

Curriculum vitae

Dr. Shefali Nandan

Area: HR/OB

Email: eshefali@gmail.com, eshefali@allduniv.ac.in

Present position: Assistant Professor, Department of Commerce and Business Administration, University of Allahabad (since 2015)

Teaching Areas:

- Talent and competency management
- Industrial Relations and Labour Laws
- International HRM
- Organisational Behaviour

Training Areas: Soft skills, Entrepreneurial skills, Personal effectiveness

Educational Qualifications:

- **Ph.D:** Dr Harisingh Gour University, Sagar, Madhya Pradesh
Topic of the thesis: A Study of Employee Performance Appraisal Systems for Managers and their Changing Trends in a Few Public Sector and Private Sector Organizations in Indian Perspective'
- **MBA:** Lucknow University, Lucknow
Specialization: Human Resource Management
- **M.Sc:** Lucknow University, Lucknow
Specialization: Chemistry

Awards

- Emerald Literati Award 2019, for Outstanding Paper, given by Emerald Publishing
- 2nd best paper award at the 'Idea Conclave on Collaging Futuristic Skills Landscape for New India- A Development Professionals Meet', 7-8 March 2019, organized by GB Pant Institute of Social Sciences, Prayagraj

Research Supervision

- **Ph.D Research**

1. Ms Jyoti

Topic: Linkages between organization culture and employee engagement: A comparative study of public sector and private sector enterprises in India (ongoing)

2. Ms. Anjali Kushwaha

Topic: Identification of Skills and their Development for women entrepreneurship: A study of select cities of Uttar Pradesh (ongoing)

3. Ms. Parvati Agrahari

Topic: Talent Development among faculty members: A study of Indian management Institutions (ongoing)

4. Mr. Rahul Yadav

Topic: Change adoption by employees in the Indian retail sector (ongoing)

- Supervised over 60 PG Major Project Dissertations

Projects

- Co-Principal Investigator (2014-17), ICSSR sponsored major project titled 'Antecedents and Predictors of Investment Behaviour of Urban Poor: A Study of Uttar Pradesh'
- Author (India) (2010-11), an international project on Father-Daughter Succession in Family Business: Socio-cultural Aspects.
- Researcher (India) (2009-10) in an international project of Hellenic American University, Athens, titled "Female Immigrant Entrepreneurship Project"

Publications

- **Book**

1. Ghosh P and Nandan S. (2015). *Industrial Relations and Labour Legislations*, New Delhi McGraw Hill,

- **Book Chapters**

2. Nandan, S. and Jyoti. Organizational Culture Dimensions as Drivers of Employee Engagement for Business Sustainability: towards a Conceptual Framework. In (eds) Vanka, S., Rao, M.R., Singh, S., Paulaparti, M.R., Sustainable Human Resource Management – Transforming Organizations, Societies and Environment. Springer (accepted for publication)

