

**Dr. Nazir Ahmed Nazir**

Professor

School of Business Studies, University of Kashmir

Hazratbal, Srinagar 190006(J&amp; K State) India

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E-mail:[nahmed@uok.edu.in](mailto:nahmed@uok.edu.in); [nahmed2000@gmail.com](mailto:nahmed2000@gmail.com)OfficialWebsite:[www.kashmiruniversity.ac.in](http://www.kashmiruniversity.ac.in)**ORCID iD:** <https://orcid.org/0000-0002-6380-1265>**Skype ID:** nazirahmadku**Personal Profile**

Residential Address	Gousia Mohalla, Lane No.9 Omer Colony, Lal Bazar, SrinagarKashmir, J&K State (India)
Place of Birth	Srinagar
Date of Birth	01-04-1966
Marital Status	Married
No. of Children	03
Passport No.	X 3026519
Date of Issue	12-02-2024
Date of Expiry	11-02-2034

**Objective****To pursue career in Teaching, Research & Academic Leadership****Academic Qualifications**

**2000** Doctor of Philosophy (Ph.D.), (**Awarded in March 2000**), Faculty of Management Studies (FMS), University of Delhi, Delhi.



**Organizational Culture & Its Relationship with Employee Commitment:  
An Empirical Study**

- 1993** Master of Philosophy (M.Phil.) (**Awarded in 1995**),  
With “O” Grade (Outstanding Grade) from Department of Commerce, School of Business Studies, University of Kashmir, Srinagar
- 1986 - 1988** Masters in Commerce (M.Com) (**Awarded in July 1988**),  
**2<sup>nd</sup> Position in the batch**, with 1<sup>st</sup>Division(67.33% Marks) from Department of Commerce, University of Kashmir, Srinagar
- 1981 – 1985** Bachelors in Commerce (B.Com.) (**Awarded in 1986**)  
With 2<sup>nd</sup> Division (59.63%) From Islamia College of Science and Commerce (ICSC), Srinagar, University of Kashmir

**Current Jobs and Posting**

**Professor** Department of Commerce, School of Business Studies, University of Kashmir, Srinagar (Since Feb 2008) 190006 UT of J&K (India)  
**Director, UGC-Malaviya Mission Teacher Training Center (UGC-MMTTC)**, University of Kashmir, Srinagar (Since Jan 2025)

### ***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	<b>University Grants Commission (UGC)</b> , New Delhi, India
Enrollment Range	6000 – 6,999 students
NAAC Ranking	A+
NIRF Ranking 2021	33
QS BRICS Ranking 2020	56 <sup>th</sup> Rank
Official Website	<a href="http://www.kashmiruniversity.ac.in/">http://www.kashmiruniversity.ac.in/</a>
Phone Nos.	+91 (194) 227 2096, +91 (194) 227 2097

### ***Previous Jobs & Postings***



#### **Full Professor**

College of Business Administration  
Jazan University, Jazan,  
Kingdom of Saudi Arabia



#### **Head**

Department of Business & Economics  
Mazoon College, Sultanate of Oman, Muscat

#### **Chairman**

Research Committee  
Mazoon College, Sultanate of Oman, Muscat

### ***Thrust Areas***

Major	Human Resource Management, Organizational Behavior,
Minor	Strategic Management, Organizational Culture, Leadership & Personality Development, Training &

Development, Performance Appraisal, Emotional Intelligence, Organizational Effectiveness

***Experience: Teaching including nearly 4 years in Gulf Countries***

- 12<sup>th</sup> June, 2015 to Present      Full Professor, **Department of Commerce, University of Kashmir, Srinagar (India)**
- 17<sup>th</sup> Sept 2014 to June 11<sup>th</sup> 2015      **Full Professor, College of Business Administration, Jazan University, Jazan, Kingdom of Saudi Arabia**
- Feb. 18<sup>th</sup>, 2008 to Present,      Full Professor, **Department of Commerce, University of Kashmir, Srinagar (India)**. (this includes the retrospective period as Professor between Feb. 18, 2008 to July 29, 2008 when I was serving in Mazoon College, Sultanate of Oman, Muscat as Head, Department of Business & Economics)
- Oct. 22<sup>nd</sup>, 2005 to July 2007      **Faculty, Department of Business Administration, Mazoon College, Sultanate of Oman, Muscat.**
- Feb. 18<sup>th</sup>, 2000 to Oct. 21<sup>st</sup>, 2005      **Associate Professor/ Reader, PG Department of Commerce, University of Kashmir, Srinagar.**
- Aug 1991 - Feb. 2000      **Lecturer/Assistant Professor, PG Department of Commerce, University of Kashmir, Srinagar.**
- April 1990 – August 1991      **Lecturer/Assistant Professor, Gandhi Memorial College, Srinagar.**
- May 1989- April 1990      **Lecturer/Assistant Professor in Islamia College for Science & Commerce, Srinagar, India.**

