

Curriculum Vitae

Daya Raj Dhakal

Lecturer

School of Business, Pokhara University

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Degree Programs:

2017 Ph D exchange program, Burgas Free University, Bulgaria, Europe

2014 Ph D ongoing (waiting for defense), Pokhara University, Nepal

Topic 'Organizational work culture and its impact on the performance of the public enterprises Nepal.

Prof. Dr. PushkarBajracharya, Tribhuvan University, Nepal

Prof Dr. S. K Singh, Lalit Narayan Mithila University, Bihar, India

Prof. Dr. Millen Baltov, Burgas Free University, Burgas, Bulgaria.

2013 M. Phil in General Management,

Tribhuvan University, Kahthamndu Nepal

Supervisor: Prof. Dr. Pushkar Bajracharya

Thesis: Team effectiveness of service and manufacturing organizations in Pokhara

- 2004 Post Graduate Diploma (PGD) in Finance,
 From Maastricht School of Management (MSM)

 Maastricht, the Netherlands
- 1996 Master's of Business Administration (MBA)
 From Tribhuvan University, Nepal

Key Experiences

- Lecturer of Pokhara University (2002 to present)
- MBA Program Coordinator, Pokhara University (2009 to 2010)
- Assistant lecturer in Tribhuvan University, Pashupati Multiple Campus, Kathmandu for bachelors level (1998 to 2002)
- Accountant, Butwal Power Company Ltd, Nepal (1996 to 2001)
- Senior Internal Audit Assistant, Butwal Power Company Ltd, Nepal (2001 to 2002)

Researches

- Team effectiveness of service and manufacturing organizations in Pokhara, submitted to Tribhuvan University, Kathmandu, Nepal (2013)
- The impact of human resource practices on employee's performance in manufacturing organizations of Pokhara, Submitted to University Grants Commissions, Nepal (2009)
- Training awareness of managers in Pokhara, submitted to Pokhara University (2006)
- Employee grievance in Pokhara, submitted to Pokhara University, Nepal (2005)
- An analysis of short term financial management of Nepalese commercial bank, submitted to Maastricht School of Management, the Netherlands (2004)
- Recruitment and selection practices in Nepal " A case study of selected organization", submitted to Pokhara University (2003)

National Publications

- Dhakal, D. R. (2015). Multiculturalism and its impact to human resource management in hotel industries in Pokhara. *PokharaDarpan*, ISSN 2391-4314, Vol – 19, P. 75 -79
- Dhakal, D. R., Bhandari, S. &Pangeni, D.S. (2014). Nepal Tourism year 2011: An evaluation. *The Journal of Business and Economics*, ISSN 2091-1467, Vol - 4 (1), P. 92-101
- Dhakal, D. R.(2014). Multicultural Approaches to Sustainable Development of Human Resource in Nepalese Public Enterprises. *The Journal of Business and Economics*, ISSN 2091-1467, Vol - 4 (2), P. 96-103
- Dhakal D. R. (2013). " Role of Team effectiveness of service and manufacturing organizations: A case of Pokhara valley,*Journal of business and social science*, ISSN 2350-8876 (p), Vol - 1, P. 50-62
- Business Law(Ist Ed. 2011, 2nd Ed. 2013), Asmita publication, Kathmandu, A text book for BBA graduate, Pokhara University
- Dhakal, D. R. (2012). “Four levers to improve strategic execution for Nepali organizations”. *A journal of the Autar Dei Chaudharain Research Center (ADCRC)*. Nepalgunj, Nepal. Vol-3, P. 76-80
- Dhakal, D. R. (2011). “The impact of human resource practices on employee's performance in manufacturing organization in Nepal ” *The journal of business and management, pace*, Vol-3, P. 76-91
- Dhakal, D. R. (2004). “ Recruitment and selection practices in Nepal” *The journal ofbusiness and management, pace*, Vol-1 P. 76-80

International Publication

- Dhakal D. R. (2018). '**Role of Employees Involvement work culture Towards Financial performance of organization: A comparative study between western and Asian Markets**'. *International journal of Financial Management (IJFM)*, ISSN (P) 2319-491X; ISSN (E) 2319-4928, vol 7, issue 3, P 41-50

Link: [Users/Daya%20Raj%20Dhakal/Downloads/international%20article-daya.pdf](#)

- **National** Dhakal D. R. (2015). **Employee Grievances of Service and Manufacturing Organizations: A study of Pokhara valley, Nepal**". *International Journal of Management and Behavioral Science*, ISSN 2278-5671, Vol 6- 7, P.93-98

National Workshop, Seminar and Training

- 36 hour piloting of master's level course on human development organized by UNDP and Nepal Government (2004)
- Professional English writing training from Pokhara University (2002)
- Internal audit training organized by Management Association Nepal (MAN) (2002)

International Workshop, Seminar and Training

- International Conference on Governance and Strategic Management 'The Circular Economy' Organized by Burgas Free University, Bulgaria (2017)
- International Programme on the Management of Sustainability (IPMS). Organized by Tilburg University, the Netherlands (2016)
- Refresher course: "Training the trainers in the executive education" organized by Maastricht School of Management, the Netherlands and Amity University, Delhi (2009)
- Faculty Development Program (FDP), Indian Institute of Management Ahmadabad, India (November 2006 to February 2007)
- Sixth Asia Pacific ABC Conference on Management Communication organized by Indian Institute of Management, Ahmadabad, India (2006)

International Paper Presentation

- Paper presented on **‘Perceptions of Indian Tourists Towards Hotel’s Hospitality and its Consequences to the Organizational Performance in Pokhara, Nepal’**. Organized by Society for Education, Bihar, India (2019)
- Paper presented on **“Employee Involvement Culture of Public Enterprises Nepal for better performance”**. Organized by Burgas Free University, Bulgaria (2017)
- Paper presented on **"Multi cultural approaches to sustainable development of human resource in Nepalese PEs**. Organized by Banaras Hindu University (BHU) , India (2015)
- Paper presented on **"Employee Grievances of Service and Manufacturing Organizations: A study of Pokhara valley, Nepal"** Organized by Society for Management and Behavior Science, Goa, India (2015)

Thesis supervised

- Employee performance appraisal practices and its impact to operation of hospitals in Pokhara (2015)
- An analysis of value chain analysis of Gauri Shankar Foods Private Limited (2014)
- Impact of employee turnover on organization performance of Chaudhary Udhyog Gram (2014)
- Conflict management practices in Nepalese organizations (2014)
- Job satisfaction of female employees in financial institutions of Pokhara valley (2013)
- Brand preference of mobile phone users in Pokhara valley (2012)
- A comparative study of fund mobilization of selected commercial banks in Nepal (2012)
- Quality of work life in Nepalese organizations (2011)

Other involvement and responsibilities

- Member, Graduate research project, Pokhara University (2012 to 2015) and 2019 to present
- Senator, Pokhara University (2008 to 2011)
- Coordinator, internship program Pokhara University (2004 to 2009)
- Member of subject committee, management, Pokhara University (2012 to 2016)

Achievement

- National Education Award, Government of Nepal (2008)

Computer Skill

- Windows
- SPSS
- Microsoft Word & Excel
- PowerPoint
- Internet and Email Explorer

References

- Prof. Dr. Pushkar Bajracharya, Tribhuvan University Email: pushkarb2000@gmail.com.
cell: +977-9841684519
- Associate Professor Dr. Dipak Bahadur Bhandari, School of Business, Pokhara University, Email: bdridpk@yahoo.com, Tel: +977-61561547, Fax +977-61561596, Cell: +977-9851112773