3. Nandan S. (2018). Work-life Balance Initiatives in Indian Public Sector Banks. In Chandra, A. (Ed), *Sustainable Development through Gender Equality*,(pp.239-248). New Delhi: Pentagon Press
4. Nandan, S. (2017). Human Resource Management in Startups in Digital Age: Practices and Challenges. In Bhattacharjee, A. (Ed), *Digital Impact on HR Practices* (pp77-90). New Delhi: Mittal Publications
5. Nandan, S. & Jyoti (2016). Linkages between Organization Culture and Employee Engagement: Review of Literature. In Bhakar, S.S, Gulati, C, Mathur, G & Pathak, R. (eds) , *Global Advancements in HRM : Innovations & Practices* (pp 165-178). New Delhi: Bharti Publication
6. Nandan, S. (2016). Leadership and Change Management: An Indian Perspective. In Halkias, D., Santora, J. and Thurman, P. (Eds), *Leadership and Change Management: A cross-cultural Perspective* (pp. 64-69). Routledge
7. Nandan,S. and Agrawal, P. (2015). A Study of Factor Affecting Customer Satisfaction amongst College Students with Online Shopping. In Geetika, Nandan, N, Singh, T.,Ghosh, P. and Tripathi, V. (Eds.), *Advances in Management and Technology: Mapping Strengths and Opportunities*, New Delhi:McGraw Hill Education
8. Agrawal, P.R., Tripathi, V and Nandan, S. (2012). Market Environment For Vegetables in Ganga Basin of Uttar Pradesh: The Supply Chain Issues, In Rai, U.K., and Rai, A., Singh , SK, (Eds.), *Emerging Marketing Paradigms*, Excel India Publishers: New Delhi ISBN: 9789382-062738
9. Agrawal, P.R., Tripathi, V and Nandan S. (2012). Vegetable Supply Chain In The Ganga Basin Of Uttar Pradesh: The Missing Links. In Haldar, P. (Ed.), *Rural India in the New Millenium*. New Delhi: Paramount Publishing House
10. Geetika, Nandan ,S. And Ghosh, P.(2011). Father-Daughter Succession in Family Business in India: A Socio-cultural Perspective. In Halkias, D., Thurman, P. and Nason, R.S. (Eds), *Father-Daughter Succession in Family Business*. London: Gower Publishers, ISBN: 978-0566-09220-6
11. Geetika, Nandan, S (2010). A Study of Women Entrepreneurs: Motivators and Deterrents. In (Rai, U.K., and Rai, A. Eds.), *Women Entrepreneurs* (pp3-13). New Delhi: MacMilan, New Delhi, ISBN: 023-033-150-5,
12. Goel, G., Nandan, S., Rishi, M., Liasides, J., Kondilis, B., (2009) India: Female Immigrant Entrepreneurship in Uttar Pradesh, in Halkias, D., Thurman, P., Harkiolakis, N., (Eds.). *Female Immigrant Entrepreneurs: The Economic and Social Impact of a Global Phenomenon*. Gower Publishers, London, UK , ISBN 978-0-566-08913
13. Nandan S. (2009): "E-government: Good Deliverance through Effective Performance Management". In Chhabra, S. (ed.), *Integrating E-Business Models for Government Solutions*:

Citizen-Centric Service Oriented Methodologies and Processes (pp 138-164). United Kingdom: IGI Global,

14. Nandan S. (2008). Lessons from E-government Initiatives in Uttar Pradesh, In Ojha, A. (Ed.), *E-government in Practice*, 26-32, New Delhi: Gift Publishing, ISBN: 978-81-906294-5-4,
15. Nandan, S. (2007): "E-governance: Overcoming Obstacles through Effective Human Resource Management Strategies". In *Adopting E-governance*, Sahu, G.P.(ed.), New Delhi: Gift Publishing, 44-50,
16. Srivastava, S., Thakur, Y.S. & Nandan, T. (2004). Where Do We Go?: Dilemma of Executives in the Post-Liberalisation Era. In Gouraha and Sharma (Ed.) *Development in India: For Whom and Where*, pp 72-78. Sagar: Book City Publications
17. Srivastava, S. & Nandan, T. (2003). Workplace Stress- Fallouts and Management. In Giri, G.S. (Ed.), *Psychotherapy, Yoga and Traditional Therapies of East and West* (pp. 220-228). New Delhi: Jagdamba Publishing Company

- **Journals**

18. Nandan, S., Halkias, D., Thurman, P. D., Komodromos, M., ...Seaman, C. (2018). Assessing Cross-National Invariance of the Three-Component Model of Organizational Commitment: A Cross-Country Study of University Faculty. *EuroMed Journal of Business*.13 (3), 254-279, <https://doi.org/10.1108/EMJB-09-2017-0031>
19. Nandan, S., Agrahari, P. (2018). Does training lead to talent retention? Indications from literature. *International Journal of Management & Information Technology "Sanchyan"*, 7(1), 66-83.
20. Nandan, S. & Kushwaha, A. (2017). Role of NGOs in skills development and micro-entrepreneurship promotion among women: A study of Allahabad district. *Management Dynamics*, 17, 38 – 50.
21. Nandan, S and Jyoti (2017). Employee engagement practices and challenges in today's business organizations: A study of IT Sector. *Research in Business Studies*, 2(1), 86-95
22. Nandan, S., Joshi, V., Agrawal, P.K. (2016): Adoption of Online Shopping: A study of New Zealand. *Management Edge*, 9(1)
23. Singh, T., Nandan, S. and Chawla, G (2015). HR service dimensions of quality of work life factors: IT enabled services perspectives in India. *International Journal of Indian Culture and Business Management*, 10 (4), 460 - 475 . *Inderscience publications*.
24. Nandan S. and Verma A. (2013). Organizational Change Effectiveness in an Indian Public Sector Organization: Perceptions of Employees at Different Levels. *South Asian Journal of Management* Vol 20, No.1(Jan-Mar 2013), published by Association of Management Development Institutions in South Asia (AMDISA), Hyderabad
25. Nandan, S. (2012). Application of Information and Communication Technology in Small and Medium Enterprises: A Review of Literature. *Journal of Global Information & Business Strategy*, 4(1),73-86