***Experience: Research***

**Research Project Completed**

- Major Research Project titled “Evaluation of Training Effectiveness in State Administration: A Study of Government Teachers” sponsored by **University Grants Commission**, New Delhi, India (2015).

**Post-Doctoral Dissertations Guided**

- Dr. Muzamil Jan Entitled “Women Empowerment through Decision Making Power: A study”. Indian Council for Social Sciences and Research (ICSSR) Awarded in 2015.

**Doctoral & Pre-Doctoral Dissertations Guided as Supervisor**

- Sheikh Sajid Mohammad Title of the thesis “Effects of Psychological Contract Breach on Employee Voice Behaviour: Moderating Role of Personality Traits and Select Demographic Variables” (**Ph.D.** degree awarded in 2024)
- Ms. Hanifa Akhtar Title of the thesis “Cultural Values and Work Beliefs among Managers: A Multi-Firm Multi Sector Comparison”. (**Ph.D.** degree awarded in 2023)
- Mr. Younis Ahmad Shah. **Title of the thesis** “Prioritizing Productivity or Performance towards Achievement of Employee Satisfaction, Call Quality & Retention in Call Centres”. (**Ph.D.** degree awarded in 2022)
- Ms Sunniya Waheed. **Title of the thesis** “Organizational Commitment as a predictor of Organizational Citizenship Behaviour: A Study of Select Organisation”. (**Ph.D.** degree awarded in 2019)
- Mr. Imran Khan **Title of the thesis** “Effect of Trainee Characteristics, Work Environment and Training Design on Transfer of Training: An Empirical Study “. (**Ph.D.** degree awarded in 2017)
- Mr Ashaq Hussain Lone **Title of the thesis** “Entrepreneurial Culture, Transactional Impediments & Entrepreneurial Intentions among Youth: A Cross Nation Comparison between India & China”. (**Ph.D.** degree awarded in 2015)
- Ms Mehvish Maqbool **Title of the thesis** “Emotional Intelligence, Self Efficacy and Decision-Making Skills among Academic Administrators: A Study in Higher Educational Institutions in Northern India”. (**Ph.D.** degree awarded in 2015)
- Ms Irfana Jan **Title of the thesis** “Leadership styles, Organizational Culture and Perceived Performance in Select Organizations: An Empirical Study”. (**Ph.D.** degree awarded in 2015)
- Ms Asiya **Title of the thesis** “Evaluation of Training Effectiveness in State Administration: A Study of Govt. Schools”. (**M.Phil.** Degree awarded in 2012)
- Ms Sabiya Mufti **Title of the thesis** “Human Resources Management Practices & Employee Satisfaction in Cement Industry in J&K State: A Comparative Study”. (**Ph.D.** degree awarded in 2008)
- Mr. Mushtaq Ahmad Lone **Title of the thesis** “Organizational culture and organizational effectiveness in select organizations: An empirical study”. (**Ph.D.** degree awarded in 2007)
- Mr. Tanveer Ahmad Dar **Title of the thesis** “Computerization & Employee Satisfaction in Banks: An Empirical Study”. (**M.Phil.** Degree awarded in 2003).

