

Curriculum Vitae

Dr. Parvez Ahmad Shah

Associate Professor

Department of Commerce

University of Kashmir, Srinagar

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Academic Qualifications:

Degree	Institute	Year	Marks/grade	Faculty/Topic
M.Com	University of Kashmir	1987	69.33%	Faculty of commerce & Management Studies.
M. Phil	University of Kashmir	1994	O-Grade	Participative Management in Central Public Sector Enterprises: A Case Study of Indian Telephone Industry Srinagar
Ph. D	University of Kashmir	2006	O-Grade	“Manager’s Satisfaction with Human Resource Development Practices: An Empirical Study”.

Teaching Experience:

1. Under Graduate Level: 15 years (including 5 years’ ad-hoc Service)
2. Post Graduate Level: 18 years Approximately

Administrative Assignments Held:

1. **Coordinator, Centre for Career Planning & Counselling**, University of Kashmir, Srinagar, from 2011 to 2013 (Looked after the corporate placements of PG Students of around 35 (The Then) P.G Departments of the University. Placed 33 PG Students both male & female of the Department of Computer Sciences, University of Kashmir, in King Saud University (KSA) as IT Professionals besides, around 370 students placed in different highly reputed MNCs & State-Centre Institutions across the country.

2. **Nodal Officer**, NewGen IEDC Incubation Centre, University of Kashmir, since, 2023
3. **Coordinator**, Corporate Relations & Placement Affairs, Dept. of Commerce since 2007. (Looked after Internships / project preparations besides Organized Industry-academia interface by way of coordinating interactive sessions of business tycoons and top officials of the corporate world besides State Bureaucracy both from within and outside of the State of J&K for the MFCians and M.Com Students of the department.
4. **Associate Editor**, The Business Review, Journal of the School of Business Studies, University of Kashmir, Srinagar from 2021-2024
5. **Academic Counsellor**, for 3rd and 4th Semester Students of the department from 2018-22
6. **Career Counsellor**, Department of Commerce, since 2018.
7. **Vice-President**, KUTA during 2012-2014.
8. **Co-ordinator, Research Activities**, Department of Commerce since, 2012.
9. **Nodal Officer**, Grievances lodged by the general public in the JKGGC, since 2018.
10. **Member of Board of Post-Graduate Studies** in Commerce for M.Com Program
11. **Member of Board of Post-Graduate Studies** for MFC Program 2007-2015
12. **Member of Board of Under-Graduate Studies** in Commerce since, 2007
13. **Member, Departmental Research Committee since, 2010.**
14. **Member, Library Committee**, Department of Commerce, KU.
15. **Member Departmental Committee**, Department of Commerce, KU
16. **Member**, Departmental Purchasing Committee
17. **Member**, Purchasing Committee, NewGen Incubation Centre, University of Kashmir
18. **Member, Inspection Committees** of Dean Colleges Development Council, KU
19. **Member, Advisory Board of NewGen Incubation Centre**, University of Kashmir
20. **Member, Monitoring Committee of NewGen Incubation Centre**, University of Kashmir

21. Chairman, Hospitality & Protocol Committee, Department of Commerce, KU

➤ Sponsored Projects:

1. Research Project (Joint) completed entitled “*Evaluation of Training Effectiveness in State Administration.*” Funded by UGC, New Delhi, amounting Rs 6,22,100.00
2. Research Project (Joint) submitted to ICSSR (Major) entitled: “*Influence of Rehabilitation of Mental Health & Emotionally Disabled Children*”.
3. Research Project (Joint) submitted to ICSSR (MAJOR) entitled “*Assessing the Antecedents & Outcomes of Entrepreneurial Self-Efficacy: A Study of Self-Leadership and Innovative Behaviour among Entrepreneurs*”. Submitted on 25th Oct, 2024
4. Research Project (Joint) submitted to ICSSR (MAJOR) entitled “*The Role of Digital Financial Literacy in Shaping Rural Women’s Financial Behaviour in Kashmir Region*”

