

PROF. SANJAY KUMAR SAH

Professor

Department of Commerce

D.A.V. Post Graduate College, Varanasi

(Admitted to the privileges of Banaras Hindu University)

Personal & Identification Details

- **Name:** Prof. Sanjay Kumar Sah
 - **Designation:** Professor
 - **Department:** Commerce
 - **Institution:** D.A.V. Post Graduate College, Varanasi (BHU Privileges)
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Educational Qualifications

- **B.Com. (Hons.)** – Banaras Hindu University
 - **M.Com.** – Banaras Hindu University
 - **Ph.D. (Commerce)** – Banaras Hindu University
 - **UGC–NET** – 2008
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Academic Appointments / Teaching Experience

- **Professor**, Department of Commerce, DAV PG College, Varanasi (07.10.2024 – Present)
- **Associate Professor**, Department of Commerce, DAV PG College, Varanasi (07.10.2021 – 06.10.2024)

- **Assistant Professor**, Department of Commerce, DAV PG College, Varanasi (07.10.2009 – 06.10.2021)
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Research & Teaching Interests

Research Areas: Human Resource Management, Organisational Behaviour, Accounting

Teaching Areas: Accounting, Labour Welfare & Social Security, Organisation Behaviour, Wage & Salary Administration

Administrative Responsibilities

- Faculty In-Charge – 03 Years
 - Deputy Chief Proctor – 03 Years
 - Public Information Officer – 02 Years
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Publications

6.1 Research Articles in Journals (Complete List)

1. Learners' Perception towards the Role of Guidance and Counselling Services at Study Centre – *ShodhDrishti*, Vol. 15, Issue 8.1, 2024, pp. 109–113. ISSN: 0976-6650.
2. Teaching Practice – Issues, Predicaments & Suggestions for B.Ed. Trainees of IGNOU – *IJCR*, Vol. 11, Issue 6, 2024, pp. 109–113. ISSN: 2393-8358.
3. Gender Differences in Quality of Work Life among Banking Sector Employees – *Vaichariki*, Vol. 14, Issue 1, 2024, pp. 46–49. ISSN: 2249-8907.

4. Assignment as a Tool for Learning and Evaluation – *ŚodhaPravāha*, Vol. 13, Issue IV, 2023, pp. 156–161. ISSN: 2231-4113.
5. Perception of Students among Distance Mode B.Ed. Trainees of IGNOU – *Shodh Prerak*, Vol. 13, Issue 1, 2023, pp. 148–152. ISSN: 2231-413X.
6. Convergence of Behavioural Finance with the Real Estate Sector – *Unnati: The Business Journal*, Vol. 10, Issue 2, 2022, pp. 32–40. ISSN: 2319-1740.
7. Repercussions of Covid 2.0 on Indian Workforce – *Vidyabharati International Interdisciplinary Research Journal*, Special Issue, 2021, pp. 47–53. ISSN: 2319-4979.
8. Comparison of Profitability Ratio of Selected Steel Companies – *Interdisciplinary Journal of Contemporary Research*, Vol. 8, No. 3, 2021, pp. 173–176. ISSN: 2393-8358.
9. Impact of Training and Development on Employees' Performance – *Indian Journal of Development Research*, Vol. 12, No. 1, 2020, pp. 56–62. ISSN: 2249-104X.
10. Human Resource Accounting and Organisational Growth – *Shodh Sarita*, Vol. 7, Issue 25(II), 2020, pp. 245–250. ISSN: 2348-2397.
11. Employee Costs and Organisational Growth – *Shodh Sanchar Bulletin*, Vol. 10, Issue 37(II), 2020, pp. 25–33. ISSN: 2229-3620.
12. Consumers' Perception Regarding GST – *Periodic Research*, Vol. 6, No. 4, 2018, pp. 102–106. ISSN: 2231-0045.
13. Employees Satisfaction regarding Welfare Facilities – *Hermeneutics*, Vol. 7, No. 1, 2017, pp. 23–25. ISSN: 2231-6353.
14. Factors Influencing Quality of Work Life – *IJCR*, Vol. 1, No. 4, 2014, pp. 51–56. ISSN: 2393-8358.
15. Influence of Demographic Variables on Compensation Modelling – *Review of HRM*, Vol. 2, No. 1, 2013, pp. 159–166. ISSN: 2249-4650.
16. Employees Satisfaction about Fringe Benefits – *Pacific Business Review International*, Vol. 5, No. 4, 2012, pp. 15–24. ISSN: 0974-438X.
17. Employees Satisfaction with Wages & Salary – *International Journal of Commerce and Social Science*, Vol. 2, No. 1, 2012, pp. 7–13. ISSN: 2231-5888.
18. Global Recession & Indian Textile Industry – *Kegees Journal of Social Science*, Vol. 2, No. 2, 2010, pp. 232–238. ISSN: 0975-3621.

6.2 Books / Monographs

- **Compensation Management** – IDS Publication, Varanasi, First Edition. ISBN: 978-81-923515-7-5.

6.3 Chapters in Edited Books

1. An Analysis of Job Satisfaction among Employees in Sugar Mills of Uttar Pradesh – *Excellence in HRD for Sustainable Growth* (2015), Excel India Publication, New Delhi, pp. 55–62. ISBN: 978-93-84869-18-2.
2. Concatenation of Financial Well-being and Employee Productivity – *Dynamics of OB & HR in the Contemporary Era* (2024), Disha International Publishing House, Greater Noida, pp. 547–560. ISBN: 978-93-48084-35-4.

Research Supervision

- **Dr. Aman Kumar** – Awarded (2020)
- **Dr. Shivani Singh** – Awarded (2025)

Invited Talks

- Invited lectures at BHU, Central University of Rajasthan, DAV PG College Varanasi, Harish Chandra PG College, and Faculty of Law, BHU.
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Conferences & Seminars

- Participated and presented papers in **numerous National and International Conferences** including All India Commerce Conference, International Accounting Conference, ICSSR seminars, and International Business Conferences (2010–2024).
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Orientation / Refresher / FDP

- Orientation Course – HRDC, BHU (2013)
 - Refresher Courses – HRDC Ranchi (2017), HRDC GGV Bilaspur (2018)
 - National Workshop on Statistical Techniques using SPSS & R – DAV PG College (2019)
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Professional Memberships

- Life Member, Indian Accounting Association
 - Life Member, Indian Commerce Association
 - Life Member, Youth Empowerment & Research Association, Varanasi
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Skills

- **Statistical Tools:** SPSS, R
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Declaration

I hereby declare that the information furnished above is true and correct to the best of my knowledge.

Date:

Place: Varanasi

Signature

(Prof. Sanjay Kumar Sah)