

Dr. Sabiya Mufti

Career Objective:

To make a move to further enhance my learning by taking on a position of greater responsibility, most importantly in the field of teaching & research, where I can utilize the skills I have developed so as to bring my best and simultaneously make a meaningful contribution to the organizations' growth and success.

Areas of Teaching & Research

- ✓ Organizational Behaviour
- ✓ Human Resources Management
- ✓ Business Ethics
- ✓ Industrial Relations

Academic Qualification:

Ph.D

“Human Resources Management Practices & Employee Satisfaction in Cement Industry in J&K State: A Comparative Study”

University of Kashmir – Awarded in 2008.

- Major: Human Resources Management
- Minor: Organizational Behaviour

Current Job and Posting:

- Associate Professor,
Department of Commerce, School of Business Studies, University of Kashmir, Srinagar, 190006 UT of J&K (India).

Accreditation Details of my Employer (University of Kashmir):

Name:	University of Kashmir
Year of Establishment:	1948
Acronym:	KU
Motto:	From Darkness to light
Official Accreditation:	University Grants Commission (UGC), New Delhi, India
Enrollment Range :	6000 – 6,999 students
NIRF Ranking 2023:	33
QS BRICS Ranking 2019:	56 ¹ Rank
Official Website:	http://www.kashmiruniversity.ac.in/
Phone No's:	+91(194) 227 2096, +91 (194) 227 2097

Contacts

Official Address:

Department of Commerce,
School of Business Studies,
University of Kashmir,
Hazratbal, Srinagar, J&K
India- 190006

drsabiyamufti@uok.edu.in
kashmiruniversity.net

Residential Address:

45-Friends Colony, Zakura
Crossing Srinagar-J&K
India-190006

drsabiyamufti@gmail.com

ORCID ID:

<https://orcid.org/0000-0002-1134-7259>

Mobile No: 09419001229

EXPERIENCE (TEACHING):

(More than 17 years)

- Associate Professor, Department of Commerce, School of Business Studies, University of Kashmir, Srinagar (**Since March 1st, 2021**).
- Assistant Professor, Department of Commerce, School of Business Studies, University of Kashmir, Srinagar (**March 1st, 2009-29th February 2021**)
- Lecturer, PG Department of Commerce & Management Studies, Bemina Degree College, Srinagar, (**From March 2007 - Feb 2009**).
- Lecturer, Department of Commerce & Management, Islamia College of Science & Commerce, Srinagar, (**2006**).

EXPERIENCE (RESEARCH): Google Scholar Citations: 161(as on 01.06.2024)

(Doctoral Dissertations Awarded)

- Mr. Sabzar Ahmad Peerzadah, **Title of the thesis** “Leadership styles and Innovative Work Behaviour Linkages among R&D Professionals of India: Testing the Mediating Role of Psychological Empowerment”. (**Ph.D.** degree awarded in November, 2023)
- Ms Shayista Majeed, **Title of the thesis** “Assessing the Relation and Personality traits and Organisational Citizenship Behaviour among Healthcare Employees in J&K: The mediating Role of Organisational Commitment”. (**Ph.D.** degree awarded in February, 2024)

(Doctoral Dissertations under Guidance)

- Study Of Green Human Resource Management Practices And Organizational Sustainability In Select Indian Companies: Exploring The Mediating Role Of Employee Green Behavior
- Self-leadership and Innovative Behaviour among Entrepreneurs: Examining the Mediating Role of Entrepreneurial Self-Efficacy. (**Registration in Abeyance**)
- Emotional Intelligence, Organisational Politics and Work Outcomes: An Empirical Examination of two Alternatives Models. (**Registration in Abeyance**)
- Influence of Employee Perception of Job Characteristics on Organisational Commitment in Banking Sector of J&K: Testing the Mediating Role of Job Satisfaction.

PUBLICATIONS

(Research Papers/Articles in Journals/ Book Chapters/ Scripts Written/Conference Proceeding)

2024

- *Leadership, empowerment and innovation behavior linkages among knowledge workers: Application of hierarchal component modeling approach*, submitted for publication to Journal of Global Knowledge, Memory and Communication. **Emerald Publication** , Manuscript ID :GKMC-01-2024-0043 (Under Review)
- *Leadership and scientists' innovative work behavior in Public Sector R&D laboratories: The role of psychological empowerment using HCM approach*, Submitted for publication to Journal of Entrepreneurship and Public Policy. **Emerald Publication** , Manuscript ID: JEPP-01-2024-0001 (Minor Revision)
- *Is carrot-and-stick leadership good for innovation? Investigating transactional leadership, empowerment and innovation-related behavior linkages among R&D scientists in India*, Submitted for publication to Journal of Organizational Effectiveness: People and Performance. **Emerald Publication**, Manuscript ID: JOEPP-02-2024-0056. (Under Review)
- *Being a good soldier in Indian Healthcare: Effect of personality traits and commitment on organisation citizenship behaviour*, Submitted for publication to Journal of International Journal of Productivity and Performance Management. **Emerald Publication** , Manuscript ID: (IJPPM-01-2024-0040) (Under Review)

2023

- *“Go beyond the call: Effect of personality and COVID-19 induced job stress on OCB among healthcare professionals”* Submitted for publication to Journal of Economic and Administrative Sciences, **Emerald Publication** ISSN: 1026-4116 Manuscript ID: (JEAS-07-2023-0205) (Under Review)
- *“Embracing Sustainability: A Comprehensive Review of Green Human Resource Management Practices”* Journal of European Chemical Bulletin, Deuton-X Ltd. Publication, Eur. Chem. Bull. 2023, volume 12 ,(Special issue 13), Page no: 703-720 Journal DOI: 10.48047/ecb/2023.12.Si13.158, E-ISSN: 2063-5346, (**Scopus**)
- *“Affective Commitment And Organizational Citizenship Behavior Among Healthcare Employees: An Empirical Investigation” (July,2023)*, EPRA International Journal of Research and Development (IJRD), Volume 8, Issue 7, Page No.296-302. Journal DOI: 10.36713/epra2016, ISSN: 2455-7838(Online), SJIF: Impact Factor (2023):8.574; ISI I.F. Value: 1.241 (**Peer Reviewed/ Referred Journal**).
- *“Workplace Incivility and Job Stress: A Study among Nurses” (2023)*, The Business Review, Journal of the School of Business Studies, University of Kashmir, vol.27, no.2, pp 13-28 ,ISSN: 0972-8384. (**Peer Reviewed/ Referred Journal**).