➤ Research Guidance:

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| 1. Research Degrees Awarded (Ph. D-03 & M. Phil-02) | 05 |
| 2. On-going Ph D Research Projects | 06 |
| 3. Ph.D Thesis Submitted Recently | 01 |

➤ Topics of Research under Supervision:

1. Impact of Task-Relationship Conflict on Job Satisfaction: An Empirical Study of Insurance Industry in J&K.
2. Person-Organization Fit & Job Satisfaction: The Moderating Role of Perceived Organisational Support.
3. Impact of Diversity-Focused HR Practices on Deviant Workplace Behaviour: Investigating the Mediating Role of Organizational Justice in Telecom Sector.
4. Job Autonomy as a Mediator Between Transformational Leadership and Employee Creativity: A Study in Higher Educational Institutions
5. Hard & Soft HRM- A Gap Identification between Rhetoric & Reality at the Workforce Management: An Indian Scenario.

6. Impact of Performance Appraisal Practices on Employee's Performance: Investigating the Mediating Role of Training

➤ **Area of Specialization:**

1. Strategic Management
2. Human Resource Development
3. Human Resource Management
4. Strategic HRM

➤ **Seminars / Workshops/ Conferences attended:**

1. 1-Day Workshop on "Re-orientation of Commerce Curriculum" organised by the Deptt of Commerce, University of Kashmir, on 30th June, 1994.
2. 2-Day National Seminar on "Commerce Education in the New Millennium "organised by Department of Commerce, University of Kashmir, on, Sept, 4-5, 2001.
3. 3-Day HRD Congress, on "New Trends & Experiences in HR." held in Nehru Centre, Worli Mumbai, India from 31st Jan to 2nd Feb, 2002.
4. 1-Day Seminar on "Rural Employment Generation Programme, Organized by the Commissioner Office, Khadi & Village Industries, in the Deptt of Management Studies, University of Kashmir, on 15th March, 2006.
5. 3-Day National Workshop on "Capacity Building of the Faculty Working at ODL Institutions" held from May 17-19, 2008, organised by the Directorate of Distance Education, University of Kashmir, Srinagar.
6. 3-Day Workshop on "Research Methodology" conducted by Department of Business & Financial Studies, University of Kashmir, March, 2009.
7. 5-Day Workshop on "Research Methodology" held from 26-03-2009 to 02-04-2009 organised by ASC, University of Kashmir in collaboration with the Deptt of Commerce.
8. One Week Faculty Development Programme on "Stock Market Operations" from 28-03 to 03-04-2010 organized by Deptt of Commerce, University of Kashmir in collaboration of Multi-Commodity Exchange of India, Mumbai.

9. 3-Day Workshop attended at International Management Institute, New Delhi, India, April, 26-28, 2011, IMI Campus New Delhi, on “Instructional Methodology for Management Educators”.
10. 3-Day International Conference on “Interest-free Institutional Mechanism (Banking, Finance & Insurance” held from 3rd-5th June, 2011 organized by OIC New Delhi in collaboration with the DB&FS, KU.
11. 2-Day Workshop “Commodity Market Exchange” from 01-06 to 03-06-2011, organized by the DB & FS in collaboration with Multi-Commodity Exchange of India, Mumbai.
12. 2-Day “Train the Trainer” Workshop on Commodity Futures Market, organised by the DB&FS, KU & FMC, Mumbai & MCX, Mumbai on 24th & 25th June, 2011.
13. 3-Day Workshop attended at Delhi organised by IMI, New Delhi, on “Instructional Methodology for Management Educator: Focus on Case Methodology Learning.” 26-28, April-2011.
14. 7-Day Workshop on “Research Methodology” held from 23rd-29th April, 2012 at DB & FS, UK.
15. 3-Day Workshop on “Restructuring of Curriculum in Commerce” held at DB&FS, University of Kashmir in the year 2013.
16. 3-Day International Conference was attended on “Contemporary Issue on Business, Management & Finance” held from 23rd- 25th Sept, 2012. organized by the Department of Business & Financial Studies University of Kashmir.
17. 2-Day International Conference Attended on “Contemporary Issue on Business, Management & Finance” held from 28th- 29th Sept, 2013. organized by the Department of Business & Financial Studies University of Kashmir.
18. Attended 2-Day Workshop on “Jazan University Multi-Platform” (JUMP), held in University of Jazan, KSA, 28-10-2015 to 29-10-2015.
19. 1-Day International Conference on Business Management, Social Science and Humanities. (ICBMESH-CHennai) in Association with IRAJ Research Forum, ASMESH-24127-601, Dec, 2017.
20. 1-Day Workshop on Islamic Banking & Finance (IBF) organize by the Department of Commerce, University of Kashmir, November-2018.

