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I.T.S School of Management, Mohan Nagar, Ghaziabad, Uttar Pradesh, India

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Profile

A seasoned academician with over 23 years of teaching experience in Human Resource Management, Labour Law, and Business Law. Ph.D. in HRD Strategies with a focus on Women's Upliftment in the Industrial and Non-Industrial Sectors of Uttar Pradesh. Experienced in university-level teaching, research, and administration, holding key positions such as Officiating Director, Controller of Examination, Registrar, and MBA Chairperson at I.T.S Ghaziabad.

Education

- **Ph.D.** in HRD Strategies – Dr Ram Manohar Lohia Awadh University, Faizabad, Uttar Pradesh, India.
Dissertation: HRD Strategies for Upliftment of Women in Industrial and Non-Industrial Sectors of Uttar Pradesh.
 - **UPSLET 2002** – Qualified Uttar Pradesh State Level Eligibility Test for Lectureship (Management).
 - **MBA** in Human Resource Management – M.D.S. University Ajmer (2000).
 - **LL.B.** – Lucknow University (1997).
 - **B.A.** – University of Allahabad (1994).
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Professional Experience

Professor, I.T.S School of Management, Ghaziabad (Feb 2005 – Present)

- Officiating Director at I.T.S from 25.01.2022 to 30.06.2022
- Controller of Examinations.
- Chairperson – MBA Program.
- Registrar
- Coordinator of B-School Rankings, NBA & NAAC Accreditation.

- Member of Advisory Board/Academic Council, I.T.S Ghaziabad.
- Mentor for PGDM students for Projects and Dissertation.
- Ph.D. Thesis Evaluator, IIS University, Jaipur.

Lecturer, Om Kothari Institute of Mgmt. Studies, Kota. (Sept.2000-Feb.2001)

Lecturer, Invertis Institute of Management Studies, Bareilly, (Aug 1, 2002-Jan. 31, 2005)

Research Interests

- Employee Development
 - HRM Practices
 - Employee Retention
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Publications

Books

- Co- authored edited book 'Need for HR Renaissance in India, Wisdom Publication, Delhi, 2008
 - Co- authored edited book 'Reengineering HRM in Current Times, Wisdom Publication, Delhi, 2009
 - Co- authored edited book 'Revisiting HR Practices During Current Times of Optimism', Wisdom Publication, Delhi, 2010
 - Co- authored edited book 'HR Agenda for Organisational amidst Persisting Global Economic Crisis', 2011
 - Co- authored edited book 'Towards A Sustainable HR Profession', 2014
 - Co-authored text book on Strategic Management, World Lab Publication, 2023
 - Book Chapter "Mythological Inspirations for Managerial Excellence" in Indian Knowledge System in Management published by Kitabwale, New Delhi, 2025
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Patent

- Transaction Flows and Transaction Processing for Bridged Payment Systems using Machine Learning, published on 13.01.23
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Research Papers

