

## **DR. KURIAKOSE MAMKOOTTAM**

**Professor**

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### **Education & Teaching**

Mamkoottam obtained his Masters and Doctoral degrees in Sociology from the Delhi School of Economics, University of Delhi. He undertook detailed ethnographic study of Trade Unionism among the Tata Steel workers in Jamshedpur for his doctoral thesis.

He has taught at the Department of Sociology, Delhi School of Economics, University of Delhi, and was a researcher at the Sri Ram Centre for Industrial Relations & Human Resources, prior to joining the Faculty of Management Studies (FMS), University of Delhi where he was a Professor of Human Resources & Industrial Relations. He was also the Head & Dean of FMS during 2009-2011. Dr. Mamkoottam was a visiting India-EEC Fellow at the ESADE Business School Barcelona during 1989-90. Dr. Mamkoottam has been an Independent Director on the Board of companies.

### **Training and Consultancy:**

- Mamkoottam has undertaken consulting assignments for a number of organizations in the public sector, private sector and multinational corporations, including the International Labour Organisation (ILO), Bangladesh Employers' Association, Nepal Industrial Relations Forum, Skills Development Fund (Sri Lanka), the Fifth Pay Commission, the Planning Commission, Government of Delhi, Citi Group, Airport Authority of India, Department of Posts, Nepal Electricity Authority, ILBS, etc. He was the member-secretary of the Fifth Review Committee (2006-07) for the Indian Council of Social Science Research.
- He has carried out organisational diagnostic studies, designed and conducted a number of Executive Training Programmes and workshops in the area of Human Resource Management and Industrial Relations for a large number of organisations.

### **Research Experience:**

He has conducted research to understand the "*Business Process Outsourcing (BPO) and its Implications for Occupational Structure and Industrial Relations*". The research attempted to examine and analyse the nature of work and work-related organisational structure and labour relations of the Business Process Outsourcing (BPO) Sector and their implications on the occupational structure and the ensuing labour process.

He has conducted a study, coordinated and prepared report on "Productivity Linked Wages in South Asia" for the International Labour Organisation (ILO) in 1997. The report was based on data gathered from Bangladesh, India, Nepal, Pakistan and Sri Lanka. Enterprises belonging to the Public Sector, Private sector and the Multinationals were represented in the study.

Mamkoottam completed a research project and prepared a report on the "Interface of new technology and human resource management: A Case study of automobiles and textiles in Spain" during my tenure as EEC Visiting Fellow at ESADE, Barcelona under the India Cooperation programme of Management Professors during 1989- 1990.

A research project entitled, "Unionisation of the Indian Manager" sponsored by the ICSSR was carried out by him during 1984. It was a study of the public sector managers in India covering a sample of five large public sector units.

A research project entitled, "Ethno-Agriculture" was completed during 1977-78. The project involved intensive field survey for a period of 10 months amongst the agricultural farmers in a village near Delhi and was sponsored by the UGC.

He carried out intensive fieldwork for a period of 14 months during 1973-1974 in Jamshedpur to collect data on the internal dynamics of trade unionism and industrial relations in TISCO. The data thus gathered were analysed and interpreted to write a dissertation entitled "Politics of Trade Unions" leading to a doctoral degree in 1977 from the University of Delhi.

## **Publications**

### **Books**

1. *Labour and Change*, Response Books (Sage publication), 2003
2. *Trade Unionism: Myth and Reality*, Oxford University Press, Delhi, 1982

### **Monographs:**

1. *Productivity Linked Wages in South Asia*, ILO, New Delhi, 1998
2. *Productivity Linked Wages in India*, New Delhi, ILO, 1997
3. *Managerial Unionism in India*, ICSSR monograph, 1990.
4. *Radhakamal Mukherjee's Contribution to Man and Biosphere*, ICSSR monograph, New Delhi, 1980.
5. *Politics of Trade Unions*, Ph.D. dissertation, University of Delhi, 1977

### **Research Papers & Articles:**

1. "Manpower Selection and Job Analysis in the Changing Scenario: Some Reflections" In Manas Mandal (Ed), In Search of the Right Personnel, New Delhi: Macmillan Publishers, 2008
2. "Emerging Trends in the Trade Union Movement", *Indian Journal of Labour Economics*, Vol. 49, No. 4, October-December, 2006
3. "Globalisation, Technological Change and Employment Relations in South Asia", Conference Proceedings, *IIRA 5th Asian Regional Congress, Seoul (Korea) June 23-26, 2004*.
4. "Labour, Technology and Industry", In Veena Das (Ed) Oxford India Companion to Sociology and Social Anthropology, pp. 1266-1286, Oxford University Press, 2002.
5. "Trade Union Response to Globalisation and Modernisation", *Philippine Journal of Labour and Industrial Relations*, Vol. XXI Nos. 1&2, 2001 (annual issue) pp. 67-82
6. "Organisational Culture as the vehicle of change" In Anup Sing, Rajen Gupta & Abad Ahmad (eds.), *Designing and Developing Organisations for Tomorrow*, New Delhi: Response Books, 2001, pp.272-288.
7. "Globalisation; industrial relations and trade unions in India", In *GLOBALISATION AND THE SOCIAL CONTRACT* (Eds) David Foden, Jürgen Hoffmann and Rob Scott (ed), *Globalisation and the Social Contract*, ETUI, Brussels 2001, pp. 201-224.
8. "Economic Reforms and Labour Relations in India" In CS Venkata Ratnam & Pravin Sinha (Eds.) *Trade Union Challenges at the Beginning of 21<sup>st</sup> Century*, Excell Books, New Delhi, 2001, pp. 86-108.

