



Profile of Loratis Founder, CEO and Chief Career Navigator

Dr. Nandkishore Rathi

Promoted '**Loratis SetMyCareer .Net Pvt Ltd**' in 2010 with the sole objective of career guidance, and employability development of students and working adults. Has guided and trained more than 25,000 people so far. Loratis, today, is India's best rated and reviewed career guidance company in the country. Students from 9th std till PhDs and adults with 1 year till 35 years of experience avail his advice across the world.

Prior to Loratis, he has worked with **Oracle Corporation** at Bangalore as **Director – Campus Relations (Asia Pacific)**, responsible for all entry level hiring, internship and university relations in 12 countries, mainly China, India, Australia, Thailand, Malaysia, Singapore, Philippines, Vietnam, Korea. Pakistan and New Zealand.

Before Oracle, he was working with **IIT Bombay** as **Placement In-Charge** (of a centralized placement facility) for nine years, interacting with all major national and international companies - almost 300 every year. The main responsibilities included job placement of 1000 engineering and management students every year, development of soft skills for the students, training them on group discussion and interview skills, career counseling and corporate relations.

Is a **Mechanical Engineer** from Govt. COE Amravati, Nagpur University with an **MBA (Marketing)** and Masters in Industrial Relations & Personnel Management (**MIRPM**).

Also pursued his **Ph.D.** in Human Resource Management from the **Shailesh J. Mehta School of Management, I.I.T. Bombay**. The topic of his research was 'Human Resource Challenges in Indian Software Industry: An Empirical Study of Employee Turnover'. This six-year long research has won him - the **Mercer Asia 2003 Award**, of USD 10,000/-. His thesis was adjudged as the most innovative & practical HR research in Asia from among 100 research projects across 38 top universities. Business Today referred him as **HR Guru for IT Firms**. Has presented his papers at various conferences and has been invited as guest speaker at various institutes and organizations.

The key areas of his expertise are:

- *Campus Recruitment & University Relations*
- *Career Planning, Counseling and Psychometric Assessments*
- *Mapping the Employability Index*
- *Dynamics of Behavioral Interviews*
- *Group and Case Discussion*
- *Selection Processes in Different Industry Segments like FMCG, IT, Engineering etc.*
- *Human Resource Management in IT Industry*