#### **Doctoral Dissertations under Guidance**

- Ms Maheena Mushtaq Entitled “Exploring the Mediating role of Employee Voice Behaviour between Despotic Leadership and Employee Engagement: A comparative analysis in services sector”.
- Mr. Muzafar Ahmad Mir Entitled “Influence of Workplace Incivility on Employee Engagement: Moderating role of Perceived Organizational Politics”.
- Mr. Mohd Safraz Entitled “Effect of Workplace incivility on Organisational Justice: Moderating role of Organisational Culture”. **(Registration in Abeyance)**
- Ms Rayeesa Syeed Entitled “Perceptions of Organisational Politics and Workplace Deviance among Service Sector Employees: The mediating role of Job Stress”.
- Mr. Gowhar Majeed Entitled “Influence of Authentic Leadership on Psychological ownership: Mediating and Moderating roles of Organisational Justice and Select Demographic Variables” **Registration in Abeyance)**
- Mr. Sameeul Bashir Entitled “Emotional Intelligence and Employee Creativity Linkages in Hospitality Sector of Jammu and Kashmir: Testing the Mediating Role of Transformational Leadership”.
- Mr. Javaid Ahmad Bhat Entitled “Assessing the Antecedents and Consequences of Organizational Justice: A Study of Authentic Leadership and Employee Engagement”.
- Ms Foziya Farooq Entitled “Personality Traits and Happiness at Work (HAW) Linkages among Academics: Assessing the Consequences of Linkages on Organisational Citizenship Behaviour (OCB)”.
- Mr. Amir Hussain Shah Entitled “Leadership Styles and Employee Engagement: Testing the mediating effect of perceptions of organizational politics”. **(Registration in Abeyance)**
- Mr. Rouf Ahmad Khanday Entitled “Assessing the role of Political Skills on the relationship between Personality traits and Leadership Effectiveness”. **(Registration in Abeyance)**

#### ***Experience: Administrative***

31<sup>st</sup> Jan 2025 to Present

**Director, UGC-Malaviya Mission Teacher Training Center** (UGC-MMTTC), University of Kashmir, Srinagar

21<sup>st</sup> April 2021 to 20<sup>th</sup> April 2024

**Dean, School of Business Studies**, University of Kashmir, Srinagar

21 <sup>st</sup> April 2021 to 20 <sup>th</sup> April 2024	<b>Chief Editor, The Business Review</b> , School of Business Studies, University of Kashmir, Srinagar ( <u>UGC Care List</u> )
July 04, 2018 to May, 2019	<b>Director, Centre for Career Planning &amp; Counseling (CCPC)</b> , University of Kashmir, Srinagar
Oct. 23rd, 2009 to 22nd Oct. 2012	<b>Head, Department of Commerce</b> , University of Kashmir, Srinagar (India) <b>Editor, The Business Review</b> (A School of Business Studies Journal erstwhile Faculty of Commerce & Management Studies)
July 2007 to 30th July 2008	<b>Head, Department of Business &amp; Economics</b> , Mazoon College, Sultanate of Oman, Muscat <b>Chairman: Research Committee</b> , Mazoon College, Sultanate of Oman, Muscat.
Jan 1999 – Dec 2002	<b>Associate Editor, “The Business Review”</b> , (A School of Business Studies Journal erstwhile Faculty of Commerce & Management Studies)
March 1999 – Dec 2003	<b>Assistant Coordinator, Study Centre</b> , Indira Gandhi National Open University (IGNOU) India.
Jan 2000 – Dec 2003	<b>Coordinator, M.Com. Program</b> , Department of Distance Education, University of Kashmir, Srinagar, India.
Jan 1994 – Dec 2005	<b>In charge, Computer Lab Development</b> , Department of Commerce, University of Kashmir, Srinagar, India.

## **Publications**

### **Books:**

- ***Emerging Dimensions of Business***, Edited Book published by New Century Publications, Delhi (2004). {ISBN: 81-7708-061-x}
- ***Interest-free Banking***, Edited Book published by Department of Commerce, University of Kashmir, Srinagar (2013). {ISBN;978-81-90864282}
- ***Human Resource Management: Text & Cases***. (Likely to be published)

**(Research Papers/Articles in Journals/ Book Chapters/ Scripts Written / Conference Proceedings /Book Review)**

## 2025

- **Psychological Contract Breach and Employee Voice: Role of Demographic Diversity.** Journal of Hospitality and Tourism Education, Manuscript Number: 247221266, (Minor revision)
- *Thriving at work, change oriented behaviors and gender: A socially embedded model perspective*, submitted to Brazilian Business Review, Manuscript ID: BBR-2024-2051, (major revision)
- **From Theories to Trends: A Framework-Based Systematic Literature Review, Bibliometric Analysis, and Future Agenda of Despotic Leadership.** Submitted to Vision – The Journal of Business Perspective Management Development Institute (Manuscript ID VIS-2025-0249)
- **Beyond Conventional Thinking: Exploring The Key Antecedents to Employee Creativity.** Submitted to Asian Journal of Management Cases (Manuscript ID AJC-2025-0120).