- 'Primary Markets' in Indian Journal of Applied Economics, Vol1 No1, July 2004

- ‘A New Approach in Competency Mapping’ in Journal of Commerce and Trade, Vol1 No1, April October 2006
- ‘Remodelling of HR Practices in Current Business Scenario’, in SYNERGY ITS journal of IT & Management, Vol.5, No.2, July 2007
- ‘Women Development in India’, in Human Touch, Vol.6, No.2, February 2009
- ‘Competency Mapping: An Innovative Management Practice’ in People’s Journal of Management, Issue-I, January 2009
- “Managing the Workforce Diversity: Challenges & Prospects” published in 2nd International Conference on Leadership and its Role in Preparing the Organization for Unprecedented Change organized by CEEMAN and IPM, 23-24, May, 2009
- “Enhancing Employee Performance through Effective QWL Policies”-synergy, Journal of ITS, Ghaziabad, 2012
- “Employee Engagement: Tools and Techniques for Organizational Excellence”-Prabandhan, Journal of CMD Modinagar, 2012
- Role of HR in BPO Industry, Wisdom, Research Journal of VSBM, Ghaziabad, Dec.2011
- “Study on HRD Strategies and its impact on Upliftment of Women Employees in Industrial Sector of Sultanpur District”- Prabandhan, Journal of CMD Modinagar, 2013
- “Study on HRD Strategies and its impact on Upliftment of Women employees in Non Industrial Sector of Sultanpur District”- synergy, Journal of ITS, Ghaziabad, 2013
- “A study on factors affecting development of women employees and HRD strategies with reference to Industrial sector of Sultanpur district”. Journal of Management, NIET, 2015
- Flipped Classroom Approach: Opportunities & Challenges published in International Refreed Journal ‘Literary Endeavour’ July 2018
- Paper titled “Recent HR Trends and Practices for Sustainable Organization” in International Journal of Advance and Innovative Research, Jan-March, 2020
- Published research paper in ABDC journal on the topic “Work Life Balance Influencing Personal and Working Life Satisfaction”. Emperical Economics Letter, 22, (special issue 3) ISSN 1681 8997, 2023
- Published research paper in Taylor & Francis (Scopus indexed) titled “Study on HRD Strategies and its impact on Development of Women Employees in Non-Industrial Sector of Sultanpur District”, 2024 DOI: <https://doi.org/10.1201/9781003606185>
- Published research paper in IEEE (Scopus indexed) titled “Leveraging HR Analytics for Predictive Talent Management and Employee Retention”, 2024. DOI: <https://doi.org/10.1201/9781003606185>

Conference Papers

- “Strategy for effective organization building” in National HRD Seminar on Human Resource as Co-
- Venturist at Invertis Institute of Management Studies, Bareilly
- “Small Scale Industries in India” in National Seminar on Second Generation Reforms at Invertis Institute of Management Studies, Bareilly
- “Paradigm shift in HR “in National Seminar at Ajmer
- “Remodeling of HR practices at IHC, New Delhi
- “Reengineering HRM in Current Times” at ITS, Ghaziabad
- “Effectiveness of Training Programmes-A Study of Pharma Industry” in National Seminar “Revisiting HR Practices in the Current Scenario of Optimism” at ITS Ghaziabad on 31st Oct. & 1st Nov.2010
- “HR as Strategic Partner and e-HRM” in National Seminar “Public Private Partnership: Reality Check and Road Ahead ” at Lord Krishna College of Management Ghaziabad on 19th April.2011
- “Study on HRD Strategies for inclusive growth of Women Employees in Industrial Sector of Sultanpur District” in National Seminar “Challenges to Inclusive Growth: The Way Forward” at Dev Samaj College for Women, Chandigarh, 1st March, 2013.
- “Employee Engagement: A Road Map for Sustainable Development” International Conference on Global Trends in Management, Governance & Entrepreneurship, 15 April 2017 at I.T.S, Ghaziabad.
- Talent Management: Trends & Practices published in proceedings of International Conference on Globalization: Prospects and Opportunities for a New India organized by I.T.S, Ghaziabad on 7 April 2018
- Paper titled “Organizational Commitment and Talent Management Practices: A Conceptual Framework” published in proceedings of National Seminar on Issues and Challenges for HR Professionals in 21st Century organized by I.T.S Engineering College, Greater Noida held on 2 November, 2018
- Paper titled ‘Challenges and Prospects in Managing Modern Workforce Mix’ has been published in proceedings of international conference Marketing to Centennials in Digital World organized by I.T.S Engineering College, Greater Noida held on 5 April, 2019
- Paper titled ‘Conceptual Framework, Models and Measurement of Emotional Intelligence’ has been published in proceedings of international conference Reform, Perform and Transform: An Insight of Global Competitiveness and Sustainable Development organized by I.T.S Ghaziabad held on 9 April, 2021
- Paper titled ‘Factor affecting the empowerment of women employees in non-industrial sector and role of HRD’ has been published in proceedings of international conference “3Ds (Data Analytics, Digitalization & Disruption in Business and Society) organized by I.T.S Ghaziabad held on 21-22 April, 2022