- **“Psychological Contract Breach: An Integrative Literature Review”** Journal of Services Research, (JSR) published by Vedatya Institute, Vol: 23(no.2), Oct-23-March24, ISSN No: 0972-4702 (Print), 2581-3412 (Online) **UGC Care Listed**
- **“Management of Psychosocial Risks at workplaces amid the COVID-19 Pandemic”** Book Chapter in an Edited Book: Emerging Business Trends and Management Practices Lessons from the Pandemic” published by Apple Academic Press & CRC Press, **Taylor & Francis Group**, {ISBN hard: 978-1-77491-245-4, E-Book ISBN: 9781003331353}. (Available Feb 2024).
- **“Transformational Leadership and Innovative Work Behavior Among R&D Professionals of India: An Empirical Investigation” (May2023)**, EPRA International Journal of Economics, Business and Management Studies (EBMS), Volume 10, Issue 5, Page No.69-78. Journal DOI: 10.36713/epra1013, ISSN: 2347-4378, SJIF: Impact Factor (2023):8.048 (**Peer Reviewed/ Referred Journal**).
- **“The Role of Soft HRM in Indian Family-Owned Businesses” (2023)**, The Business Review, Journal of the School of Business Studies, University of Kashmir, vol.27, no.1, pp 79-88 ,ISSN: 0972-8384. (**Peer Reviewed/ Referred Journal**).
- **“Promoting Sustainability Through Green Human Resource Management Practices: A Review ”(May, 2023)** Dogo Rangsang Research Journal, , Vol-13, Issue-5, No. 1, Page no: 145-156 ,ISSN: 2347-7180, (**UGC Care**)
- **“Employee Voice: A Systematic Review”, (April 2023)** FIIB Business Review, Sage Publications’ /EISSN: 2319-7145/2455-2658. DOI: 10.1177/23197145231153926 journals.sagepub.com/home/fib Impact Factor: **2.5**
- **Mapping the Scientific Evolution of Innovative Work Behavior: A Bibliometric Analysis of Three Decades”(Feb-2023)** International Journal of Innovation Science, Emerald Publication ISSN:1757-2223.DOI10.1108/IJIS-08-2022-01540154 .(<https://www.emerald.com/insight/1757-2223.htm>) Impact Factor :**4.1**
- **“Unlocking the mask: A look at the role of leadership and innovation amid COVID-19 pandemic crisis”** Book Chapter in an Edited Book: Emotional Intelligence for Leadership Effectiveness: Management Opportunities and Challenges during Times of Crisis” published by Apple Academic Press & CRC Press, **Taylor & Francis Group**, {ISBN hard: 978-1-77491-132-7} (2023).

2022

- **“Employee Perceptions of Job Characteristics and Organizational Commitment : A Review” (2022)**, The Business Review, Journal of the School of Business Studies, University of Kashmir, vol.26, no.1&2, 2022, pp 97-102 ,ISSN: 0972-8384. (**Peer Reviewed/ Referred Journal**).
- **“Organisational Change & Development”** Script in the book form written for the Directorate of Distance Education, University of Kashmir. ISBN 9789395955003

2021

- **“Environmental Exodus: A Growing Phenomenon of the 21st Century”** (2021) Book Chapter in an Edited Book: *“Migration: Global and Local Perspective”*, Dilpreet Publishers, New Delhi. {ISBN: 9789389236071}.
- **“What Business Schools Need to Do? Emerging Trends that Influence Management Education in the 21st Century”** (2021), Book Chapter in an Edited Book: PRAGYA The progress in Multidisciplinary Research, Eudoxia Research Centre Publications, pp 124-138, {ISBN-13: 979-8597303147}.
- **“Big Five Personality Framework: A New Antecedent of Organizational Commitment”** (2021) Book Chapter in an Edited Book: *Emerging Marketing and Organizational Behaviour, Issues and Perspectives*, Mittal Publications New Delhi, pp 223-232, {ISBN: 8183249809}.

2020

- **“An Overview of the Disparity between Leadership and Management”** (2020), International Journal of Advance and Innovative Research Volume 7, Issue 3 (II), Page No. 15-19. E-ISSN: 2394-7780 (UGC Approved Multidisciplinary Journal No.: 63571/ Double Blind Referred & Reviewed International Multidiscipline Journal).
- **“Human Resource Development Climate: A New Antecedent of Organizational Citizenship Behaviour”** (2020), The Business Review, Journal of the School of Business Studies, University of Kashmir, vol.24, no.1&2, 2020, pp 111-118 ,ISSN: 0972-8384.
- **“Electronic Human Resource Management: Need of the Hour”** (2020) Book Chapter in an Edited Book: *A hand Book on Industry 4.0: Exploring New Horizons and Challenges for New Normal Post Covid-19*, Chapter Id: Nci4.0/Mgmt/115, Taurean Publications, TM New Delhi, pp 50-59, {ISBN: 978-93-5407-414-1}

2019

- **“E-Learning: The New Trend in Open and Distance Learning”**, THE COMMUNICATIONS Journal of Applied Research in Open and Distance Education Volume 27, Issue 1, Page No.120-127. ISSN: 0975-6558 (Double-blind Peer Reviewed)
- **“Greenwashing: The Darker Side of Green Marketing”**, (2019) Book Chapter in an Edited Book on Environmental Education and Social Issues, pp.43-55, {ISBN: 978-81-940502-5-4}.
- **“Innovation Techniques of Teaching in Business and Management Education”**, Book Chapter in an Edited Book in *Innovative Teaching Practices for 4G students*, IOR International Press, Coimbatore Tamil Nadu India-641020 {ISBN:9789388413404} pp.311.