## 2024

- *Effect of Conscientiousness and COVID-19-Induced Job Stress on Organizational Citizenship Behavior Among Healthcare Professionals* Published in **Changing Societies & Personalities**, Ural Federal University Dec 24, Vol. 8, No. 4 (2024) , ISS [2587-8964](#) (E), ISSN:2587-6104(P), DOI: <https://doi.org/10.15826/csp.2024.8.4.311> (Scopus)
- *Leadership, empowerment and innovation behavior linkages among knowledge workers: Application of hierarchal component modeling approach*, published in Global Knowledge, Memory and Communication. **Emerald Publication** Sept,24, ISSN: 2514-9342; eISSN: 2514-9350, DOI 10.1108/GKMC-01-2024-0043, Impact Factor:2.10
- *“Transformational Leadership and Employee Creativity Relationship: An Integrative Review of Literature”*. Organizational Cultures: An International Journal Transformational Leadership and Employee Creativity Relationship: **24**(1): DOI No. 10.18848/2327-8013/CGP/v24i (ISSN: 2327-8013) (Scopus)
- *“Happiness at work: a systematic literature review”* International Journal of Organizational Analysis, **Emerald Publishing**, ISSN:1934-8835, DOI 10.1108/IJOA-08-2023-3902.

## 2023

- *“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 )
- *“Workplace Incivility and Job Stress: A Study among Nurses” (2023)*, The Business Review, Published in School of Business Studies, University of Kashmir, vol.27, no.2, pp 13-28, ISSN: 0972-8384. **(Peer Reviewed/ Referred Journal)**.

- ***“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}.
- ***“The influence big five personality traits on organizational commitment: Conceptual framework”***. The Business Review, Journal of the School of Business Studies, University of Kashmir, vol.27, no.1, 2023, ISSN: 0972-8384.
- ***“Green Marketing Practices and Green Consumer Behaviour: Demographic differences among young consumers”*** Business Strategy and Development (2023)Journal DOI: [10.1002/bsd2.263](https://doi.org/10.1002/bsd2.263), **ISSN 2572-3170**.
- ***“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 & ABDC Indexed
- ***“Practical Implication of workplace Ostracism: a systematic literature review” (August 2023)***Business Analyst Journal Emerald Publication eISSN:2754-6721 p-ISSN:0973-211X.DOI10.1108/BAJ-12-2022-0036
- ***“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](https://journals.sagepub.com/home/fib), Scopus & ABDC ranked

**2022**

- ***“Effect of Employees CSR Perception on Affective Commitment: Exploring Multiple Mediation Mechanisms”***, Submitted for publication in the Journal of Economic and Administrative Sciences, Emerald publication, Vol:39,Issue:1,DOI 10.1108/JEAS-08-2022-0191 {ISSN:1026-4116}
- ***Consequences of Workplace Ostracism: A review***, The Business Review, Journal of the School of Business Studies, University of Kashmir, vol.25, no.1&2, 2022,ISSN: 0972-8384.
- ***“Authentic Leadership: A systematic literature review”***. The Business Review, Journal of the School of Business Studies, University of Kashmir, vol.26, no.1&2, 2022, ISSN: 0972-8384.
- ***“Analyzing The Relationship between Cultural Values and Work Beliefs among Managers: A Study of North India”***, International Journal of Research and



Analytical Reviews (IJRAR), Vol.9, Issue 4, Nov2022, pp 86-98(E-ISSN 2348-1269, P- ISSN 2349-5138)

- ***Identifying The Connection Between Social Qualities (Cultural Values) And Work Convictions (Work Beliefs) Among Managers: A Comparative Study of Jammu and Kashmir.*** International Research Journal of Management Sociology & Humanities (IRJMSH) Vol 13 Issue 11 ISSN 2277 – 9809 (Online) 2348–9359 (Print)

## 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).

## 2019

- ***“Emotional Intelligence: An Integrative Review of Literature, Models & Associations with other Constructs”*** International Journal of Management Technology and Engineering, Volume 9, Issue I, (2019) Page No.1760-1772 (ISSN No: 2249-7455) (Peer Reviewed/ Referred Journal).
- ***“Workplace Deviance: A Review of Literature”.*** International Journal of Management Technology & Engineering (IJMTE), Vol.:IX, Issue 1, January 2019 {ISSN: 2249-7455}.