21. 2-Week Faculty Development Programme on “Innovation in Teaching” organized by Sri Pratap College, Cluster University, Srinagar from 5th to 18th January, 2019.
22. 1-Week Workshop on MOOCs, E-Content Development and Open Educational Resources held by the UGC-HRD Centre, University of Kashmir, from June 18th to June 24th, 2019.
23. I-Day 5th-International Conference on Research Developments in Applied Science, Engineering & Management (RDASEM) held on: 23rd February-2019, organised by Maharashtra Chamber of Commerce, Industries & Agriculture, Pune (India). Research paper was also presented in the conference on “Financial Literacy Among Peoples in Unorganized Sectors: Evidence from the state of J&K State.”
24. 2-Day International Conference on “Start-up to Scale-up: Management & Policy Interventions” held from 6th to 7th **April, 2019** organized by Department of Commerce, AMU, Aligarh in collaboration with Gedu College of Business Studies, Royal University of Bhutan. The paper presented in the Conference was entitled, “Impact of Task-Relationship Conflict on Job Satisfaction: An empirical Study of Insurance Industry in J&K”.
25. 1-Week Online International Workshop on Research Methodology & Data Analysis (RMDA-2020) held during Sept, **07-23, 2020** organized by Science Tech Institute with Global Knowledge Foundation (GKF), USA.
26. 1-Week Online Training Programme on Data Analysis using SPSS organized by Science Tech Institute, Lucknow, UP during **August 17-23, 2020**.
27. 2-Day “Shaping the Way” Training Workshop in “Career Counselling” for Career Counsellors & Placement Officers, held from April 4-5/ **August 27-28, 2021** organized by Centre for Career Planning & Counselling, University of Kashmir in collaboration with Tata Advanced Systems Ltd (TASL).
28. 2- Day Virtual International Conference on Embracing Change & Transformation in ICECT organized by Department of Management, Kristo Jayanti College, Bangalore, India, from 28th April to 29th **April-2022**. The paper presented in the conference was entitled as “Green HRM & Green Transformational Leadership & their Role Towards Environment Sustainability”.
29. 2-Day Workshop on Forex Trading Organised by Department of Commerce, University of Kashmir, in association with the FX Millennium, **held on May, 17-18, 2022**.
30. 3-Day GRADSCON-2022, 2nd International Conference for Graduate Studies, organised by NUEST Graduate School, University Training Department Research Services Department in

partnership with the Institute for Engineering Research& Publication (IFERP) with the theme “Advancing Technology Development Research Excellence and Innovative Leadership in the next normal” held on October, **20-22, 2022** Philippine.