2018

- ***“Organisational Justice as a Predictor of Organisational Citizenship Behaviour: An Empirical Study”***, AGU International Journal of Research in Social Science & Humanities, vol-6, Jan-Jun 2018, pp 875 -885. E-ISSN No: 2455-1554, ISSN: 2455-6084 (UGC Approved Journal No. 42559).
- ***“Employee Empowerment and its Psychological Perspective*** “Conference Proceedings in 7th World Conference on Applied Sciences, Engineering and Management (WCSEM-2018) organized jointly by the Basha Research Corporation (BRCORP) and the American Business School of Paris (ABS-Paris) at The American Business School Paris, France on 26-27 October 2018, (ISBN No: 978-93-87793-52-1).Pg 69.
- ***“Innovative Approaches to Management Education: A paradigm Shift in Teaching,”*** INSIGHT Journal of Applied Research in Education, Volume 23, Issue 1, Page No. 293-298, ISSN No: 0975-0665 (Peer Reviewed).
- ***“Perception of Organizational Justice among University Teachers: An Empirical Study”***, International Journal of Management Technology and Engineering, Volume 8, Issue XII, Page No.736-743. ISSN No: 2249-7455 (Peer Reviewed/ Referred Journal).
- ***“Green Human Resource Management: A Review,”*** International Journal of Enhanced Research in Management & Computer Applications, vol-7, issue 3, March -2018, pp 790 -795. ISSN: 2319-7471(UGC Approved Journal No: 47605/ International Peer Reviewed & Refereed Journal).
- ***“Review and Analysis of a new Intelligence: The Spiritual Intelligence”***, International Journal of Advance and Innovative Research Volume 5, Issue 4 (XV), Page No. 309-318. E-ISSN: 2394-7780 (UGC Approved Multidisciplinary Journal No.: 63571/ Double Blind Referred & Reviewed International Multidiscipline Journal).
- ***“Assessment of Women Empowerment through Decision Making Power”*** *Shrinkhala*: A Multi -Disciplinary International Journal, 6(1): 45 -53 {ISSN: 2321-290X, e-ISSN: 2349-980X} (Peer Reviewed/Referred Journal).
- ***“Towards Understanding of Socio Cultural Orientation: An Individual Level Analysis”*** International Journal of Advance and Innovative Research, 5(4): 331 -338, ISSN No: 2394-7780. (UGC Approved Multidisciplinary Journal No.: 63571/ Double Blind Referred & Reviewed International Multidiscipline Journal).
- ***“Personality Traits and Organizational Citizenship Behavior: A Review”*** International Journal of Advance and Innovative Research, 5(4): Page No. 304 -308, ISSN: 2394-7780. (UGC Approved Multidisciplinary Journal No.: 63571/ Double Blind Referred & Reviewed International Multidiscipline Journal).

2017

- ***“Evaluation of Teacher Training Effectiveness in Jammu & Kashmir State Administration: A Cross-Sequential Study”*** Business Excellence and Management (**BEMAN**), Vol-7, issue 3, July- 2017, pp 19-39. (ISSN) 2248-1354 (print); 2668-9219 (online) (ISSN-L: 2248-1354). **International peer-reviewed journal.**

<https://scholar.google.com/scholar?q=%2Bintitle%3A%22Business+Excellence+and+Management%22>.

- **“Organizational Commitment among University Teachers: An Empirical Study”**, in Higher education in India: Scenario & Challenges, Mittal Publications, New Delhi, India. Page No. 95-106. ISBN: 81-8324-813-6.
- **“Evaluation of Training Effectiveness in Education Sector: An Empirical Study”**, International Conference Proceedings, Organised by Asian Society for Academic Research (ASAR) in association with World Research Forum for Engineers & Researchers, Chennai, India (24th December 2017).ISBN:978-93-87405-98-1.

2015

- **“Transfer of Training: A Reorganized Review on Work Environment and Motivation to Transfer”**, International Journal of Management Knowledge & Learning, Vol-4, issue 2, November- 2015, pp 197-219 {ISSN 2232-5107 (printed) ISSN 2232-5697 (online)}.
- **“Organisational Justice & Organisational Citizenship Behaviour: A Relational Study”**, The Business Review, Faculty of Commerce & Management Studies, University of Kashmir, vol.19, no. 2, July-Dec-2015, pp 111-118 . ISSN No: 0972-8384.
- **“HRM Practices & Employee Satisfaction in SMEs ’: An Empirical Study”**, International Journal of Business & Administration Research Reviews vol-3, issue-9, Jan-March 2015, pp 14-24{Print ISSN :2348-0653/Online ISSN:2347-856X} Double Blind Peer Reviewed Journal
- **“Organizational Commitment & Organizational Citizenship Behaviour: A Review of Research”**, International Journal of Human Resource & Industrial Research, vol-2, issue-1, Jan-2015, pp 36-41 { 2349-3593 (E) / 2349-4816 (P)} Blind Peer Reviewed Journal
- A Script in the book form written on **“Strategic Management”** for the Directorate of Distance Education, University of Kashmir.

2012

- **“Managing people in SMEs’** The Business Review, Faculty of Commerce & Management Studies, University of Kashmir, vol.16, no.1 & 2, Jan-Dec 2012, pp 35-46{ISSN, 0972-8384}.