26. Singh, T., Nandan S., Singh, A (2012). Employee Perception on Training: A Comparative Study of Manufacturing and Services Sector. *Management Dynamics*, 12 (1), 60-76
- 28.. Nandan, S. and Nandan, T. (2012). Perceived Learning from Faculty Development Programs of Faculty in Higher Education. *Journal of Learning*, ISSN 1447-9540. Indexed in 1) Ulrich's Periodicals Directory, 2) Cabell's Directory in Learning, 3) Genamics JournalSeek, 4) ASSIA (Applied Social Sciences Index & Abstracts), 5) Australian Department of Education, Science and Training) 6) Scopus
29. Nandan, S.(2011). Training for e-Governance: Does Culture Hold a Key?. *CSI Communications*, published by Computer Society of India), 35(7), 32-34
30. Nandan, S., Samaddar, S.G., Nandan, T (2011). Determinants of Usefulness of Faculty Development Programmes in the Area of Business Management. *Indian Journal of Technical Education* ISSN 0971-3034, 34(3), 40-45
31. Nandan S. (2010): Behaviour Assessment in Performance Appraisal: Significance and Trends. *Abhigyaan*, Jan-March 2010, 25-34
32. Nandan, S., Samaddar, S.G., Nandan, T (2010). A Dynamic Model for Evaluation of Usefulness of Faculty Development Programmes In the Area of Business Management Serbian Journal of Management. *Serbian Journal of Management* , 5 (2) (2010) 251 – 259, Indexed and abstracted in All-Russian Institute of Scientific and Technical Information VINITI; Kobson; Research Unit on Communication, Organizational Learning and Aesthetics RUCOLA; The Knowledge Base Social Sciences Eastern Europe GESIS - Leibniz Institute for the Social Sciences, DOAJ - Directory of Open Access Journals, EBSCO Publishing and by Cabell's Directories,
33. . Geetika, Nandan S. (2010). Determinants of Customer Satisfaction on Service Quality: A Study of Railway Platforms, *Journal for Public Transportation*, 13 (1), 97-113. Published by University of South Florida. Indexed in Social Science Citation Index
34. Ghosh, P., Nandan, S. and Gupta, A. (2009). Changing Roles of Trade Unions in India: A Case Study of NTPC, Unchahar. *Asian Academy Management Journal*, Vol. 14, No.1, 37-57. Indexed in EBSCO databases
35. Nandan S. (2009). Issues in Adoption of Information and Communication Technology in Small and Medium Enterprises: A Review of Literature. *Srilankan Journal of Management*, 14(2), April-June, pp. 18-40
36. Nandan S. (2009). Trends and Issues in Cross Cultural Training of Expatriate: A Review of Literature. *Pragyaan*, 7(3), June, 44-53
37. Nandan S. and Nandan T. (2009): Maintaining employees in Times of Recession: Tackling the Challenge. *Prabandhan and Taqniqi, Management Research Journal*, 3/Oct, 60-64