31. 10-Day Faculty Research Series attended Online organized by Internal Quality Assurance Cell of Shri Ram College of Commerce, from **11th July to 20th July, 2022**
32. 1-Day UGC Sponsored Webinar on “National Education Policy (NEP)2020: Opportunities & Challenges for Higher Education” organized by UGC-Human Resource Development Centre held on **July 21st, 2022**
33. 2-Day workshop on Training for smooth implementation of National Education Policy-2020 titled “Training the Trainee” imparted to the faculty of University Departments & affiliated colleges, organized by NEP Cell of University of Kashmir, held at the Conference Hall, Directorate of Distance Education, University of Kashmir from 17-18 of **October, 2022.**
34. 2-Day Virtual International Conference on Embracing Change & Transformation-ICECT-2022, organized by Dept of Management, Kristu Jayanti College, Bangaluru, Participated and presented a research paper entitled “Green HRM & Green Leadership and their Role Towards Environment Sustainability”. held on **28-29 April, 2022.**
35. One-Week Short term Course for Training of Teachers on Indian Knowledge System (IKS) organised by Indian Knowledge Systems Division, Ministry of Education, Government of India, New Delhi in collaboration with Malviya Mission-Teacher Training Centre Erstwhile (UGC-Human Resource Development Centre, University of Kashmir, from 11th to 16th **Sept, 2023 & Secured Grade-A+**
36. 2-Day Conference organized by Fortune Institute of International Business (FIIB) participated and Paper presented in FIIB’s 8th Research Conference (FRC) on a theme “Humanizing Businesses for a Better World of Work”. held on **March, 2-3, 2023.** Paper presented entitled “Promoting Sustainability through Green Human Resource Management Practices: A Review”
- 37.

➤ Research Papers Published in Journals:

1. (2025) "Employee Perception of Job Characteristics & Job Satisfaction Among Employees in the Banking Sector" under submission
2. (2024) "Empirical Investigation of Transformational Leadership in Enhancing Employee Creativity Through Job Autonomy: A Study in Higher Educational Institutions". Journal of Southwest Jiaotong University (Indexed by **Scopus**) Vol-59, No- 01 (2024), ISSN No-0258-2724
3. (2024) "Happiness at Work: A Systematic Literature Review". Published in International Journal of Organizational Analysis (IJOA), Vol-32 No-10 **Emerald** Based, ISSN No-1934-8835, pp2236-2255
4. (2023) "Systematic Review of Job Autonomy as a Mediator between Transformational Leadership and Employee Creativity": A Study in Higher Educational Institutions. *Scopus **SEYBOLD**. ISSN NO-1533-9211, PP-67-77*
5. (2023) "Impact of Training and Development on Organizational Performance: A Mediating Role of Employee Performance". International Journal for Multidisciplinary Research (IJFMR), ISSN No-2582-2160
6. (2023) The Mediating Role of Employee Performance: Assessing the Impact of SHRM Practices on Organizational Performance" International Journal of Scientific Research in Engineering and Management (IJSREM), ISSN No-2582-3930,
7. (2023) "A Review of research literature on performance appraisal system practices and employee performance outcomes". *A journal for New Zealand Herpetology. BIOGECKO.*
8. (2023) "Promoting Sustainability through Green Human Resource Management Practices: A Review". Dogo Rangsang Research Journal, Vol 13, Issue 5, No. 1, Pp 145-156, ISSN: 2347-7180 (UGC Care Listed Journal)
9. (2023) "The Role of Soft HRM in Indian Family-owned Businesses" The Business Review, Vol.27 No.1 Pp 79-88, ISSN: 0972-8384 (Peer Reviewed-Refereed Journal) Journal of the School of Business Studies, University of Kashmir,
10. (2023) "Workplace Incivility and Job Stress: A Study among Nurses" The Business Review, Vol. 27, No. 2, Pp 13-28, ISSN: 0972-8384 (Peer Reviewed-Refereed Journal) Journal of the School of Business Studies, University of Kashmir,

