

RUPANDE PADAKI

- Organisational psychologist, with education and training from M S University and Gujarat University. Doctoral thesis in the area of organisational climate and diagnosis.
 - 1970-1987 - Long research career in applied psychology at the Human Resources Division of Ahmedabad Textile Industry's Research Association (ATIRA), India's oldest and largest co-operative R&D institution. Worked on several research based consultancy and training projects.
 - 1987- Worked for Tata Consultancy Services. Handled consulting assignments in HRM and OD.
 - 1988- Co-founder and Director of The P&P Group, a research and consulting centre, specializing in organisation and institutional development. The main activities are research, consultancy and training for Human Resource Development and Organisational Development. Also considerable work extended to management and organisational tasks in voluntary and non-governmental organisations in development programmes in India and abroad.
 - She has published several papers and edited two books for NHRD Network. She has presented papers in international conferences.
 - Her major areas of work are
 - **Organisational Behaviour:** Motivation, job attitudes, organisational climate and diagnosis, employee turnover and job mobility, job enrichment, team effectiveness, management of change, organizational development, work-life balances. Developed in-house competencies in counseling through a pool of trained counselors around the concept: Every manager a counselor.
 - **Human Resource Systems:** induction, selection, performance management, career planning, training and development, identification of training needs, training methodology.
 - **Personal Growth and Effectiveness:** counseling for managers, development of counseling skills, interpersonal effectiveness, role effectiveness, managerial effectiveness, mentoring and coaching. Trained social workers in Ethiopia in counselling skills, designed and conducted training on group behaviour for community based rehabilitation programme
 - **Entrepreneurship Development:** Methodology in entrepreneurship development, women entrepreneurs, micro enterprises in development programmes, evaluation of entrepreneurship training for women in Asia.
 - **Assessment of Human Attributes :** Competency mapping, psychometric processes in test adaptation, use of psychological tests for selection, construction of a test to assess Customer Orientation for BPO jobs, validation of assessments in all HR procedures, improving interviewing skills, assessment / development centers. Special expertise in validation research and competency modeling. Current interest in an Indian adaptation of the Big Five and attributes.
 - She is Honorary Joint Secretary of Association for the Mentally Challenged and a member of the board of Karnataka Parents Association for Mentally Retarded Citizens. She is visiting faculty in OB/HRM, Welingkar Institute of Management Development and Research and IFIM, Bangalore.
- She is Past President and currently a member of Advisory Committee of Bangalore Chapter of National HRD Network.