



St. Xavier's College

Dt. Simdega, Jharkhand (India)-835235



2016

Faculty Profile

Name of Faculty Member	: Dr. Fr. Roshan Baa, SJ
Gender	: Male
Mobile Number	: 7004335717
Email ID	: roshansjranchi@gmail.com
Name of Department	: Department of Commerce
Academic Designation	: Assistant Professor
Adm. Designation	: Principal cum Secretary
Level of Teaching	: Undergraduate/Postgraduate
Academic Qualification	: M. COM., PGDFM, MAEDU, MAPY, Ph.D.
Total Teaching Experience	: 10 Years
UGC-NET-JRF Qualified	: (NET-JRF- June 2011)
Ph.D. (Doctoral Studies)	: 2024

Education:

1. Ph.D. Commerce, Ranchi University, Ranchi, 2024.
2. MA in Education, IGNOU, 2017.
3. MA in Philosophy, IGNOU, 2013.
4. UGC-NET-JRF (Commerce), 2011
5. M.Com, St. Joseph College of Commerce, Bangalore, 2011.
6. PGDFM, St. Joseph College of Commerce, Bangalore, 2011.
7. B. Com (Accounts), St. Xavier's College, Ranchi, 2009.

About

Dr. Fr. Roshan Baa, SJ is a Jesuit Priest of Ranchi Jesuit Province, ordained in the year 2019. He started his academic career as lecture in St. Xavier's College (Autonomous), Ranchi in 2018. Besides his teaching Financial Accounting, Corporate Accounting, Income Tax and Audit-Corporate Governance he functioned as Finance Officer of SXC, Ranchi. He is currently Principal cum Secretary of St. Xavier's College, Simdega (India). He has M.com degree from St. Joseph Commerce College (Autonomous), Bangalore with specialization in Applied Finance and Accounting. He cleared National Eligibility Test with Junior Research Fellowship in 2011. He takes keen interest in Administrative Governance, Teaching and Research. His area of Doctoral Research is Economic Reforms and its impact on Public Sector Enterprises. He loves to write what he reads the Nature.

Books Authored:

1. **Unfolding Petals, 2024**, Satyam Publishing House, Delhi. ISBN: 978-93-59094-97-7. (English Poetry Book)
2. **Khilti Kali, 2023**, Satyam Publishing House, Delhi. ISBN: 978-93-91993-77-1. (Hindi Poetry Book)
3. **Financial Accounting, 2023**, Shiksha Sagar, Agra. ISBN: 978-93-86114-20-4.

Ph.D. Research:

1. Baa, Roshan (2024) **"Impact of public sector enterprises reforms on industrial growth and performance with special reference to sail,"** under the guidance of Dr. Chatteraj A.K (Ranchi University, Ranchi) Link: <http://hdl.handle.net/10603/612484>

Master Research:

1. Baa, Roshan (2013) **"A Study of the Vocational Efficiency and Academic Achievement of Secondary School Students in Relation to their Type of Area in Simdega District,"** under the guidance of Dr. Shishir Kumar Bej (DIPSER College of Education, Devsangh, Deoghar, Jharkhand), IGNOU.

2. Baa, Roshan (2011) **“Role of Tribal Microfinance Institution in Entrepreneurship Development in Chotanagpur,”** under the guidance of Dr. Mohan P. Philip (St. Joseph College of Commerce (Autonomous), Bangalore University), Karnataka.

Research Papers Published:

1. Baa, Roshan and A.K. Chatteraj (2025) “Comparison of Performance Evaluation within Public Sector Undertakings during Reform Eras: A Literature Review,” Interdisciplinary Journal of Applied Science. Volume 9, No. 14, pp. 1-9, link: <https://sou.uics.br/etc/revistas/index.php/ricaucs/article/view/13096>
2. Baa, Roshan & Others (2025) “Extracting and Translating Material Within the Framework of Indian Languages,” Reimagining Intelligent Computer-Assisted Language Education. ISBN13: 9798369343104, pp. 381-400, link: <https://www.igi-global.com/chapter/extracting-and-translating-material-within-the-framework-of-indian-languages/359812>
3. Baa, Roshan and Minj, Claber (2024) “Growth of India in the Era of 2030,” Organizational Development Journal. Volume 12, No. 03 pp. 98-111, Link: https://drive.google.com/file/d/1H1r3YQKNAZwN_wgdx-twVwBGy1VgmFtz/view
4. Baa, Roshan and Kujur, Pradeep (2024) “Development Of Start-Up In Jharkhand: A Case Study Of Ranchi District,” Journal of Namibian Studies: History Politics Culture. Volume 40, No. 1 pp. 3327-3338, Link: <https://namibian-studies.com/index.php/JNS/article/view/7058>
5. Baa, Roshan & Others (2023) “Qualitative teaching and learning approaches to bridge the gap between Students-Teachers-Society (With reference to Ranchi, Jharkhand),” NOVYI MIR Research Journal. Volume 8, No. 1 pp. 606-617, Link: <https://novyimir.net/volume-8-issue-1-2023/>
6. Baa, Roshan & Others (2023) “Safety business programs and secured working conditions relate to productivity,” International Journal of Development Research (IJDR). Volume 13, No.01, pp. 61253-61255, Link: <http://journalijdr.com/sites/default/files/issue-pdf/26041.pdf>
7. Baa, Roshan & Others (2023) “Gender Discrimination as non-Cooperatives for women: A close Study of its impact on employee performance in an organisation,” Zeichen Journal. Volume 9 ISSUE 02, pp. 61253-61255, Link: <https://drive.google.com/file/d/1Ny9Dt8MtguE9E64VjIKpkCdWCFLYr-DA/view>