38. Nandan S. (2009). Gender Imbalance in Decision Making Positions In workplace in India: An Analysis. *IME Journal*, January, III (1), 35-40
39. Geetika and Nandan, S. (2008): Working Women in India: Treading to Remove Imbalances, *Journal of Women Studies*, II (2), 99-108
40. Geetika & Nandan, S. (2008): A Study of Socio-economic Influences on perceptions of Gender Equality in India: Linkages with Career Choices. *Integral Review, A Journal of Management*, December, 1(2), 3-17
41. Nandan, S. (2008). Eradication of Child Labour in India Picture Imperfect. *MERI Journal of Management and IT*, October, 2(1), 34-46
42. Nandan S. (2008): 'Trends in Performance Management in India: A Case of Jubilant Organosys', *Review of Professional Management*, 6(2), July-Dec, 60-65
43. Nandan, S. (2008). Performance Appraisal as a Tool for Employee Empowerment: Exploration of a Possibility". *Indian Journal of Training and Development*, XXXVIII (1), January- March, 15-24
44. Nandan, S. (2008). Trends in Performance Appraisal in Indian Private Sector Organisations: An Analysis". *Manpower Journal* April- June, XLIII (2) April- June, 65-84
45. Nandan, S. (2008). Performance Appraisal in Public Sector Banks in India: A Case of State Bank of India" , *Gyan*, January-June 2008
46. Srivastava, S. & Thakur, Y.S.(2008). Performance appraisal in Grasim Industries Limited', *JIMS-8M*, 13(1), pp. 48-33
47. Nandan, S. (2008). Employee Attrition In India : A Study of Theoretical Bases of Coping Strategies, *Skyline Business Journal*, Vol. IV, No. 2, June (Spring), 1-9
48. Nandan, S. (2007). Performance Assessment in Public Sector Enterprises in India: A Case of Bharat Heavy Electricals Limited. *Global HR Review*, 1(1), 61-68.
49. Nandan, S. & Thakur, Y.S. (2007). Trends in performance assessment in Indian Public Sector Enterprises: A Case of Hindustan Aeronautics Limited", *Business Perspectives*, 9 (1), 93-100
50. Nandan, S. and Nandan, Tanuj (2007). Performance Appraisal: Roles and Concerns in the Changing Business Environment *Review of Professional Management*, 5(2), July-December, 57-62.
51. Nandan, S. & Thakur, Y.S. (2007). 'Performance Appraisal- A Tool of HRD'. *Management Trends* 4(2), September,28-33
52. Nandan, S. & Thakur, Y.S. (2006). Trends in Performance Management in Indian Enterprises: A Case of Videocon Industries Limited. *Prestige Journal of Management and Research*, 10(1& 2), 40-49.
53. Nandan, S. & Thakur, Y.S. (2005). Indian Woman Manager – Power Redefined. *Confluence– Journal of Management*, II (2), 88-94.

54. Nandan, S. & Thakur, Y.S. (2005). Emerging Trends in Performance Assessment: Performance Management at J.K. Organisation. *Management Trends*, 3(1), 46-49.
55. Nandan, S. & Thakur, Y.S. (2004). Employee Performance Appraisal: Rationale and Objectives in the Changing Business Environment. *Confluence – Journal of Management*, 1 (1), 61-74.
- **Conference proceedings**
56. Nandan S., Gupta, P. and Yadav, P (2009): E-learning in India: Concerns and Challenges, proceedings of the national seminar on e-learning p. 46-48
57. Nandan, S. & Nandan T. (2007). Achieving Organizational Effectiveness through Performance Management: Some Perspectives. *Prabandhan and Taqniki*, 1, pp.71-75.

Conferences/Seminars Attended

1. International Conference on Sustainable Human Resource Management: Practices, Policies and Perspectives in South Asia, 01-02 Nov 2018, organised by Hyderabad University and ICFAI Foundation for Higher Education. Paper presented on 'Organisational Culture Dimensions as Drivers of Employee Engagement for Business Sustainability: Towards a Conceptual Framework'
2. International Conference on Sustainable Human Resource Management: Practices, Policies and Perspectives in South Asia, 01-02 Nov 2018, organised by Hyderabad University and ICFAI Foundation for Higher Education. Paper presented on 'Change Management as An Organisational Sustainability Strategy: Exploring the Literature'
3. 9th International Conference on 'Measure, Manage and Facilitate Change to Harness Organisational Potential', Jan 06-08, 2018, organized by Prestige Institute of Management, Gwalior and Indian Economic Association, paper presented on 'Does Training lead to talent Retention?: Indications from Literature'
4. 2nd Asia-Pacific Conference on Managing Business Sustainability, Dec 15-17, 2017, organized by Jaipuria Institute of Management. Paper presented on 'Role of NGOs in Skill Development and Promotion of Micro-entrepreneurship Among Women'
5. International Conference on e-Business 2017, 02-04 November 2017, organized by SRMS University, Lucknow and ASSOCHAM and Asian Institute of Technology, Thailand. Paper presented on 'Human Resource Issues and Strategies in e-Commerce'
6. International Conference on Human Resource Management and Development in the Digital Age, 23-24 June 2017, organized by the Department of Management, North-Eastern Hill University, Tura Campus, Tura, Meghalaya, paper presented on 'Human Resource management in Startups in the Digital Age: Practices and Challenges'.
7. International Conference on Research in Business 2017, April 16, 2107, paper presented on 'Employee Engagement Practices and Challenges in Today's Business Organisations: A Study of IT Sector '.