## 2018

- ***“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).
- ***“Contemporary Developments in Human Resource Management: An Emerging Perspective”.*** International Journal of Enhanced Research in Mgmt. & Computer Applications (IJERMCA), Vol.7, Issue 3, March 2018 {ISSN: 2319-7471}.
- ***“Employee Empowerment and its Psychological Perspective*** “Conference proceeding 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.
- ***“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: 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)
- ***“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.) {ISBN: 978-93-87405-98-1}
- ***“An Empirical Examination Of The Effects Of Personality Traits And Transfer Climate Factors On Transfer Of Training & Motivation: A Longitudinal Study”***, *Studies in Business and Economics* no. 12(3)/2017 pg:92-102 {DOI 10.1515/sbe-2017-0039} (Indexed in <https://link.springer.com>) {ISSN(E)2344-5416}

## 2016

- ***“The Impact of Personality on Transfer of Training through Motivation: A Longitudinal Model”***, *SSRG International Journal of Economics and Management Studies ( SSRG – IJEMS )* – Volume 3 Issue 7 July 2016 pg:01-12 {ISSN: 2393 – 9125} *Crossref*, <https://doi.org/10.14445/23939125/IJEMS-V3I5P101>

## 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)} IJMKL is indexed/listed in: [Erih Plus](#), [Directory of Open Access Journals](#), [EconPapers](#), [GoogleScholar](#).

## 2014

- ***"Do regions matter in entrepreneurial intentions? Applicability of Theory of Planned Behaviour in the Indian Context"*** APOTHEOSIS – Tirpude's National Journal of Business Research (TNJBR) Volume 5 Issue (1): pg: 1 -29 {ISSN: 2319-5576}
- ***"Role of Stress and Burnout among Nurses in the Private Hospitals"***, International Journal of Academic Research in Business and Social Sciences, Vol. 4, Issue 3. <http://hrmars.com/index.php/journals/detail/8>. {ISSN: 2222-6990}
- ***"Leadership Styles and Organizational Performance in Banking Sector: An Empirical Study"***, International Journal of Marketing & Financial Management, Volume 2, Issue 6, July-2014 {ISSN (Online): 2348 –3954 and ISSN (Print): 2349-2546}
- ***"Demystifying Entrepreneurial Role and Stress Relationship: A Review"*** Journal of Research, Extension and Development (ISSN: 2319-1899).
- ***"The Impact of Emotional Intelligence on Self- efficacy of Health Staff in Jammu & Kashmir"***, International Journal of Business Quantitative Economics and Applied Management Research Vol.1, Issue 1, June 2014 {ISSN: 2349-5677}
- ***"Leadership Styles and Organizational Performance: A Review"***, "International Journal of Human Resource & Industrial Research", Volume 1, issue 3, 2014 {ISSN (Online): 2349 –3593 and ISSN (Print): 2349-4816}

## 2013

- ***"Emotional Intelligence: Genesis & Implications"***. Journal of Research, Extension and Development, A Peer Reviewed Journal, Vol.2, No.4 ,Dec 2013, pp10-15 {ISSN 2319-1899}
- ***"Transactional Impediments to Entrepreneurship: A Cross Nation Comparison"*** IOSR Journal of Business and Management (IOSR-JBM) Volume 9, Issue 3 (Mar. - Apr. 2013), PP 31-38 [www.iosrjournals.org](http://www.iosrjournals.org) {ISSN:(E) 2278-487X (P) 2319–7668}

## 2012

- ***"Leadership Style, Organizational Culture and Perceived Performance of Service Sector Organizations in Sultanate of Oman"***. Published in Conference Proceedings Conference Master Resources, Malaysia. 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}.

## 2010

- ***"Organizational Culture: An Empirical Comparison of State Public and Private Sector Organizations"***. The Business Review, Vol. 15 No. 2, July-Dec {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 75-90 ISSN: 1449-387X (Print) and 1838-3742 (Online)}/Peer-Reviewed International Academic Journal,Indexed by EBSCO and Ulrich’s 2008
- ***“Validation of Denison’s Model of Organizational Culture & Effectiveness in the Indian Context”*** Vision - The Journal of Business Perspective, Vol. 12 No. 1 (Jan – March).
- ***“Job Burnout among University Teachers”*** Psychology & Developing Societies, Sage Publications, New Delhi{ DOI: 10.1177/097133360702000103}[<http://pds.sagepub.com/content/20/1/51> ]{ ISSN : 0971-3336}

2005

- ***“Computerization, nature of work and employee satisfaction in Banks”*** NMIMS, Management Review, Mumbai (India), Vol. XVII No. 2. {ISSN 0971-1023}
- ***“Person-culture fit & employee commitment in Banks”***, Vikalpa, Indian Institute of Management, Ahmadabad, Sept.ISSN-0256-0909

2002

- ***“Assessment of Customer Satisfaction in Banks: An Empirical Study”*** The Business Review, Vol. 9, Sept {ISSN, 0972-8384}..