Conferences & Workshops

- **Session Chair**, International Conference on Management and Information Technology (2021).
- Attended **FICCI Higher Education Summit** on "Higher Education @ 2030: R.I.S.E." (2021).
- Participated in **National HRD Seminars** and presented papers on HR strategies, small-scale industries, and competency mapping.
- **Session Chair** in International Conference on Sustainable Business Practices and Innovative Models (ICSBPIM-2025), organised by School of Business and Management, CHRIST (Deemed to be University), Delhi NCR campus held on 23-24 April 2025

Training & Development Programs Conducted

- ‘Managing Stress’ for Middle & Lower level managers of IDEA
- Soft Skills Training imparted to Ghaziabad District Administration.
- Conducted Faculty Development Programme on Self Assessment for Goal Setting for Teachers of Chadha Public School, Jaani Meerut

Training Attended

- Intellectual Property Awareness/Training Program organized by Intellectual Property Office, India on 21st July, 2023
- AACSB training for accreditation on 1 & 2 May 2025 at IMI, New Delhi

FDP Attended

- ‘Pedagogy in Management’ at IIM, Indore, October 01-05,2007
- ‘Research Pursuits: Their Importance, Areas & Problems’ at LBSIMDS,Lucknow
- Case Study Teaching and Writing at ITS, Ghaziabad
- ‘Towards Excellence’ Faculty Development Programme, organised by I.T.S., Ghaziabad on 12th November, 2011
- Attended FDP on “Competency Mapping and Assessment Centre” at ITS Ghaziabad on 4th May 2013
- Attended 3 day FDP on Experiential Pedagogy in OB & HR at ITS Ghaziabad from 9-11 June 2014
- Attended 5 - Days Faculty Development Programme on "Research Methods and Data Analysis using SPSS and AMOS in association with QT analytics TM India, Delhi from 20th June, 2022 - 24th June, 2022

- Attended 5 day's FDP on Case writing & Analysis organized by I.T.S School of Management and Institute of Technology & Science, Ghaziabad from 29th May to 2nd June, 2023
- Attended FDP on Scientific writing & Research Ethics at Institute of Technology & Science, Ghaziabad on 5th August, 2023
- NPTEL-AICTE FDP on New Labour Codes of India organized by IIT Madras, July-Oct. 2023
- NPTEL-AICTE FDP on Business Law for Managers organized by IIT Madras, Jan-March. 2024

Workshops Attended

- 'Teachers as Leaders & Leaders as Teachers' organized by AIMS & SIMS, Ghaziabad, 2nd August, 2008
- 'Analyzing and Writing Business Cases, organized by Career Plan, 5th July-18th July, 2006
- AIMA's National Summit 'Exploring Total Rewards: Design to Delivery' June 17-18, 2011
- Attended International Conference on Globalizing Management Education organized by IPE & ITS, Greater Noida on 5th & 6th Feb. 2011
- Attended workshop on case teaching conducted by GHRDC, organized by ITS, Mohan Nagar on 12th Nov. 2011
- Attended two day workshop on "Psychometric Testing and Applications" organized by FORE School of Management, New Delhi on May 23-24, 2013
- Attended four day workshop on "Outcome Based Education" organized by NBA at BIT, Merrut on 25th July and 12-14 August, 2013.
- Attended two day 2nd National HR Summit on Topic "Compensation & Rewards" organized by National HRD Network, New Delhi. 13-14 March 2014
- Attended two day 2nd National IR Summit on Topic "Towards Sustainable Industrial Relations" organized by National HRD Network, at India Habitat Centre, New Delhi, 16– 17 May 2014
- Attended a 2 day Leadership Conclave on "Breaking Through: Making India a Creative Superpower" organized by AIMA during 3-4 March 2016.
- Attended 2 day HR Conference "HR Best Practices" organised by FICCI during 7-8 November 2016