9. Anomie, Alienation and Involvement", In Susan Visvanathan (Ed.) *Structure and Transformation*, New Delhi: Oxford University Press, 2001, pp. 96-114.
10. "Industrial Relations in a Gloablised India" In Debi S. Saini & Sami A. Khan (Eds), *Human Resource Management*, New Delhi: Sage Publications, 2000, pp. 230-249.
11. "Productivity Bargaining and Industrial Relations in India" *Management and Change*, Vol.3, No.2, December 1999, pp. 27-62
12. "Globalisation and the Emerging Labour Management Relations" In P. Sinha & C.S. Venkataratnam (Eds), *Labour and Unions in a Period of Transition*, FES, New Delhi, 1995, pp.
13. "Globalisation and the Emerging Labour Management Relations in India", *Indian Management*, Vol.33, No.6, July 1994, pp.
14. "Industrial Restructuring, Technological change and Industrial Relations Law" In D S Saini (Ed), *Labour law and Work and Development*. New Delhi: Westvill Publishing House, 1994.
15. "Staff Appraisal: in quest of excellence" *ASCENT, TOI*, July 11, 1992.
16. "Manpower Implications of structural changes in India" EICP bulletin, Brussels, June 1992.
17. "Human Resource Implications of New Technology: A case study of automobiles in Spain", *Indian Journal of Industrial Relations*, Vol.26, No.3, 1991, pp.205-226
18. "Industrial Relations in India", *ESADE working Papers*, April 1990
19. "Emergence of Managerial Unionism in India", *Economic and Political Weekly*, Nov.25, 1989
20. "National Technology Missions: Where lies the Answer?" *Indian Management*, vol.28, No.5, 1989, pp.
21. "Trade Unions: A Sociological Dilemma", *Social Action*, Jan. 1985, pp. 36-45
22. "Structure of Power and Culture of Communication in Trade Unions", Shri Ram Centre for Industrial Relations and Human Resources, New Delhi, 1982
23. "Radhakamal Mukerjee: A Pioneer in Ecological Studies", *Economic and Political Weekly*, 1982
24. "Folklore Vs Science", London School of Hygiene and Nutrition, 1981
25. "Industrial Relations in a Steel Plant", In E.A.Ramaswamy (ED.) *Industrial Relations in India*, New Delhi: Macmillan company Ltd., 1979
26. "Factionalism and Power in Trade Unions", *Indian Journal of Industrial Relations*, vol.13, no.2, 1977, pp. 167-190

**C. Conference Papers presented:**

1. "India and the Labour Market Dynamics in Asia: Preparedness & Challenges", Paper presented at the Shanghai Forum-2009, Fudan University, Shanghai, May 10-12

2. "Emerging Trends in the Trade Union Movement", *The Indian Society of Labour Economics*, 48th Annual Conference, Tiruchirapalli, January 5-7, 2007
3. "Business Process Outsourcing (BPO) and the Labour Process: Implications for Occupational Structure and Employment Relations" *IIRA 14<sup>th</sup> World Congress*, September 11-14, 2006, Lima, Peru
4. Globalisation, Technological Change and Employment Relations in South Asia, presented at the plenary session, *IIRA 5th Asian Regional Congress, Seoul (Korea) June 23-26, 2004*.
5. "Human Resource Management Strategies for Technological Change", National Seminar on *Structure of Employment and its interface with Technology*, Department of Humanities and Social Sciences, IIT, New Delhi, March 27- 28, 2002
6. "Performing Health Care Organisations: A Human Resource Perspective" Paper presented at the Fourteenth MBAA Conference, Chicago, March 7-9, 2001
7. "Globalisation & Trade Unions in India" Paper presented in the *Fourth International Progressive Policy Conference*, Hamburg, March 2-5, 2000.
8. "Economic Reforms & Labour in India", Paper presented in the Seminar on *Crises, Reforms and Recovery*, SCOPE Complex New Delhi, January 3-5, 2000.
9. "Organisational Culture as the vehicle of change" *Retreat on Organisational Design and Development in India*", Management Development Institute, Gurgaon , November 1998
10. "Linking Wages with Productivity", Paper presented at the ILO National Tripartite Seminar on Globalisation & Industrial Relations, Chandigarh, May 5-8, 1998.
11. "Globalisation, Restructuring and Industrial Relations in India" IIRA 3rd Regional Conference, September 30-October 4, 1996, Taipei, Taiwan.
12. "Issues of Industrial relations in the 21st Century: A South Asian Perspective", ILO workshops in Dhaka, Chitagong & Khulna, December 1996.
13. "Interface of New Technology and Human Resource Management: A Case study of automobiles and textiles in Spain, *EFMD Workshop*, Brussels, June 1990
14. "Folklore Vs Science", *International Conference on Nutrition and Health*, Karnal, 1980

#### **D. Case Studies for Teaching:**

1. V.P- Customer Services, 2004
2. Vishal Bank Ltd , 2003
3. Vikas Bank Ltd, 2003
4. Judge or Support, 2002
5. Prashant, 2001
6. VRS in Steel Ltd., 1998
7. Fabra Coats Limited, 1992
8. Hammer Limited, 1992
9. Nissan Motor Iberica, 1991
10. Seat Volkswagen, 1990
11. Ford Espana, 1990
12. Imperial Bank of India, 1986