

A Brief on Professor Sumit Kumar Ghosh

Dr. Sumit Ghosh, Professor at Indian institute of management Indore belongs to the area of Organizational Behavior and Human Resource management. He has a Ph.D. in Psychology. Prior to joining Indian institute of management Indore, Prof. Ghosh was with the Administrative staff college of India Hyderabad as Associate Professor.

As teacher, trainer, researcher and consultant, Prof. Ghosh has had extensive industry interaction. It is this deep understanding of organizational reality that enables him to connect theory with practice in classroom situations.

He has always endeavored to integrate HR, OB and organization design aspects in understanding and addressing organizational issues. This integration enabled him to help organizations implement appropriate design, system and work practice changes – significantly improving organizational functioning.

He has therefore been able to consult with over a dozen very large business and public purpose organizations, in areas such as organizational culture, training needs, performance management etc.

It is this familiarity with organizational reality and the complex relationship of structures, systems and management style that enables Prof. Ghosh to design and deliver courses that working professionals and students across the programs find so realistic and useful. Prof. Ghosh extensively uses case method of teaching along with role plays, games, self-assessment tools etc. His feedback has been significantly high in all courses.

Apart from teaching organizational behavior and related subjects to the students of post-graduation, he has conducted management development programs for working executives in the following areas: team Building, Performance Management, Competency Management, Leadership & Organization Development, Transformational Leadership, etc.

Apart from his research, consulting, training and teaching responsibilities, Professor Ghosh has shouldered many academic administration positions. He is currently the Dean (P&D) at the Indian institute of management Indore. He was also the member of IIM Indore board of governors.