8. International Conference on Corporate Governance: Retrospect and Prospects, 12-13 FEB 2017, organized by Institute of Management Studies, Ghaziabad, paper presented on 'Implications of Unethical Practices in Business Organisations: A Case of Volkswagen Emission Scandal'
9. 5th Annual Conference on Innovations and Best Practices in Business, Human and Other Earth Resources Management, January 15-16, 2015, paper presented, titled 'Work-life Balance Initiatives in Indian Public Sector Banks : Employees' Perspective', organized by Indian Institute of Social Welfare and Business Management, Kolkata
10. 18th International Conference on Learning, University of Mauritius, 5-8 July 2011, paper presented on 'Perceived Learning from Faculty Development Programs of Faculty in Higher Education'.
11. International Conference on 'Role of Management & Technology in Shaping India as a Developed Nation by 2020, 29-30 April, 2011, Teerthanker Mahaveer University, Moradabad, paper presented on 'Movement of Corporate world to Villages: A gateway to Prosperity for India'
12. 3rd Annual International Conference on 'Decisions in Management and Social Sciences for Sustainable Development' 13-14 December, 2009, IISWBM, Kolkata, paper presentation on 'Performance Appraisal Practices in Indian Private Sector and Public Sector Organisations: A Comparative Analysis'
13. The Fourth Global HR Summit 2007, organized by Amity Business School, India
14. Psychotherapy, Yoga and Traditional Therapies: Dialogue between East and West, 2003, Department of Yogic Science, Dr HS Gour University, Sagar

National

1. Idea Conclave on Collaging Futuristic Skills Landscape for New India- A Development Professionals Meet, 7-8 March 2019, GB Pant Institute of Social Sciences, Prayagraj, paper presented on 'Psychological Determinants of Entrepreneurship Behaviour: A Review of Literature'
2. Demonetization and uprooting parallel economy (27-28 March, 2017), Department of Commerce, Dr Hari Singh Gour University, Sagar, paper presented on 'Managing in Digitized workplace: A Human Resource Perspective'
3. National Conference on Changing Paradigms in Indian Tourism: Challenges for Growth and Sustainability, 24 October 2017, organized by Department of Commerce and Business Administration, University of Allahabad. Paper presented on 'Job Satisfaction in Hotel Employees: A Study'
4. National Seminar on Sustainable Development through Gender Equality, 26-28 April, 2017, organized by Joseph Institute of Business Studies, Sam Higginbottoms University of Agricultural Technology Sciences, Allahabad, paper presented on 'A Perceptual Study on Work-life Balance Initiatives in Banking Sector in India'

5. National Conference on 'Demonetization and Uprooting Parallel Economy, 27-28 March 2017, organized by the Department of Commerce, School of Commerce and Management, sponsored by ICSSR. Paper presented on Managing in Digitized Workplace: A Human Resource Perspective
6. Second National HR Seminar on Global Advancements in HRM: Innovations and Practices, 19 Nov 2016, organized by Prestige Institute of Management, Gwalior. Paper presented on 'Linkages between Organisational Culture and Employee Engagement: A Review of Literature'
7. All India Commerce Conference, organized by Faculty of Commerce, University of Lucknow, November 11-13, 2016
8. National Seminar on Applied Ethics: Significance and Challenges, organized by UP Rajarshi Tandon Open University, Allahabad, 29 March 2016. Paper presented on 'Impact of Unethical Practices in Business Organisations: A Case of Volkswagen
9. National Conference on Dimensions of Public Policy and Rural Development, HSS, MNNIT, Allahabad, March 08-09, 2014, paper presented titled 'Awareness on Government Programmes for Rural Development: A Study of MNREGA'.
10. Seminar on Change Management and Transformation, April 19-20 2012, SMS, MNNIT, Allahabad
11. Emerging Issues and Challenges in Management by 2020, April 03-04, 2012, Moradabad Institute of Technology, Moradabad
12. One day symposium on 'Union Budget 2012-13', March 16, 2012, MNNIT, Allahabad
13. National conference on 'Rural India in the New Millennium', 23-24 Feb 2012, Asia-Pacific Institute of Management, New Delhi
14. Seminar on 'Food Security in India: The Prospects and Policy Change', 30 Aug, 2011, Department of HSS, MNNIT, Allahabad
15. Symposium on "NGO Management: Transforming Trends And Approaches", November 23, 2010, organized by Department of Humanities and Social Sciences, Motilal Nehru National Institute of Technology, Allahabad
16. Conference on 'Women Entrepreneurship in India' on 22nd and 23rd Oct 2010, organized by Faculty of Management Studies, Banaras Hindu University, paper titled "A Study of Women Entrepreneurs: Motivators and Deterrents, accepted for presentation
17. National Conference on 'Economic Crisis Management: Survival and Growth' 12-13 March, 2010, organized by Motilal Nehru National Institute of Technology, Allahabad. Paper presented 'Impact of Economic slowdown on Consumer Behaviour of Car Purchase'.
18. National Conference on "Managing Inclusive Growth in India: A Re-look into the Socio-economic Perspectives' 12-13 Feb 2010, organized by Motilal Nehru National Institute of Technology, Allahabad . Paper presented.