2001

- ***“Private & Public Sector Banks: An Investigation of Organizational Climate and Commitment”*** The Business Review, Vol. 7, No. 1 & 2, March {ISSN, 0972-8384}.
- ***“Customer Orientation Banking: Preparations Ahead”*** Book Chapter in an Edited Book, The Role of J & K Bank in the Economic Development of the State: New Millennium, New Challenges. New Delhi. {ISBN: }

1999

- ***“Culture in the Domain of Values: A Contemporary Approach to the Assessment of Organizational Cultures”*** The Business Review, Vol. 5, No. 1 & 2, {ISSN 0972-8384}.

1998

- ***“Perceived Importance of Job Facets and Overall, Job Satisfaction of Bank Employees”*** Indian Journal of Industrial Relations, Vol. 33, No. 4, April. {ISSN:0019-5286}
- ***“Sources of Satisfaction & Dissatisfaction among Teachers: A Test of Two-Factor Theory”***. Indian Journal of Training Development, Vol. XXVIII, No. 4, Oct – Dec. {ISSN:0971-5592}

1995

- ***“Job Facets and Overall, Job Satisfaction of Doctors: An Empirical Study”***. The Business Review, Vol. 1, No. 1, March. {ISSN, 0972-8384}.

1996

- ***“Two Factor Theory of Work Motivation: In Revealed Knowledge Perspective”***. The Business Review, Vol. 2, No. 2, March. {ISSN, 0972-8384}.

#### **Seminars/Workshops/Conferences Attended**

2024

- Presented a paper ***“Beyond conventional thinking: Exploring the key antecedents to employee creativity”*** in the International Multidisciplinary Conference on Recent Innovations in Science, Engineering, Management and Humanities (RISEMH-24) held by J.S.University, Shikohabad during 25th – 26th October 2024.

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.
- Paper presented on ***“Psychological Contract: A Review”*** in the 8<sup>th</sup> International Multidisciplinary Conference on Emerging Trends & Challenges in Humanities, Education, Science & Social Sciences organized by International Council for Education, Research & Training (ICERT), Gandhi Memorial National College Ambala Cantt on 25<sup>th</sup> March 2023.
- Paper presented on ***“Workplace Incivility, Job Stress and Preferred Coping Strategies: A Study among Nurses”*** in the 8<sup>th</sup> FIIB Research Conference, organized by (FRC) Fortune Institute of International Business (FIIB) Research Conference Humanizing Businesses for a Better World of Work “on 2<sup>nd</sup>& 3rd, March 2023.
- Paper presented on ***“Promoting Sustainability through Green Human Resource Management: A Review”*** in the 8<sup>th</sup> FIIB Research Conference, organized by (FRC) Fortune Institute of International Business (FIIB) Research Conference Humanizing Businesses for a Better World of Work “on 2<sup>nd</sup>& 3rd, March 2023.
- Paper presented on ***“Do Cultural Values differ among the Mangers: A Case Study of JK Bank in Kashmir region”*** in the International Conference on Recent Advances in Business, Management & Data Analytics (ICBMDA), organized by International Conference on Recent Advances in Business, Management & Data Analytics (ICBMDA “on 15<sup>th</sup>& 16<sup>th</sup>, March 2023.

2022

- Paper presented on ***“Innovative Work Behaviour (IWB) among Academics: Exploring the role of Happiness at Work (HAW)”*** in the 2-day online International Conference on Recent Developments in Hospitality, Culinary & Business Practices, organized by Vedatya Institute under the aegis of Journal of Services Research on 8<sup>th</sup>& 9<sup>th</sup> December 2022.