11. (2022) “Impact of Cultural Factors on Indian Insurance Organization: An Empirical Study”. Publisher: Auricle Global Society of Education and Education, Journal: Educational Administration: Theory and Practice, Vol-28(1), pp-01-07 ISSN: 2148-2403 (Indexed by **Scopus**)
12. (2022) “The Behaviour of Idiosyncratic Volatility and its Relationship with Stock Returns in India”. Published in Indian Journal of Commerce (IJC), ISSN No: 2454-6801, (**UGC-Care Listed Journal**)
13. (2022) “Employee Perceptions of Job Characteristics and Organizational Commitment: A Review” The Business Review (peer Reviewed & Referred Journal), Journal of the School of Business Studies, University of Kashmir, Vol-26, No-1&2,
14. (2021) “Person-Organization Fit And its Operationalization: A Review” International Journal of Business and Management Invention (IJBMI), Vol-10, Issue- 01, January, ISSN: 2319-8028, p-ISSN-801X
15. (2021) “An Empirical Study of Employee Commitment in Insurance Industry of India” published in ShodhKosh Journal of Visual and Performing Arts. Publisher: Granthaalia Publications and Printers. Vol. 2, Issue. 2, pp-268-280 ISSN: 2582-7472, (**UGC Care Listed**)
16. (2021) “Hard & Soft HRD Models: A Review” published in IOSR-Journal of Business and Management, V-23, Issue-6, June,2021, pp:35-38, eISSN:2278-487X, p-ISSN:2319-7668
17. (2021) “Consequences of Workplace Ostracism : A Review” The Business Review, (peer Reviewed & Referred Journal), Journal of the School of Business Studies, University of Kashmir, Vol-25, No-1&2, Jan-Dec
18. (2020) “OCTAPACE Culture an Antecedent of Job Satisfaction: A Critical Study of Teacher of Private Educational Institutions”. Publisher: Auricle Global Society of Education and Education, Journal: Educational Administration: Theory and Practice 26(1), pp- 01-08, ISSN: 2148-2403. (indexed by **SCOPUS**)
19. (2020) “Woman Entrepreneurship Development in Kashmir- Problems & Remedies.” International Journal of Research in Computer Application & Management, Vol-10, Issue-9, ISSN;2231-1009
20. (2020) “A Review of Person-Organizational Congruence and Outcome Variables” EPRA International Journal of Economics, Business and Management Studies (EBMS), Vol-7, Issue-2, Sept, 2020. ISSN: 2347-4378. Impact Factor: 7.035 (SJIF 2020)

21. (2020) "Role of Diversity Focused HR Practices in Mitigating Deviant Workplace Behaviour: A Review." International Journal of Engineering & Management Research. Vol-10, Issue;1-4/25/2020, PIF;5.230, ISSN: (On-line) 2250-0758 (print) 2394-6962
22. (2020) "Human Resource Development Climate: A New Antecedent of Organisation Citizenship Behaviour" Published in The Business Review, Journal of the School of Business Studies, University of Kashmir, Volume-24, Issue- 1-2, Jan-Dec.2020, ISSN 0972-8384
23. (2019) "Financial Literacy Among People in un-organized Sectors: Evidence from the State of J&K" International Journal of Scientific Research & Review (IJSRR) Vol-7, Issue 02, February, 2019, ISSN No: 2279-543X Impact Factor: 6.1
24. (2019) "Diary Business Role in the Economic & Financial Development: A Case Study of Kargil District in the State of Jammu & Kashmir". South Asian Journal of Marketing & Management Research (SAJMMR)Vol-9, Issue 8, August- 2019, PP-14-20, ISSN: 2249-877X, Impact Factor: 6.206
25. (2017) "Human Resource Development Climate: A New Antecedent of Organisational Citizenship Behaviour." International Conference Proceedings, organized by Asian Society for Academic Research (ASAR) in association with World Research Forum for Engineers & Researchers, Chennai, India. The conference was held on 24th of Dec,2017
26. (2017) "Evaluation of Training Effectiveness in Education Sector: An Empirical Study" International Conference Proceedings, organized by Asian Society for Academic Research (ASAR) in association with World Research Forum for Engineers & Researchers, Chennai, India. Conference was held on 24th of Dec,2017
27. (2016)"Work Stress among Cement Manufacturing Workers of Kashmir Division: An Empirical Study." Global Journal of Management and Business Research, Vol-16, Issue-4, Version: 1.0, ISSN-2249-4588 (On-line), ISSN-0975-5853, Publisher, Global Journals Inc. (USA)
28. (2016) "A Review of Relationship between Job Contents and Job-Stress of Manufacturing Workers." Asian Research Journal of Business Management, Vol-3, Issue-3, March, PP-160-169, ISSN-2321-9246
29. (2015) "Teacher's Role and Stress Relationship: A Review. "International journal of Human Resource & Industrial Research, Vol-2, Issue-3, March, Pp-08-17, ISSN-2349-3593 (Online), ISSN-2349-4816 (Print)
30. (2015) "Teacher's Perception towards HRD Climate: An Empirical Study." Industrial Journal of Human Resource and Industrial Research (IJHRIR), Vol-1, Issue- 2, June, PP- 07-17, ISSN-2349-3593 (Online)