2008

- **“HRM Practices and Employee Satisfaction in Indian Manufacturing Sector; An Empirical Comparison”**, Business & Policy Research of World Business Institute, Australia, Publisher: Zant World Press, Australia, vol.4. no.1, July-Dec 2008 {pp 75-

Sponsored Projects:

- Submitted Major Research Project Proposal to Indian Council of Social Science Research (ICSSR), New Delhi As Co- PI Entitled *“Influence of Rehabilitation on Mental Health & Emotional Maturity of Disabled Children in Kashmir”* on 2nd March 2018.
- Approved (MG Rs. 97,52,405) Project entitled *“A Value Chain of Saffron in New Areas of NW Himalayas by Engaging Youth and Women for Strengthening a Bio-Based Green Economy”* project by the “NATIONAL MISSION ON HIMALAYAN STUDIES”, G.B. Pant National Institute of Himalayan Environment and Sustainable Development (GBPNIHESD), Kosi-Katarmal, Almora - 263643, Uttarakhand, India, as one of its **Co-PIs** in collaboration with Dr. Amjad M. Husaini, Sr. Assistant Professor, Division of Plant Biotechnology, SKUAST-K. 2018. (On-going).
- Submitted Major Research Project Proposal to Indian Council of Social Science Research (ICSSR), New Delhi Entitled: *“Perceptions of Internal Work Culture & HRM Practices in Public & Private Organizations: A Test of One Model across Two Sectors”* on 12th September, 2017.
- DEC (Distance Education Council) sponsored Minor Research Project *“Assessment of Existing Evaluation System in Distance Education and Future Improvements”*, 2008. (Completed).

National & International Conferences

2023

- Participated & Presented a paper (Offline) *“Innovation in R&D laboratories: Understanding leadership, empowerment and scientists’ innovation behavior using hierarchical component modeling approach”* International Human Resource Conference cum Conclave-2023 IHRCC-2023, Organised by Indian Institute of Management (IIM) Jammu, J&K , India, from 14-10-2023 to 15-10-2023.
- Participated & Presented a paper (Offline) *“Women Leadership & Entrepreneurship Through Agricultural & Consumer Cooperatives”*, "Indian Council of Social Science Research (ICSSR) Sponsored 3rd National Level Conference on Women Leadership in the Contemporary World: Changes & Challenges”, Organized by PG Department of Commerce, Islamia College of Science & Commerce (ICSC) Srinagar Kashmir, India , from 09-10-2023 to 10-10-2023.
- Participated & Presented research paper titled *“Psychological Contract: A Review”* during 8th International Multidisciplinary Conference on Emerging Trends &

Challenges in Humanities ,Education ,Science &Social Sciences” Organised by International Council for Education, Research & Training & Gandhi Memorial College, Ambala Cantt.,, March 25, 2023.

- Participated & Presented research paper titled **“Do Cultural Values Differ among the Managers: A Case Study of JK Bank in Kashmir Region ”** during International Conference on “Recent Advances in Business, Management & Data Analytics” Organised by Department of Management Studies ,University of Kashmir, held on March 15 & 16, 2023.
- Participated & Presented research paper titled **“Impact of Employee Perception of Job Characteristics on Job Satisfaction of Employee of J&k Bank in Kashmir Valley”**, during International Conference on “Recent Advances in Business, Management & Data Analytics” Organised by Department of Management Studies ,University of Kashmir, held on March 15 & 16, 2023
- Participated & Presented research paper titled **“Predictors of Cultural Values Among Managers :A Study of Demographic Variable ”** during International Conference on “Recent Advances in Business, Management & Data Analytics” Organised by Department of Management Studies ,University of Kashmir, held on March 15 & 16, 2023.
- Participated & Presented research paper titled **“Promoting Sustainability through Green Human Resource Management practices :A Review”** during 8th FIIB Research Conference “Humanizing Businesses for a Better World of Work”, An International Conference Fortune Institute of International Business (FIIB) RESEARCH CONFERENCE (FRC) held on March 02 & 03, 2023
- Participated & Presented research paper titled **“ Workplace Incivility, Job Stress and Preferred Coping Strategies: A Study among Nurses”** during 8th FIIB Research Conference “Humanizing Businesses for a Better World of Work”, An International Conference Fortune Institute of International Business (FIIB) RESEARCH CONFERENCE (FRC) held on March 02 & 03, 2023
- Participated & Presented research paper titled **“Employee Perception of Job Characteristics & Organisational Commitment (A Review)”** during One Day Multidisciplinary International Conference on Contemporary Global Challenges & opportunities in Education, Languages, Science & Humanities” Organised by International Council for Education, Research & Training & Department of English, I.N.M.PG College, Meerut., January 15, 2023.

2022

- Participated & made Poster Presentation titled **“Indian Researchers’ Behavioral Intention in the Adoption of Digital Libraries: An Empirical Study ”** in theme 6 ;Role of Science and Technology and Social Science in the Emerging Research Fields such as Biomedical Science ,Information Science ,and the Nature Sciences in the 21st Science Council of Asia Conference on “Science ,Technology & Social Science Research: Together for a Better World held virtually on 15th - 17th March 2022 at New Delhi ,India.

2021

- Presented a research paper titled ***“Does Creative Self- Efficacy Explain the Link between Transformational Leadership and Innovative Work Behaviour? A Cross – Sectional Survey”***, BLM2-ICAM4: An International Joint e- Conference Taylor’s University (Malaysia) & University of Kelaniya (Sri Lanka) on 11th September 2021

2020

- Presented a research paper titled ***“Electronic Human Resource Management: Need of the Hour”***, National Conference on Industry 4.0: Exploring New Horizons and Challenges for New Normal Post COVID-19 (NCI4.0) organized by JIMS Engineering Management Technical Campus, Greater Noida on 11th July 2020.
- Presented a paper titled ***“What Business Schools Need to Do? Emerging Trends that Influence Management Education in the 21st Century”***, Online International Conference on Application of SPSS and Statistical Data Analysis 2020“ (ICSSA-2020) organized by Eudoxia Research Centre on 29th & 30th April 2020.
- Presented a paper titled ***“Environmental Exodus: A Growing Phenomenon of the 21st Century”***, National Conference on “MIGRATION: GLOBAL AND LOCAL PERSPECTIVE” Addressing Complex Crisis in the 21st Century, held on 11th March, 2020 organized by the Department of Management Studies University of Kashmir Hazratbal, Srinagar sponsored by (ICMR) Indian Council of Medical Research New Delhi.