## 2019

- Paper presented on “***An overview of the disparity between leadership and Management***” at the National Conference held at M.P. Birla Institute of Management, Bangaluru on August 30, 2019.
- Paper presented on “***Emotional Intelligence: An integrative review of literature, models and associations with other constructs***” in 2nd International Conference on Recent Developments in Science, Engineering, Management & Humanities, held at IEI Institution of Electronics, Mumbai (India) 13<sup>th</sup> January 2019.
- Paper presented on “***Workplace Deviance: A Review of Literature***” in XVI International Conference on Recent Trends in Engineering Science and Management, held at Maharashtra Chamber of Commerce, Industries & Agriculture, Pune (India) 19<sup>th</sup> January 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, ***Personality Traits & Organizational 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.
- Presented a paper titled “***Contemporary Developments in Human Resource Management: An Emerging Perspective***” in Ist International Conference on recent Developments in Science, Humanities & Management (ICRDSHM-18) held on 17th & 18th April, 2018 at Amar Singh College, Cluster University, Srinagar.
- 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.
- Attended and presented a paper titled “***Entrepreneurial Intentions among Youth: Rethinking the Culture-Entrepreneurship Relationship in India***” in International Conference on Economics, Finance & Accounting (ICEFA) held in Sydney, Australia on 5th-6th May, 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.

- Presented a paper titled ***“Employee Engagement: A Review of Literature”***, 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 ***“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 17<sup>th</sup> & 18<sup>th</sup> April 2018.

**2017**

- Attended and presented a paper titled ***“Evaluation of training effectiveness in Education Sector: An empirical Study”*** in a One Day International Conference on Business Management, Economics, Social; Science & Humanities organized by Asian Society for Academic Research in Chennai on 24th Dec. 2017.

**2015**

- Attended and presented a paper titled ***“Effects of Trainee Characteristics Work Environment & Training Design on Transfer of Training: An Empirical Study”***, 2-day National Conference on Commerce & Management Education Under New Education Policy, Organized by P.G Department of Management Studies & Department of Commerce, held at Islamia College of Science & Commerce, Srinagar on 9<sup>th</sup> & 10<sup>th</sup> December, 2015.

**2013**

- Attended and presented a paper titled ***“Transfer of training: A Reorganized Review on Work Environment & Motivation to Transfer”*** in 2 Day International Conference on Contemporary Issues in Business, Management and Finance (ICIBMF-II, 2013) Organized by The Department of Business and Financial Studies, University of Kashmir, 27 to 28 Sept.
- Attended and presented a paper titled ***“Work Values among University Teachers: A Study”***. at the 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 28<sup>th</sup> to 29<sup>th</sup> Sept. 2013.
- Attended and presented a paper titled ***“Evaluation of Teachers Training Effectiveness: A Study of Govt. School”*** at a 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 28<sup>th</sup> to 29<sup>th</sup> Sept. 2013.

**2012**

- Attended and presented a paper titled ***“Role Stress and Burnout among Nurses in the Private Hospitals”*** 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, 21st to 23rd Sept.

- Attended and presented a paper titled ***“Leadership Style, Organizational Culture and Perceived Performance of Service Sector Organizations in Sultanate of Oman”*** in 3rd International Conference on Business & Economic Research organized by Conference Master Resources, Malaysia 12-13 March.
- Attended and presented a paper titled ***“Human Resource Management and Job Satisfaction in Indian Private Sector”*** at the National Conference on Contemporary Issues in Business, Management and Finance (CIBMF 2012) Organized by The Department of Business and Financial Studies, University of Kashmir, 21<sup>st</sup> to 23<sup>rd</sup> Sept. 2012.
- Attended and presented a paper titled ***“Leadership Styles and Organizational Culture: An Empirical Assessment”*** at the National Conference on Contemporary Issues in Business, Management and Finance (CIBMF 2012) Organized by The Department of Business and Financial Studies, University of Kashmir, 21<sup>st</sup> to 23<sup>rd</sup> Sept. 2012.
- Attended and presented a paper titled ***“Person –Organization Fit and Organizational Outcome Variables: A Review”*** at the National Conference on Contemporary Issues in Business, Management and Finance (CIBMF 2012) Organized by The Department of Business and Financial Studies, University of Kashmir, 21<sup>st</sup> to 23<sup>rd</sup> Sept. 2012.
- Attended and presented a paper titled ***“Cultural Values among Academic Faculty: An Empirical Assessment”***, at the National Conference on Contemporary Issues in Business, Management, and Finance (CIBMF 2012) Organized by The Department of Business and Financial Studies, University of Kashmir, from 21<sup>st</sup> to 23<sup>rd</sup> Sept. 2012.
- Attended and presented a paper titled ***“Person –Organization Fit & Employee Commitment in Hospitals: An Empirical Assessment”***, at the National Conference on Contemporary Issues in Business, Management, and Finance (CIBMF 2012) Organized by The Department of Business and Financial Studies, University of Kashmir, from 21<sup>st</sup> to 23<sup>rd</sup> Sept. 2012.
- Attended and presented a paper titled ***“Leadership Styles and Organizational Culture: A Review”*** at the National Conference on Contemporary Issues in Business, Management and Finance (CIBMF 2012) Organized by The Department Of Business and Financial Studies, University of Kashmir, 21<sup>st</sup> to 23<sup>rd</sup> Sept. 2012.
- Attended and presented a paper titled ***“Towards Conceptualization of Entrepreneurs; Role Stress”***, at the National Conference on Contemporary Issues in Business, Management, and Finance (CIBMF 2012) Organized by The Department of Business and Financial Studies, University of Kashmir, from 21<sup>st</sup> to 23<sup>rd</sup> Sept. 2012.
- Attended and presented a paper titled ***“Human Resource Management Practices in SMEs”***, at the National Conference on Contemporary Issues in Business, Management, and Finance (CIBMF 2012) Organized by The Department of Business and Financial Studies, University of Kashmir, from 21<sup>st</sup> to 23<sup>rd</sup> Sept. 2012.