31. (2015) "Job Stress Among Public and Private Sector Workers: An Empirical Comparison." International Journal of Research in Commerce, Economics and Management (IJRCM), Vol-5, Issue-4 (April) PP-6-10, ISSN-2231-4245
32. (2015) "Exploring Relationship between Human Resource Development Climate and Organizational Citizenship Behaviour: A Study of Banks." International journal of Human Resource & Industrial Research, Vol-2, Issue-7, Sept, PP-1-12, ISSN-2349-3593 (Online), ISSN-2349-4816 (Print)
33. (2014) "A Key Focus on HRD "Climate and Its Impact on job satisfaction: A Study on Cement Industry." International Journal of Human Resource & Industrial Research. Vol-1, Issue-3, July, PP 05-15, ISSN:2349-3593(online), ISSN:2349-4816 (Print)
34. (2013) "Performance of Shariah Compliant Indices: A Case Study of PJIMI & MSCI Islamic Indices" in Interest-free Banking (Edited Book) edited by Nazir A Nazir & Khursheed A Butt. Published by Department of Business & Financial Studies, University of Kashmir, Srinagar.
35. (2013) "Developing an Interest free financial system in India: Need for evolving qualified workforce" in Interest-free Banking (Edited Book) edited by Nazir A. Nazir & Khursheed A. Butt. Published by Department of Business & Financial Studies, University of Kashmir, Srinagar.
36. (2013) "Transactional Impediments to Entrepreneurship: A Cross-Nation Comparison" IOSR Journal of Business & Management (IOSR-JBM) V-9 Issue (3), March-April.) pp- 31-38, ISSN No-2319-7668
37. (2012) "Leadership Styles, Organisational Culture & Perceived Performance in Service Sector: An Empirical Assessment" Published in Conference Proceedings of 3rd International Conference on Business & Economic Research (3rd ICBER 2012) Bandung, Indonesia (ISBN No: 978-967-05-2), held during 12-13 March, 2012
38. (2012) "HRD Strategies and Organisational Politics: Lessons from the Corporate World" Business Review, Vol-16 No- Is (1 & 2), Faculty of Commerce & Management Studies, University of Kashmir
39. (2010) "State Public Sector Enterprises in J&K State: A Call for Reforms. The Business Review. V.15 No.1 Jan-June, 2010. Faculty of Commerce & Management Studies, University of Kashmir
40. (2010) "Developing an Interest-Free System in India: Need for Evolving a Qualified Workforce." The Business Review. V.15 No.1 July-Dec, 2010. Faculty of Commerce & Management Studies, University of Kashmir