2019

- Presented a paper titled ***“An Overview of the Disparity between Leadership and Management”*** National Conference on Contemporary Trends in Management Research organized by M P Birla Institute of Management Bangalore on 30th August 2019.
- Presented a paper (oral) ***“Big Five Personality Framework: A New Antecedent of Organizational Commitment”***, "2nd National Level Conference: Business and Management in the 21st Century- Issues and Challenges", on organized by Department of Commerce and Management Studies (ICSC) Srinagar, from 12-06-2019 to 13-06-2019.

2018

- Presented a paper titled ***“Employee Empowerment and its Psychological Perspective”***, 7th World Conference on Applied Sciences, Engineering and Management (WCSEM-2018) organized jointly by the Basha Research Corporation (BRCORP) and the American Business School of Paris (ABS-Paris) at The American Business School Paris, France on 26-27 October 2018.

- Presented a paper titled ***“Towards Understanding of Socio Cultural Orientation: An Individual Level Analysis”***, at the International Conference on Management 4.0: Disruptions in Business and Millennials at the Workplace (KRUPACON 2018) organized by Kirupanidhi School of Management Bengaluru Karnataka in association with Mind Share Learning Centre Menlo Park, CA, U S A on 12 & 13 October 2018.
- Attended and presented a paper titled ***“Organisational Justice as a Predictor of Organisational Citizenship Behaviour: An Empirical Study”***, International Conference on Recent Development in Science , Humanities & Management – 2018 (ICRDSHM-18) Organized by Conference World held at Amar Singh College, Cluster University Srinagar , on 17th & 18th April 2018.
- Attended and presented a paper titled ***“Green Human Resource Management: A Review”***, International Conference on Recent Development in Science , Humanities & Management – 2018 (ICRDSHM-18) Organized by Conference World held at Amar Singh College, Cluster University Srinagar , on 17th & 18th April 2018.
- Presented a paper titled, ***Personality Traits & Organisational Citizenship Behaviour A Review”***, at the International Conference on Management 4.0: Disruptions in Business and Millennials at the Workplace (KRUPACON 2018) organized by Kirupanidhi School of Management Bengaluru Karnataka in association with Mind Share Learning Centre Menlo Park, CA, U S A on 12 & 13 October 2018.
- Attended and presented a paper titled ***“Organisational Citizenship Behaviour: An Empirical Study of University Teachers”***, 2 day National Conference on Paradigm Shift in Business Education Organized by P.G Department of Management Studies held at Islamia College of Science & Commerce, Srinagar on 27th & 28th March 2018.
- Presented a paper titled ***“Review and Analysis of a new Intelligence: The Spiritual Intelligence”***, International Conference on Management 4.0: Disruptions in Business and Millennials at the Workplace (KRUPACON 2018) organized by Kirupanidhi School of Management Bengaluru Karnataka in association with Mind Share Learning Centre Menlo Park, CA, U S A on 12 & 13 October 2018.
- Presented a paper titled ***“Perception of Organizational Justice among University Teachers: An Empirical Study”***, at 3rd International Conference on Multidisciplinary Research held on 8th December 2018 at Institution of Engineers, Chandigarh, India.

2017

- Attended and presented a paper titled ***“Evaluation of Training Effectiveness in Education Sector: An Empirical Study”*** International Conference on Business Management ,Economics, Social Science and Humanities (ICBMESH) Organized by Asian Society for Academic Research in Association with IRAJ Research Forum held at Chennai ,India on 24th December,2017.

2013

- Attended and presented a paper titled ***“Work Values among University Teachers: A Study”***. in 2-day international Conference on Contemporary Issues in Business, Management and Finance (CIBMF-II, 2013) Organized by The Department Of Business and Financial Studies, University of Kashmir, during 28th to 29th Sept., 2013.
- Attended and presented a paper titled ***“Evaluation of Teachers Training Effectiveness: A Study of Govt. School”*** in 2-day international Conference on Contemporary Issues in Business, Management and Finance (CIBMF-II, 2013) Organized by The Department Of Business and Financial Studies, University of Kashmir, during 28th to 29th Sept., 2013.

2012

- Attended and presented a paper titled ***“Human Resource Management Practices and Job Satisfaction in Indian Private Sector”*** in National Conference on Contemporary Issues in Business, Management and Finance (CIBMF 2012) Organized by The Department Of Business and Financial Studies, University of Kashmir, during 21st to 23rd Sept., 2012.
- Attended and presented a paper titled ***“Human Resource Management Practices in SMEs”***, in National Conference on Contemporary Issues in Business, Management and Finance (CIBMF 2012) Organized by The Department of Business and Financial Studies, University of Kashmir, during 21st to 23rd Sept., 2012.
- Attended and presented a paper titled ***“Emotional Intelligence & Academic Performance of University Students”*** in National Conference on Contemporary Issues in Business, Management and Finance (CIBMF 2012) Organized by The Department of Business and Financial Studies, University of Kashmir, during 21st to 23rd Sept., 2012.
- Attended and presented a paper titled ***“Towards Understanding of Socio Cultural Orientation: An Individual Level Analysis”*** in National Conference on Contemporary Issues in Business, Management and Finance (CIBMF 2012) Organized by The Department of Business and Financial Studies, University of Kashmir, during Sept. 21st to 23rd Sept., 2012.
- Attended and presented a paper titled ***“Emotional Intelligence Evolution & Implication”*** in National Conference on Contemporary Issues in Business, Management and Finance (CIBMF 2012) Organized by The Department of Business and Financial Studies, University of Kashmir, during Sept. 21st to 23rd Sept., 2012.

2011

- Attended 3 day International Conference on Interest-free Institutional Mechanism (Banking, Finance & Insurance) for promoting investment, 3-5th June, 2011, held at University of Kashmir, Srinagar.

