

SABNAM BASU

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Place of Birth: Kolkata, West Bengal

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Current Overview

- Currently working as **Assistant Professor** at the **Department of Management Studies, Indian Institute of Technology (ISM) Dhanbad**.
- **Defended PhD** thesis titled 'Cognition, Personality and Self Evaluation in Decision-Making: A Study of Managerial Effectiveness and Work-Life Balance' at the **Indian Institute of Technology Kanpur (IIT-K)**.
- Area of Research: **Organisational Behaviour**.
- **Gold Medallist** of Banaras Hindu University (BHU).
- Involved in a project on **Moral emotions** of guilt, shame, and remorse, being measured and distinguished using **thermal camera** as well as behavioural data.
- Performing statistical analysis of research data using Statistical analytical softwares – **SPSS, AMOS and Smart PLS**.
- Excellent skills and knowledge in subjects like Advanced Statistics, Social cognition, Bilingualism, Neuropsychology, and Learning and memory.
- Designed experiment in **Working Memory and Embodied Cognition**.
- Experience as a **Teaching Assistant** for 'Social Cognition' (at IIT-Kanpur).
- Experience as a **Tutor** for three consecutive semesters in the course 'Introduction to Psychology' (at IIT-Kanpur).

Educational Qualification

2022	Indian Institute Technology Kanpur (IIT-K) PhD CGPA: 9.67 Area of research: Organizational Behaviour
2016	Banaras Hindu University M.Sc. in Psychology CGPA: 9.03 (1st class first, Gold Medallist)
2014	University of Calcutta (Bethune College) B.Sc. in Psychology 70.87% (1st class)
2011	St. Stephen's School ISC (Indian School Certificate) 91.5%
2009	St. Stephen's School ICSE (Indian Certificate of Secondary Education) 91.4%

Additional Qualification

2016	Qualified for Assistant Professor in CBSE-UGC NET
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Research Experience

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| 2022 | PhD Thesis
Topic: Cognition, Personality and Self Evaluation in Decision-Making: A Study of Managerial Effectiveness and Work-Life Balance |
| 2015 | Dissertation
(As a part of M.Sc. course)
Topic: Motivation orientations and its relationship with depression, anxiety and positive-negative affect among correctional home inmates. |

Teaching Experience

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| 2022 | Visiting Assistant Professor
Department of Management Studies
Indian Institute of Technology (ISM)
Dhanbad |
| 2016 | Invited Lecturer
Bethune College (University of Calcutta) |
| 2016 | Assistant Professor
Amity University Kolkata |

Publications

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| 2022 | Role of Metacognition in Decision-Making: A study of Knowledge about Cognition and Regulation of Cognition
Personality and Individual Differences (Impact Factor: 3.004)
DOI: 10.1016/j.paid.2021.111318 |
| 2022 | Post-traumatic Stress and Growth Among the Children and Adolescents in the Aftermath of COVID-19
Frontiers in Psychology (Impact Factor: 2.990)
Volume 12, 791263
DOI: 10.3389/fpsyg.2021.791263 |
| 2021 | Increasing choices or decreasing hope? Explaining the rising prevalence of depression from a decision-making perspective
Psychological Reports (Impact Factor: 2.053)
Volume 125 (2), 681-702
DOI: 10.1177/0033294120988128 |
| 2020 | Exploring the Thermal Signature of Guilt, Shame, and Remorse
Frontiers in Psychology (Impact Factor: 2.990)
Volume 11, 2874
DOI: 10.3389/fpsyg.2020.580071 |
| 2020 | Revisiting Guilt, Shame, and Remorse
Psychological Studies (Springer Publications)
Volume 65 (3), 247-260
DOI: 10.1007/s12646-020-00561-z |
| 2017 | Motivation Orientation and Level of Anxiety of Correctional Home Inmates
Online International Interdisciplinary Research Journal,
Volume 07 (01), 192-197 |

2016	Intrinsic-Extrinsic Motivation and Positive-Negative Affect of Correctional Home Inmates Journal of Psychosocial Research (Indexed in American Psychological Association) Volume 11 (2), 497-505
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Publications under Review

2022	Decision-making, metacognition and effectiveness: How and when does Rational decision-making lead to Managerial Effectiveness? Journal of Managerial Psychology (Undergoing peer-review)
2021	Is Maximizing Utility Always Rational? A Study of the Determinants of Maximizing and Rational Decision Styles International Journal of Organizational Theory and Behavior (Accepted for Paper Development Workshop for the Special Issue at the Nordic Academy of Management 2021)