19. 3rd National Conference on 'Recent Trends in Outsourcing Finance & Retail Business', LNCT, Indore, 10 Oct 2009, paper presented.
20. National seminar on e-learning, 21-22 March, 2009, presented paper titled 'e-learning in India: opportunities and challenges', organized by National Society for e-Learning,
21. UGC sponsored National Workshop on Economic Uprising of Women: Emerging Socio-legal Issues in India, 22 October 2008. Paper titled 'Young Women's Perception of Equality: An Impact on Career Choices' presented
22. Women Studies in 21st Century: Various Paradigms, 2007, organized by BHU, Varanasi, paper presented
23. Convergence- Achieving Excellence Through Integration, 2006, organized by Sri Shankaracharya Institute of Management, Bhilai,
24. Impact of Demographic Changes in India, 2006, department of Economics, Dr. HS Gour University, Sagar
25. Marketing, Finance and Recruitment Perspectives in the Contemporary Management Scenario, 2005, Paper on Study of Job Satisfaction among executives, organized by Technocrat's Institute of Technology, Bhopal,
26. The 24th All-India Conference of the Indian Social Science Association, 2004. Paper presented
27. Psychotherapy, Yoga and Traditional Therapies: Dialogue between East and West, Nov 12-15, 2003, 1st International Conference of the Asian Federation for Psychotherapy, organized by Dr. HS Gour University, Sagar, paper presented on 'Workplace Stress- Fallouts and Management'
28. Role of Models in Advertising, 2003, organized by FMS, Dr. HS Gour University, Sagar
29. Restructuring Higher Education in India, 2001, organized by FMS, Dr. HS Gour University, Sagar

WORKSHOPS ATTENDED

1. 'Management Research in the Indian Context: Opportunities and challenges', organised by IIM Ahmedabad and Indian Academy of Management
2. Workshop on 'Sensitizing GST in India' Sep14,2017, Organized by Faculty of Commerce, University of Allahabad
3. Author Workshop, organized by MNNIT Allahabad and Springer(India), 29 October 2015
4. Sensitization Workshop on Intellectual Property Rights, February 06-07, 2014, MNNIT, Allahabad
5. Personality and Communication Skill Development, Feb 6-7, 2013, Organised by Motilal Nehru National Institute of Technology, Allahabad
6. Micro-finance: The Indian Perspective, Aug, 13, 2010, organized by Dept. of Humanities and Social Sciences, Motilal Nehru National Institute of Technology, Allahabad

7. National Workshop on Intellectual Property, 2008, Organised by Motilal Nehru National Institute of Technology, Allahabad
8. Curriculum Development, 2007, organised by Motilal Nehru National Institute of Technology, Allahabad
9. Karma, 2005, FMS, Dr. HS Gour University, Sagar
10. Patents and Intellectual Property Rights, 2004, Dr. HS Gour University, Sagar
11. Preparation and Presentation of Project Report, 2004 , FMS, Dr. HS Gour University, Sagar