41. (2010) "HRD Climate in Banking Sector: An Empirical Comparison." The Business Review. V.15 No.1 Jan-June, 2010. Faculty of Commerce & Management Studies, University of Kashmir
42. (2009) "Industrial Growth and Development in J&K State: An Analysis", The Business Review, Vol. 14 No. 1&2, January, 2009. Faculty of Commerce & Management Studies, University of Kashmir
43. (2008) "Financial Inclusion in Kashmir: An Analysis", The Business Review, Vol. 13 No. 1&2, January, 2008. Faculty of Commerce & Management Studies, University of Kashmir
44. (2004) "Emerging Trends in HRD" Published in book form titled: "Emerging Dimensions of Business" Published by New Century Publications, Delhi, India. (Chapter)

➤ **Papers Presented in Conferences:**

- A) 3-Day International Conference on "*Interest-free Institutional Mechanism (Banking, Finance & Insurance)*" held from 3rd-5th June, 2011 organized by OIC New Delhi in collaboration with the DB&FS, KU. The papers presented in the Conference were:
 1. Developing an interest-free financial system in India: Need for Evolving an Appropriate Framework for Developing Islamic Financial Professionals
 2. Job Satisfaction among School Teachers in Kashmir Valley.
 3. An Analysis into the Risk and Return in Auto Mobile Industry in India.
 4. Contemporary Issues in Corporate Governance: A Fresh Look.
 5. Performance of Sharia Compliant Indices: A Case Study of PJIMI & MSCI *Islamic Index*.
- B) 3-Day National Conference on "*Contemporary Issues in Business, Management & Finance, (CIBMF), 21st Sept to 23rd Sept, 2012. The paper presented was:*
 1. Use of Hard & Soft Models of HRM to Illustrate the Gap Between Rhetoric & Reality in Work force Management: An Indian Scenario.

C) 2-Day International Conference on “*Contemporary Issues in Business, Management and Finance (CIBMF-II)*” held from 28th – 29th September, 2013. The papers presented were:

- 1 Teachers Perception towards HRD Climate: An Empirical Study.
- 2 Transfer of Training: A Reorganized Review on Work Environment and Motivation to Transfer.
- 3 Teacher’s Role and Stress Relationship: A Review

D) 1-Day International Conference on *Business Management, Economics, Social Science and Humanities (ICBMESHS-Chennai)*, Conference held on: 24th Dec, 2017 Chennai India:

E) 1-Day ASAR International Conference, held on 24th Dec, 2017 in Chennai. The research paper presented in the conference was entitled “*A Human Resource Development Climate: A New Antecedent of OCB.*”

F) 1-Day ASAR International Conference, held on 24th Dec, 2017 in Chennai. The research presented in the conference was entitled “*Evaluation of Training Effectiveness in Education Sector: An Empirical Study.*”

G) 1-Day 5th International Conference on Research Developments in Applied Science, Engineering & Management held on 23rd Feb, 2019. The paper presented was entitled as “Financial Literacy Among Peoples in Unorganized Sectors: Evidence from the State of J&K” and was subsequently published in the International Journal of Scientific Research & Review (IJSRR) Vol-7, Issue 02, February, 2019, ISSN No: 2279-543X Impact Factor:6.1

H) 2-Day International Conference on “Start-up to Scale-up: Management & Policy Interventions” held from 6th to 7th April, 2019 organized by Department of Commerce, AMU, Aligarh in collaboration with Gedu College of Business Studies, Royal University of Bhutan. Paper presented in the conference entitled: “*Impact of Task-Relationship Conflict on Job Satisfaction: An Empirical Study of Insurance Industry in J&K.*”

I) 2-Day virtual International Conference held on Embracing Change & Transformation, ICET 2022. The paper presented was entitled as “Green HRM and Transformational Leadership and their role towards Environment Sustainability.” In ICET organized by the Department of Management, Kristu Jayanti College, Bangalore from 25th April, 2022 to 29th April, 2022.