National and International Conferences

2021	Oral Presentation titled 'Decision Making in Organisations: A study of Machiavellians and Narcissists' at the 32nd International Congress of Psychology (ICP) held virtually (Prague, Czech Republic)
2019	Oral Presentation titled 'Role of Metacognition in Intuitive Decision Making' at the 29th Annual conference of National Academy Of Psychology (NAOP) and International Conference on 'Making Psychology Deliverable to the Society' , organized by Pondicherry University.
2019	Oral Presentation titled 'Metacognition and Decision Making: A Study of Maximizers and Rationalizers' at the Sixth Annual conference of the Association for Cognitive Science , organized by BITS Pilani, K K Birla Goa Campus.
2019	Oral Presentation titled 'Increasing Choices or Decreasing Hope? A Theoretical Approach to Depression from Decision-making Perspective' at Research Scholar Day at IIT Kanpur
2018	Oral Presentation titled 'Guilt and Remorse: Examining Cognitive and Affective Mechanisms' at Research Scholar Day at IIT Kanpur
2017	Oral Presentation titled 'Depression, Anxiety and Positive-Negative Affect: A Comparative study of Under-trial and Convicted Inmates of Correctional Homes' at 27th Annual Conference of National Academy Of Psychology (NAOP) , organized by IIT Kharagpur.
2016	Oral Presentation titled 'Motivation orientation: Level of depression and anxiety of Correctional Home Inmates' at 5th International Conference on Recent Advances in Cognition and Health , organized by Department of Psychology, Banaras Hindu University (BHU).
2016	Poster Presentation titled 'Intrinsic-Extrinsic Motivation and Positive-Negative Affect of Correctional Home Inmates' at the 25th Silver Jubilee Convention of National Academy Of Psychology (NAOP) , organized by University of Allahabad.

Academic Achievements/Awards

2017	B.H.U MEDAL for securing First position at M.Sc. Psychology Examination
2016	Prof. M.M.Sinha Memorial Endowment Scholarship for standing 1st in order of merit in M.Sc.1st and 2nd Semester Psychology Examination.

Professional Involvements

- Completed two months **internship at ITC on Human Resource Management.**
- **Reviewer** of prestigious journals (**Personality and Individual Differences, Journal of Forensic Psychology Research and Practice, Psychological Reports, etc.**).
- Member of the **Departmental Post-Graduate Committee (DPGC)** at IIT Kanpur.
- Member of **National Academy of Psychology (NAOP).**
- **Resource person** in Career Counselling Webinar on ‘**Psychology and Higher Education: Scope in Indian Institutions**’ conducted by Bethune College (Calcutta University).
- Successfully completed an online course on ‘**Statistics for Researchers: Understanding Mediation, Moderation and Beyond**’ by **University of Virginia.**
- Successfully completed three online courses on **Human Resource Management** by **University of Minnesota**, titled the following:
 - Preparing to Manage Human Resources
 - Recruiting, Hiring, and Onboarding Employees
 - Managing Employee Performance
- Participated in “CognEx 2.0: A Workshop on Experimental Methods in Cognitive Science” jointly organized by the Department of Humanities and Social Sciences & Inter-Disciplinary Program for Cognitive Science at IIT Kanpur during July 24th - 28th, 2017
- Participated in 4th International Conference on Recent Advances In Cognition and Health, Banaras Hindu University, 2016.
- Participated in One Day Workshop on “Discovering and Developing Talents and Career Skills”, Department of Psychology, BHU, 2016.
- Participated in One Day Workshop on “Introduction to Basics of Sensory Integration in occupational therapy”, Samvedna, 2016.
- Completed a Course on “Ethics and Value Education” organized by Bethune College.

Functional Skills

- Notable leadership qualities and interpersonal skills.
- Strong Analytical and critical reasoning ability.
- Excellent presentation skills.
- Good verbal & written communication skills.
- Good context switching ability.
- Cooperating & communicating with other project members for efficient performance.

Additional skills

- **Languages Known**
English, Hindi, Bengali.
- **Knowledge of IT**
Diploma in PC Application.

- **Knowledge in Statistics**

- ☐ Course in ‘Advanced Statistics’ (B.H.U).
- ☐ Course in ‘Applied Statistics for Sociologists and other Social Scientists’ (IIT-Kanpur).
- ☐ Online Course in ‘Statistics for Researchers: Understanding Mediation, Moderation and Beyond’ (University of Virginia).

- **Extra Curriculum**

- ☐ Singing
- ☐ Painting
- ☐ Sports

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Signature