8. Baa, Roshan (2023) "Comparative Studies on Industrial Management Among China, Japan, India and Other Countries Servitization," Journal of Advanced Management Science. Volume 11 ISSUE 02, pp. 67-72, Link: <http://www.joams.com/2023/JOAMS-V11N2-67.pdf>
9. Baa, Roshan and A.K. Chattoraj (2023) "Evaluating the Role of Technology Adoption in Enhancing the Growth and Performance of Sail Post-Reform," International Journal for Multidisciplinary Research. Volume 05, ISSUE 03, May-June 2023, pp. 1-10, Link: <https://www.ijfmr.com/papers/2023/3/3190.pdf>
10. Baa, Roshan (2023) "Online Commerce in Ranchi (Jharkhand) of India: A Comparative Study of Zomato and Swiggy," International Journal Economics, Business and Management Research. Volume 07, ISSUE 06, June 2023, pp. 1-11, Link: https://ijebmr.com/uploads/pdf/archivepdf/2023/IJEBMR_1169.pdf
11. Baa, R., & Minj, C. (2023). Role of Digital Education in Student Monitoring and Teacher Evaluation during Pandemic Period. Journal of Effective Teaching Methods, 1(2). <https://doi.org/10.59652/jetm.v1i2.11>, Vol. 1, Issue 2, June 2023, pp. 50-55. Link: <https://journals.eikipub.com/index.php/jetm/article/view/11/16>
12. Baa, Roshan & Chattoraj, A.K. (2023). The Goal of establishing Public Sector Enterprises and their roles in Society. International Journal of Early Child Special Education. Vol. 15, Issue 03, 2023, pp. 296-304. Link: https://www.int-jecse.net/article/The+Goal+of+establishing+Public+Sector+Enterprises+and+their+roles+in+Society_5477/.
13. Baa, Roshan & Chattoraj, A.K. (2023). Examining the impact of workforce restructuring on the industrial growth and performance of SAIL (Steel Authority of India Ltd.). International Journal of Early Child Special Education. Vol. 15, Issue 03, June 2023, pp. 287-295. Link: https://www.int-jecse.net/article/Examining+the+impact+of+workforce+restructuring+on+the+industrial+growth+and+performance+of+SAIL+%2528Steel+Authority+of+India+Ltd.%2529_5476/
14. Roshan Baa, A. K. Chattoraj. (2023). The Psychological Importance of Market Orientation in the Public Sector Enterprise from the viewpoint of an Emerging Economy. Journal for ReAttach Therapy and Developmental Diversities, 6(7s), 412-418. Retrieved from <https://www.jrtdd.com/index.php/journal/article/view/805>

