

Name : Lagna Nayak
Designation : FPM Scholar
Institution : Birla Institute of Management Technology, Greater Noida
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BIOSKETCH:

Ms. Lagna Nayak is a research scholar specialising in OB & HRM at the Birla Institute of Management Technology (BIMTECH). My research primarily focuses on career sustainability, exploring its dynamics within contemporary workplaces. With over three years of dedicated research and academic contributions, I have established myself as a scholar in the domains of learning agility, career sustainability, recruitment, retention, organisational learning culture, and employee competencies. My work is driven by a passion for understanding how HRM practices foster sustainable careers and organisational resilience, particularly through the lens of the AMO framework and learning agility. I have published three high-impact research papers in reputable Scopus and ABDC-B-indexed journals, including the VINE Journal of Information and Knowledge Management Systems, the International Journal of Organisational Analysis, and the Journal of Organisational Effectiveness: People and Performance. My strength lies in the fact that I studied at a state university with a strong focus on research. Hardworking, dedicated, and actively involved in independent academic work.

EDUCATION:

- M. Phil (Business Administration) – Sambalpur University – 2018, (80%).
- Post Graduation: MBA (HRM)- Sambalpur University- 2016, (66%)
- Graduation: BBA- Vikash School of Business Management, Bargarh– 2014, (69%)

AREA OF INTEREST AND RESEARCH:

My primary research interests encompass the dynamic aspects of HRM, with a particular focus on

- Career Sustainability
- Learning agility
- Organisational learning culture
- Employee Competency.
- Recruitment & Retention

TEACHING COURSES AND NEW COURSES DEVELOPED:

- Assisted in teaching international students about organizational behavior.

EXPERIENCE:

- Worked as an academic assistant of Birla Institute of Management Technology, Duration- 1st July 2021 to 31st June 2022
- Worked as a lecturer of BBA in Badriprasad College of Computer Technology, (BCCT) Sambalpur, Duration- 5 August 2018 to 15 Dec 2019
- Worked as a lecturer of Veer Surendra Sai University, Burla Duration- 15 Jan 2018 to 26th July 2018

ACADEMIC POSITIONS AND ASSIGNMENTS:

- Research Scholar, Birla Institute of Management Technology, July 2022- Present

RESEARCH PAPERS AND WORKING PAPERS:

- **Nayak, L.**, Malik, P., Meher, J.R., Patel, G.N., (2025), Developing competencies of Gen Z: Role of organizational learning culture and learning agility, Journal of Organization Effectiveness: People and Performance, <https://doi.org/10.1108/JOEPP-06-2024-0276> [ABDC-B]
- **Nayak, L.** & Malik, P. (2024), Two decades of learning agility and an integrated framework: a review of literature and bibliometric analysis, International Journal of Organizational Analysis, <https://doi.org/10.1108/IJOA-08-2023-3932>. [ABDC-B]
- Meher, J.R., **Nayak, L.**, Mishra. R.K., Patel. G.N., (2022), Developing competencies of Gen Z: Role of organizational learning culture and learning agility, Journal of Organization Effectiveness: People and Performance, <https://doi.org/10.1108/VJIKMS-10-2021-0230>. [ABDC-B]
- **Nayak, L.**, Meher, J.R., (2018). “Recruitment, Retention and Attrition of Nursing Staff And its Effect on Turnover in Healthcare Sector”, IJRAR - International Journal of Research and Analytical Reviews, ISSN 2348-1269, Volume.5, Issue 3, pp.727-735.

RESEARCH IN PROGRESS:

- Exploring career sustainability among Gen Z & Y hospitality employees.
- Review paper on career sustainability

CONFERENCE, SEMINAR PAPER AND PRESENTATIONS:

- Presented a paper titled “Enabling Career Sustainability : A review and Research Agenda” at the International Conference on Sustainable Management strategies for India’s Future, 2025, organised by IIM Kashipur, held from 9th to 11th May 2025.
- Attending a DEA 2024: International Conference on Data Envelopment Analysis, organized by Birla Institute of Management Technology, Greater Noida on 18–21 November, 2024.

- Presented a paper titled “Transpiring Journey of Learning Agility Research: A Bibliometric Analysis & Future of Work” at the 9th PAN, IIM World Management Conference - 2023, organized by IIM Sambalpur, held from January 22nd to 24th, 2024.
- Presented on papers on the topic of “A pragmatic approach for Managing Talent Pool through Effective Recruitment and selection” at UGC Sponsored National Seminar on “Sustainable Management Practices: Concepts and Emerging Trends organized by Department of Business Administration, Sambalpur University on 10th & 11th March 2018.
- Presented a paper on the topic of “Quality of Work Life: A new Prospective to Increase Employee Satisfaction and Organizational Productive” at the National Seminar on Innovation Management Practices and Sustainable Development” organized by MATS University, Raipur (C.G) on 1st September 2018.

SOCIAL ENGAGEMENT:

- Assisted in key institutional development processes such as admission, invigilations, evaluation and registration duty etc.
- Managing the official LinkedIn account of the Centre for Research and designing digital content and flyers on Canva for academic outreach and engagement.
- Volunteered for the ICSSR-sponsored National Seminar Organised by BIMTECH on 7th May, 2025.