi and Urdu: *Proficiency in understanding only*
Countries visited: Bangladesh, India, Republic of Korea and USA
Professional Affiliation: *IVLP alumnus, US Department of State Programme, Fulbright
Commission-USEF Nepal: since 2002
*Alumnus, Colombo Plan and Indian Technical and Economic Cooperation
(ITEC), Indian Embassy: since 2012
*Life Member, Operations Society of Nepal (ORSN): since 2014/15
*Former Member, Management Association of Nepal (MAN): 1994-2010
*Former Member, Federation of Nepalese Journalists (FNJ), Gorkhapatra
Chapter 1997-2011

Social

President (2001-2003 and 2003-2005) and current executive member,
ORCHID-Nepal (Organisation for Children Development, a social
organisation registered with government)