15. Roshan Baa, A. K. Chatteraj. (2023). The Psychological Influence of Human Resource Management Practices on India's Public Sector Enterprises. Journal for Re-Attach Therapy and Developmental Diversities, 6(7s), 01-07. Retrieved from <https://www.jrtdd.com/index.php/journal/article/view/763>
16. Roshan Baa, A. K. Chatteraj. (2023). Impact of Public Sector Enterprises Reforms on Business Growth and Performances in India. Journal of Namibia Studies. Vol. 34 (2023). Special Issue 2. Pp. 1521-1532. link: <https://namibian-studies.com/index.php/JNS/article/view/2584>
17. Roshan Baa, A. K. Chatteraj. (2023). Assessing the Effectiveness of Public Sector Enterprises Reforms on Growth and Performances of Steel Authority of India LTD. Journal of International Journal of Professional Business Review. Vol. 8. No.8 (2023). Pp. 1-15. link: <https://doi.org/10.26668/businessreview/2023.v8i8.3367>
18. Roshan Baa, A. K. Chatteraj. (2023). The Role of Customer Satisfaction in Improving the Performance of SAIL (Steel Authority of India LTD). Journal of International Journal of Professional Business Review. Vol. 8. No.8 (2023). Pp. 1-21. link: <https://doi.org/10.26668/businessreview/2023.v8i8.3368>
19. Roshan Baa, A. K. Chatteraj. (2023). Identifying the key factors influencing the Industrial growth and performance of SAIL after the Reforms. Russian Law Journal. Vol. 11 No. 5 (2023). Pp. 605-612. link: <https://www.russianlawjournal.org/index.php/journal/article/view/2664/1534>
20. Roshan Baa, A. K. Chatteraj. (2023). The Growth, Challenges and Disruption in India within the Public Sector Enterprises in Post Reforms 1991. SCOPE. Vol. 13 No.2 (2023). Pp. 620-628. link: <https://scope-journal.com/assets/uploads/doc/88978-620-628.202317256.pdf>
21. Baa, Roshan (2022) "Economic Integration, its recent practical challenges encountered and the solutions adopted", Journal of Economics, Business and Management vol. 10, no. 4, pp. 267-271, Link: <http://www.joebm.com/index.php?m=content&c=index&a=show&catid=104&id=1094>
22. Baa, Roshan & Chatteraj, A. Kumar (2022) "The Significance, Role, and Need for Public Sector Enterprises in Economic Growth", International Journal of Professional Business Review. Volume 7, No. 5 pp.1-16, Link: <https://www.openaccessojournals.com/IBReview/article/view/582/315>
23. Baa, Roshan (2022) "A Study on the Contribution that a Business Plan Makes to the Expansion of a Small Company", International Journal of

- Professional Business Review. Volume 7, No. 5 pp.1-15, Link: <https://www.openaccessojournals.com/JBReview/article/view/585/316>
24. Baa, Roshan (2022) "Problems faced by the footpath vendors in Ranchi City (Jharkhand) of India during COVID-19," International Journal of Research and Analytical Reviews (IJRAR). Volume 9, No. 4 pp.941-950, Link: <https://ijrar.org/papers/IJAR22D2269.pdf>
 25. Baa, Roshan (2022) "Utilization of Artificial Intelligence in Dealing with the Creation of System that Can Learn to Emulate Human Tasks Using Their Prior Experience and Without Any Mutual Intervention," The International Journal of Business Management and Technology. Volume 6, No. 6 pp.244-252, Link: <https://www.theijbmt.com/archive/0948/1205775878.pdf>
 26. Baa, Roshan (2021) "The Significance of E-Commerce in Emerging Markets", The Global Journal of Finance and Economics. Volume 18, No. 1 pp.73-81, Link: https://serialsjournals.com/abstract/89420_8.pdf

Chapter(s) in Books:

1. Baa, Roshan (2025) "**Urban Wetland Unveiling the Socioeconomic Benefit and Sociocultural Significance: Reference to Five Different Case Studies**", In Wetlands and Urban Resilience: A Global Outlook. Springer Nature Switzerland. Pp. 235-253. Link: https://link.springer.com/chapter/10.1007/978-3-032-06881-1_13
2. Baa, Roshan (2024) "**Effects of homelessness on quality of life and health**", Uday Chatterjee & Others, In Homelessness to Hope. Peer Reviewed Book. An International Edited Book. April, 2024. First Ed.), pp.271-287, Elsevier Inc, Mica Haley, UK/US. ISBN: 978-0-443-14052-5. Link: <https://www.sciencedirect.com/science/article/abs/pii/B978044314052500015X>
3. Baa, Roshan and Minj, Claber. (2023) "**Gender Equality in the Workplace**", In Dr. Amit Kumar Mandal & Group., India and the World: Economy I Society I Polity. Peer Reviewed Book. An International Edited Book. July, 2023. First Ed.), pp.317-325, Thomas Press, New Delhi, India. ISBN: 978-93-5529-653-5. Link: https://www.researchgate.net/profile/Farheen-Akter-Bhuyan/publication/394287553_India_And_The_World_Press_CopyHQR111_14314/links/68913f2641943575bcb665f6/India-And-The-World-Press-CopyHQR111-14314.pdf#page=317