- Attended 2 day AIMA's 3rd National Leadership Conclave “The New World Order: Will Asia Dominate the Next 10 years?” 22 – 23 March, 2017 : Hotel Taj Palace, New Delhi
- Attended 2 day SHRM INDIA First National PSU Conference “The Science of Putting People First ” on 31 Nov. & 1 December, 2017 at SCOPE Complex, New Delhi
- Attended AIMA Managing India Awards 2018 on 18th April 2018 at Hotel Taj Palace, New Delhi
- Attended Conference on “Promoting Education Excellence: Linkng Science, Technology, Research & Innovations for Economic Growth” organised by ASSOCHAM on 17 May 2018 at Hotel Taj Mahal, New Delhi
- Attended National Education Excellence Conclave organised by Integrated Chambers of Commerce and Industry on 11 August 2018 at India International Centre, New Delhi
- Attended HR Round Table Discussion “ Towards Global Competitiveness: The Talent Imperative” on September 20, 2018 organised by PRME and IILM at IIC, New Delhi
- Attended National Workshop on Assessment & Accreditation organised by CGER on 17 November 2018 at Sunderdeep College, Ghaziabad
- Attended National Seminar on Gap between Industry & Academia organised by CGER on 17 November 2018 at I.T.S Mohan Nagar, Ghaziabad
- Attended 2nd National Public Enterprises Conference 2018 held at The Scope Complex, New Delhi on 18 December, 2018
- Attended 29th Convention of GMA on Leadership & Talent Management in The Era of Automation & Digitization on 19th January 2019 at Hotel Redisson Blue, Kaushambi
- Attended CSR Awards on 21 April 2019 at Hotel Le Meridian, New Delhi
- Attended 13th National Conference on “Vision 2030 for Education, Skill Formation & Rural Transformation” organised by ASSOCHAM on Friday 28th June 2019 at Hotel Taj Mahal, New Delhi
- Attended 2nd National Education Excellence Conclave organised by Integrated Chambers of Commerce and Industry on Monday 24th February 2020 at India International Centre, New Delhi
- Attended 13th Higher Education, Skill and Livelihood Conclave organised by ASSOCHAM on Tuesday 25th February 2020 at India Habitat Centre, New Delhi
- Attended 3 days, ASSOCHAM 14th Higher Education Summit 2021 NEP2020 – Transforming Educational Landscape of the Nation and Carving a Road Map for Implementation from 18th – 20th February 2021
- Attended Business Summit 2021 on the theme " Enterprising Skill & Growth Strategies in the Post Pandemic Period" on 20th Feb,2021 organised by ITS, Ghaziabad
- Attended ASSOCHAM 14th Higher Education Summit 2021: NEP2020 – Transforming Educational Landscape of the Nation and Carving a Road Map for Implementation from 18th – 20th February 2021.
- Attended 16th FICCI Higher Education Summit on the theme “Higher Education @ 2030 : R.I.S.E. (*Resilience. Innovation.Sustainability. Enterprise.*)”from 25-27 February 2021
- Attended one day virtual seminar on “New Education Policy 2020: A vision for Future India” organised by I.T.S, Ghaziabad on 13th March 2021

- Attended Training Program on Intellectual Awareness organised by Intellectual Property Office, India under National Intellectual Property Awareness Mission on July,21, 2023
- Attended Conference on Emerging Technologies in Education for Sustainable Development organised by World Education Congress at Taj Lands End, Mumbai on 11th July 2024.