WORKSHOP/SYMPOSIA ORGANIZED

1. Coordinated the two-day Workshop on Business Analytics 23-24 February 2019, organized by Department of Commerce and Business Administration in collaboration with Makeintern.
2. Coordinated the Regional Workshop on 'Financial Awareness and Consumer Training', 27 Feb 2019, organized by Department of Commerce and Business Administration in collaboration with National Centre for Financial Education
3. Regional seminar on Financial Inclusion through Financial Education, Organised by Faculty of Commerce in collaboration with SEBI, NSE, SBI Mutual Fund and AMFI, 12-13 Feb 2018
4. Member, organizing committee, for Awareness Programme on 'Prevention of Sexual Harassment at Workplace', organized by CCASH, University of Allahabad
5. Coordinator, Regional Seminar on Financial Inclusion through Financial Education, Organised by Faculty of Commerce in collaboration with SEBI and NSE, 4 March 2016
6. Member, organizing committee, International conference on Advances in Management and Technology: Mapping strengths with Opportunities, 29-31 January 2015, SMS, MNNIT, Allahabad
7. Member, organising committee, Simulation workshop on 'Personality and Soft Skills Development', 06-07 February 2013, SMS, MNNIT, Allahabad
8. Co-coordinator, Seminar on ' Marketing: Evolving Trends' October 18-19, 2011, SMS, MNNIT, Allahabad
9. Member, organising committee, Seminar on 'Change Management and Transformation', 18-19 April 2012, SMS, MNNIT, Allahabad
10. Member of organizing team for the symposium on *NGO Management: Transforming Trends and Approaches*", November 23, 2010, organized by Department of Humanities and Social Sciences, Motilal Nehru National Institute of Technology, Allahabad

11. Member of organizing committee for Workshop on 'Food Security in India', Department of Humanities and Social Sciences, Motilal Nehru National Institute of Technology, Allahabad
12. Member of the organizing committee for conference on 'Economic Crisis Management: Survival and Growth Strategies, March 12-13, 2010, Motilal Nehru National Institute of Technology, Allahabad
13. Member of the organizing committee for conference on 'Managing Inclusive Growth in India: A Re-look into the Socio-economic Perspectives, February 12-13, 2010, Motilal Nehru National Institute of Technology, Allahabad
14. Coordinated the workshop on 'Management Economics and Spirituality', January 18, 2010, Motilal Nehru national Institute of Technology and Bhakti-Vedanta Society
15. Member of the organizing committee for workshop on *Curriculum Development*, 2007
16. Co-ordinated the Workshop on *Effective Communication and Personality Development*, 2006, organized by the Department of Business Management, Dr Hari Singh Gour University, Sagar
17. Co-ordinated the Workshop on *Personality Development and Creative Thinking*, 2005, organized by the Department of Business Management, Dr Hari Singh Gour University, Sagar

INVITED LECTURES:

1. Lecture on 'Time Management' in Two day Course on 'Soft Skill' for Asstt. Audit Officers/Audit Officers/Sr. Audit, 24-25 Oct 2019, organized by Regional Training Institute, , Indian Audit and Accounts Department, Allahabad
2. Lecture on 'Factor Analysis' in One Week Short Term Training Programme on 'Data Analysis and SPSS Software' 21 Oct 2019-15-Oct 2019, organized by Department of Mathematics, Harcourt Butler Technical University, Kanpur
3. Lecture on 'Time MANAGEMENT', in two day Course on 'Soft Skill' for Asstt. Audit Officers/Audit Officers/Sr. Audit, 29-30 July 2019, organized by Regional Training Institute, , Indian Audit and Accounts Department, Allahabad
4. Lecture on 'Cross Cultural Sensitivity for effective business' Dept of Business Administration, Lucknow Univ, 19 July 2019
5. Lecture on 'Futuristic Skills' in Idea Conclave on Collaging Futuristic Skills Landscape for New India- A Development Professionals Meet, 7-8 March 2019, organized by GB Pant Institute of Social Sciences, Prayagraj