4. Baa, Roshan and Minj, Claber. (2023) **“Effect of Counter-Productive Work Behaviour on Customer Relationship Management”**, In Dr. Dilipkumar, A. *Recent Trend in Business Management and Economics. Peered Reviewed Book. An International Edited Book. June, 2023. First Ed.*), pp.31-41, RED'SHINE PUBLICATION, Stockholm, Sweden. ISBN: 978-91-89764-10-1.
5. Baa, Roshan. (2023) **“Difficulties in Remote Work and How Modern Technology Can Resolve it”**, In Dr. Dilipkumar, A. *EMERGING ISSUES IN INDIA. Peered Reviewed Book. An International Edited Book. May, 2023. (First Ed.)*, pp.27-36, RED'SHINE PUBLICATION, Stockholm, Sweden. ISBN: 978-91-89764-06-4.
6. Baa, Roshan. (2022) **“Privatisation and Mergers of Indian Bank”**, In Ravidra Kumar. *Emerging Trends in Business and Its impact on Indian Economy*, (First Ed., pp.82-87) Jabalpur (M.P.), India, SRF, Research Journal & Book Publication House. ISBN :978-93-92079-27-6.
7. Baa, Roshan. (2021) **“Need of Sustainable Agriculture and Rural Development for Nation Building”**, In Ravidra Kumar. *Sustainable Agriculture and Rural Development* (First Ed., pp.128-133) Jabalpur (M.P.), India, SRF, Research Journal & Book Publication House. ISBN :978-93-92079-19-9.

Participation in UGC-HRDC Course/FDP/OC/RC:

1. Participated in the **Refresher Course** organized by UGC-HRDC, Ramanujan College, Delhi, May 22 - June 05, 2023, **“Advanced Research Methodology”**.
2. Participated in the Faculty Development Programme (FDP) organized by IIM, Bodh Gaya, June 20-29, 2022, **“Research Design, Methods and Analysis”**.
3. Participated in the **Refresher Course** organized by UGC-HRDC, Ramanujan College, Delhi, June 25 - July 08, 2021.
4. Participated in the Faculty Development Programme (FDP) organized by IIM, INDORE, July 06-11, 2020, **“How to teach Online”**.
5. Participated in the Faculty Development Programme (FDP) organized by IMI, DELHI, June 18-22, 2020, **“The Art and Science of Research Publication”**.

6. Participated in the **Orientation Course** organized by UGC-HRDC, Ramanujan College, Delhi, June 26 - July 24, 2020.
7. Participated in the **Short-Term Course** organized by the UGC-HRDC, Osmania University, Delhi, June 18 - 20, 2020.
8. Participated in the **Short-Term Course** organized by the UGC-HRDC, Gujrat University, Delhi, July 23-29, 2020.

Paper Presented in Seminar/Conference (National/International):

1. Paper Presented: **“Assessing the Impact of Regulatory Changes on the Industrial Growth and Performance of SAIL Post Reform”**, National Conference on Business Management and Social Innovation (NCBMSI-23)” 8th July 2023, Goa, India.
2. Paper Presented: **“Digital India-Its Pros and Cons on Indian Community”** 3rd Bihar Social Science Congress, “Growth, Inequality and Justice” 30th and 31st May 2023, Magadh University, Bodh Gaya (Bihar), India.
3. Paper Presented: **“The Importance of Market Orientation in the Public Sector Enterprise from the viewpoint of an Emerging Economy”** 6th International Conference on Multidisciplinary Research Studies and Education (ICMDRSE-2023) May, 19-20, 2023, Philippines.
4. Paper Presented: **“The Influence of Human Resource Management Practices on India’s Public Sector Enterprises”** 4th International Conference on Multidisciplinary and current Educational Research (ICMCER-2023) April, 11-12, 2023, Bangkok, Thailand.
5. Paper Presented: **“Emerging Different Digital Applications and Its Impact on Global Electronic Markets”** 4th International Conference on Research in Management (ICRMANAGEMENT-4060), 3-5 June, 2022, Oxford, United Kingdom.
6. Paper Presented: **“Safety Business Programs and Secured Working Conditions Relate to Productivity”**, International Conference on "Rethinking Business Strategies by Reshaping Business Perspectives in the Current Business Environment" May 13-14, 2022, Haldia, Institution of Technology, W.B., India.
7. Paper Presented: **“Impact of Public Sector Enterprises Reforms on Industrial Growth and Performance with Special Reference to SAIL”**, 5th International Conference on Research in Business, Management and Economics (ICRBME) April 08 – 10, 2022, Paris, France.