2007

- Presented a paper titled “*Human Recourse Management Practices & Employee Satisfaction in Indian Manufacturing Sector*”, in Sixth International Business Research Conference, 1-4 July, 2007, Hong Kong.

FDPs, Seminars, Webinar, Orientation, Refresher Course, Internship & Workshops:

2023

- Participated & secured ‘A+’ in the Sponsored, “*One Week Short Term Course for Training of Teachers on Indian Knowledge System (IKS), Organized by UGC-Malaviya Mission –Teacher Training Centre* (Erstwhile UGC-Human Resource Development Centre), University of Kashmir, Srinagar In collaboration with Indian Knowledge System (IKS) Division, Ministry of Education, Government of India, New Delhi (11th to 16th September, 2023)

2022

- Participated in a Workshop “*Research Mentoring Programme:2022 on How to write the conclusion, implication & future directions of your manuscript*”, Organised by the Sabaragamuwa University of Sri Lanka in association with Emerald Publishing & Gulf Medical University (September 29th,2022)
- Participated in the *National Level “Webinar on National Education Policy (NEP)2020: Opportunities & Challenges for Higher Education”*, organized by UGC-Human Resource Development Centre, University of Kashmir, Srinagar, J&K (July 21st,2022).
- Participated & obtained Grade ‘A’ in the UGC-sponsored “*Refresher Course in Commerce, Management, Economics*”, organized by UGC-Human Resource Development Centre, University of Kashmir, Srinagar, J&K (20th July – 2nd August 2022).

2021

- Participated & completed successfully *AICTE Training and Learning (ATAL) Academy Online “Elementary FDP on Teaching Organisational Behaviour for the Institutional Growth”*, organized by Basaveshwar Engineering College, Bagalkot, from 08-11-2021 to 12-11-2021.
- Participated & completed successfully *“IIC-HNBGU Online 2 months Internship Program”*, organized by Institute Innovation Cell (Ministry of Education, Government of India Initiative), Hemvati Nandan Bahuguna Garwal University (A Central University) Srinagar, Garwal Uttarakhand, from 01-06-2021 to 26-07-2021.
- Participated & completed successfully *AICTE Training and Learning (ATAL) Academy Online “Elementary FDP on Understanding Organizational Behaviour from Managerial Perspectives”*, organized by International Management Institute (IMI)-Kolkata, from 14-06-2021 to 18-06-2021.
- Participated & completed successfully *AICTE Training and Learning (ATAL) Academy Online “Elementary FDP on EMOTIONAL INTELLIGENCE ”*, organized by National Institute of Technical Teachers Training and Research, Chennai, from 07-06-2021 to 11-06-2021.
- Participated in *“Two Weeks Virtual National Faculty Development Programme on Industry Institute Interaction - A Holistic Approach Insight Out (Sunset Edition): 14 Personalities; 14 Industries; 14 Perspectives”*, organized by SRM Institution of Science & Technology, Faculty of Science & Humanities , Department of Commerce, from 01-06-2021 to 14-06-2021.
- Participated in the *National Level Webinar on Familiarizing Digital Literature to Digital Natives*, organized by Department of English Dr.MGR Educational and Research Institute, Adayalampattu Phase II Campus, Chennai, dated 08-06-2021.
- Participated in the *“One week International Workshop on How to Write a Research Article”*, Jointly organised by Sri Vidya Mandir Arts & Science College Uthangaria Chirst, University, Bengaluru & Jyothi Engineering College Thrissur, from 24-05-2021 to 30-05-2021.
- Participated in *One week International Virtual Faculty Development Programme on Ethics in Research and Teaching*", organized by Govt. College for Women, Parade Ground, Jammu, India, Govt. College Dhami, 16 Mile Shimla, Himachal Pradesh, India, Cape Comorin Trust, India, from 21-04-2021 to 27-04-2021.

2020

- Attended online **"International Webinar** on Post Covid -19 Logistic & Supply Chain Management", organized by Faculty of Management Studies, SNGIST Group of Institution, Manjali, Kerala, 23rd November, 2020.
- Attended online **"National Webinar** on Integration of Open Education Resource (OER) in e-Content Development", organized by Research Development of Commerce, Government College Kodanchery Kerala, 31st October, 2020.

- Attended a **Workshop** on "5 Days online IFDP on Tips & Techniques for writing International Quality Research Papers & Publishing in Top Tier International Journals", organized by eBizee Institute of IB & Entrepreneurship India, from 15-06-2020 to 19-06-2020.
- Attended a **Workshop** on "National Online Seminar on Creation of MOOCs", organized by Deccan Education Society Kirti M. Doongursee College of Arts, Science and Commerce Dadar Mumbai 28, dated 27-04-2020.
- Attended a **Workshop on "International Webinar on Mehfil-e- Afsana Khanni"**, organized by Govt. Degree College for Women ,Hussaini Alam ,Hyderabad, Telangana, dated 14-05-2020.
- Successfully completed (with Grade: A+) **Winter School 2020** on "Science of Teaching" organized by Sri Pratap College, (Department of Higher Education J&K) in collaboration with Cluster University from 28 January to 10 February 2020.

2019

- Attended a **Workshop** on "Workshop on MOOCs, e-Content Development Open Educational Resources", organized by UGC-HRDC University of Kashmir, from 18-06-2019 to 24-06-2019.
- Attended a **Workshop** on "Fair Trade Practices in Digital Market Space", organized by Department of HRM & OB School of Business Studies Central University of Jammu, from 13-12-2019 to 14-12-2019.
- Attended a **Seminar** on "Fair Trade Practices in Digital Market Space", organized by Department of HRM & OB School of Business Studies Central University of Jammu, from 11-12-2019 to 12-12-2019.
- Attended a **Orientation Course** on "UGC SPONSORED ORIENTATION PROGRAMME", organized by Maulana Azad National Urdu University, Hyderabad, from 04-01-2019 to 31-01-2019

2016

- Participated in two week **Faculty Development Programme (FDP)** on "Carving Human Resource: Approaches & Procedures" organized by Faculty of Management, School of Business, Shri Mata Vaishno Devi University, Katra (J&K), 21 Dec 2015 – 3 Jan 2016.