- J) Indian institute of management Jammu 14-15 October 2023. HR in dynamic business environment. Impact of Training and Development on Organizational Performance. Mediating Role of Employee Performance.

➤ **Roles played in Conference/Workshop proceedings:**

1. **Stage Secretary/Organizer** in the 3-Day International Conference on “*Interest free Institutional Mechanism (Banking, Finance & Insurance) for Promoting Investment*”. The Conference was held in University of Kashmir in 2011 being organized by the then Department of Business & Financial Studies, in collaboration with IOC, India.
2. **Anchor** in the 7-Day Workshop on “*Research Methodology, held from 23th-29th April, 2012 at Department of Business and Financial Studies, UoK.*
3. **Co-Chairman** in 3- Day International Conference held in University of Kashmir, 2011 in collaboration with the IOC, India, on a topic titled as ‘*Interest Free Banking.*’
4. **Co-Chairman** in 2-Day National Conference held in University of Kashmir, on a topic titled as ‘*Contemporary issues in, Business, Management & Finance*’ -I, organised by DB& FS, in 2012
5. **Co-Chairman** in 2-Day International Conference on ‘*Contemporary Issues in Business, Management & Finance, -II*’ organised by DB & FS, KU, 2013.
6. **Rapporteur** in the above 3 Conferences.
7. **Coordinator** for 7-Day Workshop on *Research Methodology* organized by the Department of Commerce, University of Kashmir held from 28th Sept to 12th Oct, 2022.
8. **Chief Coordinator**, in 2-Day Workshop organized by the Department of Commerce, University of Kashmir in collaboration with FX Millennium, 25-26 May, 2022.
9. **Resource Person**, Delivered lectures in 2-Weekly Workshop on *Research Methodology & Data Analysis* on the topics as under:
 - ✓ *Research Design*
 - ✓ *Questionnaire Development*
 - ✓ *Ethical Dimensions of Research*
 - ✓ *Report Writing*

➤ **Books Published/ Scripts Written:**

1. A Script in the book form written on *“Industrial Relations” for the Department of Distance Education, University of Kashmir. Year of Publication, 2013*
2. Another script on *“logistic Management”* was written in the *Department of Business Studies, in Jazan University, KSA in 2015.*
3. Guided quite a good number of PG Programme based Projects in the Department on multifarious research-based topics in local cum organizational context.

➤ **UGC-Sponsored Gen. Orientation / Refresher Courses Attended:**

1. 2-Weekly UGC-Sponsored Refresher Course in Commerce, Management & Economics held from July 20, 2022 to August 02, 2022 organized by UGC-Human Resource Development Centre, University of Kashmir
2. 3-Weekly Refresher Course in Commerce, Management Studies & Economics, organized by UGC-ASC, University of Kashmir held from 4th March to 28th March, 2013 at Department of Business & Finance, University of Kashmir, Srinagar.
3. 4-Weekly UGC Refresher Course in Commerce, held from 27th Dec, 1995 to 23rd Jan, 1996 organised by Academic Staff College, University of Kashmir, Srinagar
4. 3- Weekly UGC Sponsored “Summer School Refresher Course” organised by Academic Staff College, University of Kashmir, Kashmir, held from 10th of September to 30th of Sept, 2013.
5. 4-Weekly UGC Sponsored General Orientation Course, organized by Academic Staff College, University of Kashmir, held from 6th October, 2003

References:

1. Prof. (Dr) M A, Sahaf Former HOD, The Department of Management Studies, Dean, School of Business Studies, Former Registrar, University of Kashmir.
2. Prof. (Dr) Syed Fayyaz Ahmad, Former HoD Commerce & the Dean Faculty, former Registrar & Dean, Academic Affairs, University of Kashmir. Contact No: 9419443405 (Mob)

Declaration:

The entire gamut of information reflected above is correct and true to the best of my knowledge.

Dr. Parvez Ahmad Shah