8. Paper Presented: **“Role and its Impacts of Computer Application in Management and Business”**, “2022 5th International Conference on Computers in Management and Business (ICCMB2022) January 21-23, 2022, Singapore.
9. Paper Presented: **“Economic Integration, its recent practical challenges encountered and the solutions adopted”**, “2022 7th International Conference on Marketing, Business and Trade (ICMBT 2022)” January 14-17, 2022, Japan, Tokyo.
10. Paper Presented: **“Impact of Covid-19 in Global Business Environment”** International Conference in MACFAST, 26 Nov. 2021.

Attended Seminar/ Conference/ Workshop:

1. Participated, **“Re-Imagining the Identity and Mission of Jesuit Higher Education in Today’s Context of South Asia.”** 26-28 January; 2026, Jesuits Higer Education Association South Asia (JHEASA), hosted by St. Xavier’s College, Mumbai at Vinayalaya, Andheri East, Mumbai.
2. Participated, **“Quality in Teaching, Learning and Evaluation: A need for Academic Excellence”** 29-30 May, 2020, National Conference organized by St. Aloysius College, Jabalpur, PM (UGC Paramhash).
3. Participated, **“Open Door: Re-Skilling Up Skilling for Future Industry and Business”** 6-7th June, 2020, International Webinar, organised by St. Aloysius College, Jabalpur, PM (UGC Paramhash).
4. Participated, **“NAAC Accreditation for Autonomous/ Affiliated Colleges”** 22nd May, 2020, Webinar, organised by St. Thomas College, Thrissur (UGC Paramhash).
5. Participated, **“Conquering less Attended areas in NAAC & Outcome based Education”** 1-3rd June, 2020, webinar, organised by IQAC Cluster India.
6. Participated, **“Role of Non-Teaching Staff in Accreditation and Quality Enhancement of Higher Education Institutions”** 20-23rd May, 2020, webinar, organised by IQAC Cluster India.
7. Participated, **“Criteria III-Research, Innovation and Extension – Its Challenges and Opportunities as per NAAC new Guidelines”** 26th May, 2020, webinar, organised by IQAC Cluster India (UGC Paramhash).
8. Participated, **“Assessment and Accreditation: A Revised Accreditation Framework for Affiliated Colleges”** 21-23rd May, 2020, webinar, organised by IQAC Cluster India.

9. Participated, “**Moratorium on Loan Repayment: Effect on Financial Institutions**” 29th August, 2020, webinar, organised by St. Xavier’s College Kolkata & ICAI.

Books Edited:

1. Post-Modern Research Explorer. Peered Reviewed Book. Contribution as Co-Editor. An International Edited Book. May 4, 2023. Notion Press, India, Singapore, Malaysia. **ISBN-13: 979-889026508-1.**
2. Multidisciplinary Approaches in Social Sciences, Education & Languages (Vol-5). Peered Reviewed Book. Contribution as Associate Editor. A National Edited Book. May, 2023. Red’s shine Publication Pvt. Ltd. Lunawada, India. **ISBN: 978-81-19070-76-3.**
3. Environmental Pollution: Treatment and Protection. Peered Reviewed Book. Contribution as Associate Editor. An International Edited Book. May, 2023. Red ‘shine Publication. Stockholm, Sweden. **ISBN: 978-91-89764-09-5.**
4. Bridging the Gaps: Research Insights. Peer Reviewed Book. Contribution as Editor in Chief. An International Edited Book. May, 2023. Notion Press, India, Singapore, Malaysia. **ISBN-13: 979-8890661456**
5. Recent Trend in Business Management and Economics. Peered Reviewed Book. Contribution as Co-Editor. An International Edited Book. June, 2023. Red ‘shine Publication. Stockholm, Sweden. **ISBN: 978-91-89764-10-1.**
6. Complex Problems: Research Solutions. Peered Reviewed Book. Contribution as Chief-Editor. An International Edited Book. June 30, 2023. CIRS Publication, Patna. **ISBN-13: 979-885070654-8.**
7. Economics, Banking & Financial Management. Peered Reviewed Book. Contribution as Chief-Editor. An International Edited Book. July, 2023. **ISBN: 978-91-89764-23-1.**

Guest Lectures / Special Lectures Delivered:

1. Delivered lecture on “**Financial Education**” Two-day Workshop on Financial Education organized by the Amity School of Economics and Amity College of Commerce and Finance, Ranchi, Jharkhand, on 5-6 April 2023.

Position Held:

1. Principal cum Secretary of St. Xavier's College, Simdega (2025 - Till date)
2. Finance Officer at St. Xavier's College, Ranchi (2019-23).
3. Lecturer in Commerce and Management at St. Xavier's College, Ranchi (2018-24).
4. Lecturer in Commerce and Management at St. Xavier's College, Tezpur, Assam (2013-15).

[Dr. Fr. Roshan Baa, SJ]

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