2013

- Participated in the 2- Day **Workshop** on "Capacity Building Programme on Commodity Future Market," organized by Department of Business & Financial Studies, University of Kashmir, in collaboration with the Forward Market Commission (FMC), Mumbai & Multi Commodity Exchange (MCX) at University of Kashmir, Srinagar , J&K (June 8th -9th, 2013).

- Participated in the 3 week UGC sponsored **Refresher Course** in Commerce, Management, Economics at Academic Staff College, University of Kashmir, Srinagar, J&K (5-27 March , 2013).

2012

- Participated in one week Staff \ **Faculty Development Programme** on “Teaching Pedagogy in Management Education” organized by Department of Management, GNA Institute of Management & Technology, Phagwara Punjab, June 6th – 12th, 2012.
- Participated in the 7- Day **Workshop** on “Research Methodology” organized by Department of Business & Financial Studies, University of Kashmir, Srinagar, J&K, April 23rd - 29th, 2012.
- Participated in the 2 day State level **Seminar** on “Innovation in Business Strategies” organized by Department of Management Studies, Smt. Kashibai Navale College of Engineering, University of Pune, Sinhgad Road, Pune, February 1st - 2nd, 2012.

2011

- Participated in 2 day **Workshop** organized by Department of Business & Financial Studies, University of Kashmir in collaboration with the Forward Market Commission (FMC), Mumbai & Multi Commodity Exchange (MCX) at University of Kashmir, Srinagar, J&K (June 24-25, 2011).
- Attended 1 day **Workshop** on “Role of Education in Creating Project Mindset” at Business School, University of Kashmir, Srinagar, J&K on 18th June, 2011.

2010

- Participated in the 4 week UGC sponsored **General Orientation Course** at Academic Staff College, University of Kashmir, Srinagar, J&K (Nov 22 - 20 Dec, 2010).
- Attended & Participated in 3rd National **Workshop** on Analytical Techniques for Research, organized by the Indian Commerce Association at Agricultural Cooperative Staff Training Institute, Shimla , Himachal Pradesh ,India (June 21 – 27, 2010).
- Attended & Participated in the one week **Faculty Development Programme (FDP)** on “Stock Market Operations” organized by Department of Business & Financial Studies, University of Kashmir, Srinagar, J&K (March 29th - 3rd April 2010).

2005

- Attended **Seminar** on “Quality Standards in Higher Education: An Introspection”, organised by Govt. College for Women, Nawa Kadal, Srinagar, J&K (May 18th, 2005).

2004

- Attended **Workshop** on “Effective Communication”, organised by FICCI Ladies Organisation, supported by HANNS SEIDEL Foundation, Germany, in association with the Kashmir Chamber of Commerce & Industries (May 18-19, 2004).

2003

- Attended **Workshop** on “Problems & Remedies of J&K PSU’s” conducted by J&K Institute of Management Public Administration & Rural Development (June 23-25, 2003).

2002

- Attended two days State level **Seminar** on “Women Entrepreneurship in Jammu & Kashmir – A Futuristic Outlook”, organised by the Govt. College for Women, Nawa Kadal, Srinagar, Kashmir (June 4-5, 2002).

Project Reports Supervised at P.G Level:

- The relationship between Organisational Politics and Job Satisfaction in Higher Education: A Case Study of University of Kashmir.
- Exploring Leadership Styles among Men with Special Reference to J&K Bank.
- An Evaluation of Classroom Teaching & Learning in Distance Education.
- Organisational Justice as a Predictor of Organisational Citizen Behaviour: An Empirical Study of Teaching Staff of University of Kashmir.
- Trade Union & Grievance Redressal System of State Bank of India.
- Industrial Relations System in National Masala Mills & Kanwal Spices: A Comparative Study.
- Fairness Perception as an Antecedent of Organisational Citizenship Behaviour among J&K Bank Employees’.
- Relationship between Organisational Culture & Organisational Citizenship Behaviour (A Case Study among College Teachers of Kashmir Valley).
- Evaluation & Effectiveness of Training Polices of Bank Official (A Case Study of J&K Bank).
- Organisational Justice as a Predictor of Organizational Citizenship Behaviour among University Teachers.
- Relationship between Organizational Cultural & Organizational Citizenship Behaviour among Collage Teachers of Kashmir Valley).
- An Investigation of Personality Traits in Relation to Career Satisfaction.
- An Empirical Study on Work Values of University Teachers.
- An Empirical Study on Work Values of Professional.
- Customer Satisfaction in Telecommunication with Special Reference to Mobile Phones
- Human Resource Management Practices in Select Organizations.
- Problems and Prospects of Silkworm Rearing in Kashmir Valley.

Administrative Experience:

- **Academic Counselor for CBCS** (M.Com Course), Department of Commerce. (April - 2018 – till date)
- **Girls Counselor**, for PG Course (M.Com), Department of Business & Financial Studies. (Mar 2009- till date)
- **Library In-charge Officer**, (M.Com) Seminar library, Department of Commerce.(June 2009- July 2015 & March 2018- August 2021)
- **Coordinator for M.Com** (Course & Examination), Department of Business & Financial Studies. (Mar 2010- March 2014)
- **Library In-charge Officer**, .(MFC) Seminar library, Department of Business & Financial Studies (June 2009 – April 2014)
- **Girls Counselor**, for PG course (MFC), Department of Business & Financial Studies. (Mar 2009- 2015)

Acted as in the Conference, Seminar & Workshop:

- Acted as **Rapporteur** at National Conference on National Education Policy & Higher Education: Implementation, Accomplishment & Road Ahead Organized by the National Education Policy (NEP) Cell, University of Kashmir, From November 22 – 23, 2023.
- Acted as **Member** in organizing “**Youth -20 Consultation-Exhibition under the theme Climate & Disaster Risk Reduction: Making Sustainability a way of Life” in the Y-20 event held under the aegis of India’s G-20 Presidency** organized by University of Kashmir on 11th, May 2023.
- Acted as a **Resource Person** in the **National Seminar on Rights of Differently Abled Women**, Organised by the Institute of Home Science University of Kashmir in collaboration & sponsored by the National Commission for Women, New Delhi from 11th -12th October 2022.
- Acted as **Stage Secretary** in the **Conference on "Future of Education, Challenges & Opportunities"** organized by the Horizon Dream Vision in collaboration with Islamic University of Science & Technology, Awantipora (12th Sept.2022).
- Acted as a **Coordinator** in 2-day **Workshop on FOREX Trading** ,Organised by FX Millennium in association with Department of Commerce, University of Kashmir from 17th May ,2022 to 18th May ,2022.
- Acted as a **Resource Person** in **2-Week Workshop on Research Methodology & Data Analysis**, Organised by the Department of Commerce, the University of Kashmir from 28th September 2021 to 12th October 2021.
- Acted as a **Coordinator** in **2-Week Workshop on Research Methodology & Data Analysis** ,Organised by Department of Commerce, University of Kashmir from 28th September,2021 to 12th October,2021.
- Acted as **Member in the Certificate & Medal Committee** in organizing the Special Convocation of the University of Kashmir on 25th, August 2021.

- Acted as **Member in the Certificate & Medal Committee** in organizing the 19th Annual Convocation of the University of Kashmir on 27th, July 2021.
- Acted as **Stage Secretary** in the Workshop on “Fair Trade Practices in Digital Market Space” organised by Department of HRM and OB School of Business Studies, Central University of Jammu, from 13-12-2019 to 14-12-2019.
- Acted as **Stage Secretary** in Seminar on “Fair Trade Practices in Digital Market Space” organised by Department of HRM and OB School of Business Studies, Central University of Jammu, from 11-12-2019 to 12-12-2019.
- Acted as **Organizing Committee Member** on National Seminar & Capacity Building Workshop, “Fair Trade Practices in Digital Market Space” organised by Department of HRM and OB School of Business Studies, Central University of Jammu, 11-12-2019 to 14-12-2019.
- Acted as **Co-chairperson** in Technical Session-IV of the 2nd National Level Conference on Business & Management in the 21st Century- Issue & challenges June 12-13, 2019, organised by the Department of Management Studies, ICSC Srinagar.
- Acted as **Rapporteur** at International Conference on Contemporary Issues in Business, Management & Finance (ICIBMF-II 2013) organized by the Department of Business & Financial Studies, University of Kashmir, during Sept. 27 – 28, 2013.
- Acted as a **Resource Person** in the 7-Day Workshop on Research Methodology, held from 23rd – 29th April, 2012 at Department of Business and Financial Studies, University of Kashmir.
- Acted as **Rapporteur** in a 3-Day National Conference on “Contemporary Issues in Business, Management & Finance (CIBMF 2012)” organized by the Department of Business & Financial Studies, University of Kashmir, during Sept. 21– 23, 2012.
- Acted as **Rapporteur** in a 3-Day International Conference on “Interest-free Institutional Mechanism (Banking, Finance & Insurance) for Promoting Investment” organized by The Department of Business and Financial Studies, University of Kashmir in collaboration with The Institute of Objective Studies, New Delhi during June 3-5, 2011.

On The Visiting Faculty / Extension Lectures /Public Talks:

- Department of Distance Education, University of Kashmir, Srinagar
- Whiz-kids School Anantnag, Kashmir
- MET College of Education, Sopore
- All India Radio Srinagar, Kashmir.

Credentials:

- Congratulation letter received from Indian Council of Social Science Research, Ministry of Human Resources Development, New Delhi, for the successful completion of Doctoral Research (June 18th 2008).
- Doctoral thesis listed among the thesis of the month in a weekly journal of Higher Education, by Association of Indian Universities, Vol.46, No.21, May 26– June 01, 2008.

Professional/Academic Membership:

- Senior Member of the “*Asia Society of Researchers*” (ASR) ASR Senior Member Number: R219032103.
- Life-time member of the “*Social Science and Humanities Research Association*” (SSHRA) (www.eurasiaresearch.org) Membership ID: SSHRA-.M19505.
- Member of the “*International Management Research and Technology Consortium*”. New York-USA. Chapter ID: AS2933770 Country: India Member Status: Approved. Members Primary Work: Management.
- Life-time member of the “*Teaching and Education Research Association*” (TERA)(www.eurasiaresearch.org) Membership ID: TERA-M19851
- Member of *Board of Post Graduation Studies in Commerce.* (M.Com)
- Member of *Board of Post Graduation Studies in Finance.*(MFC -2015)
- Member of *Board of Under Graduate Studies in Commerce.*(B.Com)
- Member, *Departmental Research Committee*, University of Kashmir.
- Member, *Library Committee*, University of Kashmir, Srinagar.
- Member, *Examination Committee*, University of Kashmir, Srinagar
- Member *Departmental Committee*, University of Kashmir, Srinagar.

Professional IDs:

Google Scholar: <https://scholar.google.com/citations?user=6TdMSWkAAAAJ&hl=en>

Research Gate: https://www.researchgate.net/profile/Dr_Mufti

References:

- Dr. Nazir Ahmed Nazir
Professor Department of Commerce
University of Kashmir Srinagar, Jammu and Kashmir India-190006
Telephone: +919419426408
E-mail: nahmed@uok.edu.in
- Dr. Khursheed Ahmed Butt
Professor Department of Commerce
University of Kashmir Srinagar, Jammu and Kashmir India-190006
Telephone: +916005770562
Email: kahmad2012@yahoo.com

Declaration:

I hereby declare that the details stated above are true and correct to the best of my knowledge.

Place: Srinagar

Date:

A handwritten signature in blue ink, appearing to read 'Sabiya Mufti', enclosed in a rectangular box.

Dr. Sabiya Mufti