Achievements / Awards

- Certificate of Appreciation for heading various committees at Invertis Institute of Mgmt. Studies, Bareilly, Uttar Pradesh
- Winner in HR case study in Inter Management Institute competition (Rajasthan)
- Organised and participated in Blood donation camp at Kota.
- Organized HR Seminar on ‘Need for HR Renaissance in India’ at ITS, Ghaziabad, 2009
- Organized HR Seminar on ‘Reengineering HRM in Current Times’ at ITS, Ghaziabad, 2009
- Organized HR Seminar on ‘Revisiting HR Practices During Current Times of Optimism’ at ITS, Ghaziabad, 2010
- Organized HR Conference on ‘HR Agenda for Organisational amidst Persisting Global Economic Crisis’ at ITS, Ghaziabad, 2011
- Conducted Entrance Examination for the post of Sub Inspector/Platoon Commander of Police Department, Dec.2011
- Conducted Entrance Examination for Public Service Commission, Allahabad, Aug. 2014
- Convener of HR Conference on Towards A Sustainable HR Profession at ITS, Gzb on 19-20 , September 2014
- Co-convener of HR Conference on Unleashing Human Capital in the Era of Disruptive Innovation at ITS, Gzb on 19 September 2015
- Invited Speaker in 2nd International Conference on “Pluralism, Society and Management organized by Invertis University, Bareilly in collaboration with Howard University, Washington on 18th August 2017
- Organised visit of Ms. Helen Kemp from Eastern Institute of Technology (EIT), New Zealand, who interacted with the students on the subject “Future & Prospects of Management Education’ on 4th September 2017 achieved.
- Organised Sustainable Development Growth Model United Nation Programme at I.T.S, Mohan Nagar Campus from 19-21 July 2018
- Received Kalam Ke Sipahi Award for exemplary contribution in field of Management Education by Newspaper Association of India in Collaboration with I.T.S, Ghaziabad on 24 September 2018 at I.T.S
- Organised participation of ITS Faculty, Staff & Students in Run for Health Marathon on October 2, 2018 at Raj Nagar Ext. Ghaziabad
- Organised I.T.S U.P. Senior State Fide Rated Chess Championship-2018 at I.T.S Mohan Nagar campus in association with Chess Sports Association Ghaziabad under the Aegis of U.P. Chess Sports Association from 25-28 October, 2018.

- Organised 4th 11 Sports Inter School Table Tennis State Championship-2018 at I.T.S Mohan Nagar campus in association with Ghaziabad District Table Tennis Committee (A) under the Aegis of U.P. Table Tennis Association from 13-16 November, 2018.
- Session Chair for Technical Session “Development in Organizational Change Leadership, for the International Conference on Management and Information Technology on the theme “Inter-Disciplinary Research in Computer Science and Management for achieving Sustainable Development Goals” organized by International School of Informatics & Management, Jaipur on 21 August 2021
- Co convener of HR Conclave 2022 “HR Transformation in Agile Business Environment” organised by I.T.S School of Management, 5th November, 2022
- Organized U.P. State Under-15 (Boys & Girls) Chess Championship 2022-23 at I.T.S Mohan Nagar campus in association with Ghaziabad District Chess Sports Association, Ghaziabad under the Aegis of U.P. Chess Sports Association from 12-14 November, 2022.
- Organized U.P. State Under-14 (Boys & Girls) Chess Championship 2022-23 at I.T.S Mohan Nagar campus in association with Ghaziabad District Chess Sports Association, Ghaziabad under the Aegis of U.P. Chess Sports Association from 23-25 April, 2022.
- Organized 3rd U.P. State Ranking Table Tennis Tournament at I.T.S Dental College campus in association with Ghaziabad Association of Table Tennis, under the Aegis of U.P. Table Tennis Association from 14-16 October, 2022
- Organised 3rd Ghaziabad District Ranking Table Tennis Tournament-2023 at Sports Complex of I.T.S, Ghaziabad campus from 20-21 May, 2023
- Organised 1st Ghaziabad District Ranking Table Tennis Tournament-2024 at Sports Complex of I.T.S, Ghaziabad campus from 10-12 May, 2024
- Received Late Prof. Y.K. Bhushan most influential Award on 11th July 2024 at Taj Lands’ End, Mumbai by World Education Congress.
- Received Best Academician of the Year Award 2024 by ICCI, New Delhi during 3rd National Education Excellence Conclave on 23rd October, 2024 at Hotel Le Meridien, New Delhi.
- Convener of HR Conclave 2024 on the theme "Navigating the New Era of HR: Diversity, Equity, and Inclusion" on November 30, 2024 at I.T.S School of Management, Ghaziabad

Professional

- Registered Advocate of Bar Council of Uttar Pradesh, Allahabad (Regt.No: **Societies** UP13587/99)

Personal Information

- **Date of Birth:** 20th January 1972
 - **Languages:** English, Hindi
 - **Nationality:** Indian
 - **Interests:** Reading & Travelling
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Contact Information

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