6. Lecture on Developing Soft skills for Entrepreneurship', on 13 March 2019 at Entrepreneurship Awareness Camp, 11-13 March, organized by UPICO, sponsored by Department of Science and Technology, Government of India.
7. Lecture on Developing Entrepreneurial Competencies-Communication Skills', on 23 February (21-23 Feb) 2019 at Entrepreneurship Awareness Camp, 21-23 February 2019, organized by UPICO, sponsored by Department of Science and Technology, Government of India.
8. Lecture on 'Awareness and Prevention of Sexual Harassment', Organised by NSS 7 days sp camp of Unit II, University of Allahabad, 18 February 2019
9. Lecture on 'Data Analysis for Case study method', 18 Dec 2018 at the FDP on Case Methods, 17-21 December, organized at the School of Management Studies, Motilal Nehru National Institute of Technology Allahabad
10. Lecture on Listening Skills in the Workshop on 'The Art of Communication', December 13-15, 2018, organized by Ishwar Saran Degree College (constituent College of University of Allahabad), Allahabad
11. Lucknow Univ 17 August 2019
12. Lecture on Soft Skill Development for Entrepreneurs at Entrepreneurship Awareness Camp, 07-09 February 2018, organized by Department of Science and Technology, Government of India.
13. Personality Development through Skill Development, in National Seminar on Educated Youth: Future Challenges and Personality Development, 18 November 2017, organized by MNNIT Allahabad and Rural and Urban Education Development Society
14. Lecture on 'Change Management', 23 Nov 2017, Training programme for officers, Office of Accountant General, Allahabad
15. Personality Development by Skill Development at the Seminar on 'Educated Youth: Future Challenges and Personality Development, organized by MNNIT Allahabad
16. Lecture on 'Women Entrepreneurship', on 12 Nov 2017, at TEQUIP sponsored workshop on Start-up, Design Incubation and Entrepreneurship, , Rajkiya Engineering College, Azamgarh, 12-16 Nov 2017
17. Lecture on 'Time Management', at Department of Law, Shambhunath Institute of Engineering and Technology, Allahabad on 11 Nov 2017
18. Lecture on 'Case study method' in ICSSR sponsored ten days research methodology programme for Ph.D Students in Social Sciences" at the Dept of Humanities and SOCIAL Sciences, MNNIT Allahabad, June 02-11 2017. Lecture held on June 10 2017.
19. Lecture on 'Interpersonal Skills', for teachers , 28 April 2017, DPS Allahabad
20. , 'Ethical Dilemma and social responsibility facing firms in different cultures' at FDP on 'Cross Cultural Management', 13-17 Feb 2017, organised by Rajkiya Engineering College, Azamgarh, sponsored by AKTU, Lucknow
21. Preparing Curriculum vitae and interview techniques , Workshop on Communication Skills, SPMIT 2017
22. 'Time Management' at Training Programme on 'Personality Development for Gainful Employment' 18 Jan 2017 , organised by Indian Society for Training and Development.

23. 'Personality Development and Dedication' on 23 Nov2016, Training on General Course on 'General Management' for Audit Officers , Region Training Institute, Indian Audit and Accounts Department, Allahabad ,
24. Conflict Management, for training on General Course on 'General Management' for Audit Officers , on 02.02.Feb 2016, at Region Training Institute, Indian Audit and Accounts Department, Allahabad
25. Managing change, for training on General Course on 'General Management' for Audit Officers , on 03Feb 2016, at Region Training Institute, Indian Audit and Accounts Department, Allahabad
26. 'Training and Development An Age Diverse Workforce', in National Seminar on "Cultural Diversity at Workplace: New Approaches in Human Resource Management (16 Nov 2016), 17 Nov2016, Sam Higginbottoms University of Agricultural Technology Sciences, Allahabad
27. Lecture on effective communication skills, in the Workshop on' Communication Skills' 18 sep 2016, at Dept of Mathematics, Veer Bahadur Singh Purvanchal University, Jaunpur, U.P.
28. Lecture on 'Action Research' on 16 July 2016, FDP on Quality Enrichment in Higher Education: Strategies Towards Continual Improvements in R&D or Education System (11-16 July, 2016) SRM University Lucknow
29. Lecture on 'Talent management in e-commerce Organisations in the RCIDC on 'E-commerce and Management (IDC-01), 30th Jan 2016, organised by University Grants Commission, Human Resource Development Centre, Dr Hari Singh Gour University, Sagar, MP.
30. Lecture on Change management in e-commerce Organisations', in the RCIDC on 'E-commerce and Management (IDC-01), 30th Jan 2016, organised by University Grants Commission, Human Resource Development Centre, Dr Hari Singh Gour University, Sagar, MP.
31. Lecture on Investment in Human Capital. Ph.d students interaction programme at the behest of Academic Staff College, University of Allahabad, March 27,2015
32. Guest Lecture on 'Cross Cultural Management' at GLA Mathura, 2012
Lecture on 'Field work presentation' on 24 October 2013, at the 10 days 'Research Methodology Programme for Ph.D Students in Social Sciences' (ICSSR Sponsored) 15-24 October 2013

MEMBERSHIP OF PROFESSIONAL BODIES

- Life Member, Indian Society of Training and Development (Since2016)
- Member, National Human Resource Development Network (2010-2011)
- Member, Association of Indian Management Scholars (2008-2009)