- Attended and presented a paper titled ***“Emotional Intelligence & Academic Performance of University Students”*** at the 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 the 21<sup>st</sup> to 23<sup>rd</sup> Sept. 2012.
- Attended and presented a paper titled ***“Towards Understanding of Socio-Cultural Orientation: An Individual Level Analysis”*** at the 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. 21<sup>st</sup> to 23<sup>rd</sup> Sept. 2012.
- Attended and presented a paper titled ***“Emotional Intelligence Evolution & Implication”*** at the National Conference on Contemporary Issues in Business, Management, and Finance (CIBMF 2012) Organized by The Department of Business and Financial Studies, University of Kashmir, from Sept. 21<sup>st</sup> to 23<sup>rd</sup> Sept. 2012.

**2011**

- Attended 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 June 3-5.

**2010**

- Attended a 3-Day Workshop on ***“Instructional Methodology for Management Educators Focus on Case Method of Learning”*** organized by International Management Institute, New Delhi (India) April 26-28.
- Paper presented on ***“Do Divisions Matter in Culture Management: Evidences from Intra-State Organizational Comparisons”*** in the 2nd International Conference on Cross-Cultural Management: Practice & Research (ICCCR & HRM) organized by The Business School, University of Jammu, 24 – 25 Feb.

**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.

**2004**

- Paper presented on ***“Computerization, Nature of Work & Employee Satisfaction in Banks”*** in National Conference on “Emerging areas of Accounting, Business & Management” organized by Research development Association, Jaipur , India, from 28th Feb to 29th.

**2002**

- Workshop entitled ***“Creating moving case exercises”*** organized by Indian Institute of Foreign Trade, Delhi, India, from May 25th to May 26th,

**2001**

- Paper presented on “**Total Quality Banking: A Case Study of Public Sector Banks**” at International Conference on Management of Finance & International Accounting Issues, organized by Research Development Association, Jaipur (INDIA)
- Paper presented on “**Customer Orientation Banking: Preparations Ahead**” in One Day Workshop on “The Role of J & K Bank in the Economic Development of the State: New millennium, New Challenges” organized by Women’s’ College, Nawa Kadel, Srinagar.

**2000**

- Paper presented on “**Structural Adjustment Programme & Industrial Relations in India**” in National Seminar on “Commerce Education in Changing Business Scenario” organized by the Department of Commerce, University of Kashmir, Srinagar (India)

**1999**

- Three Day International Workshop on “**Marketing Challenges in the Next Millennium**” conducted by the Department of Management Studies, University of Kashmir in collaboration with North American Society for Marketing Education in India, USA from June 6th to 8th May.

#### ***Conferences/Workshops Organized as Director/Chairman of Sessions***

##### **Conference Director**

- Acted as Conference Director in a 3-Day National Conference on “Contemporary Issues in Business, Management & Finance (CIBMF 2012)” organized by the Department of Commerce, University of Kashmir, during Sept. 21– 23, 2012.
- Acted as Conference Director 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, June 3-5, 2011.

##### **Workshop Director**

- Acted as Workshop Director in the 7 Day Workshop on “Research methodology” organized by the Department of Commerce, University of Kashmir, during April 23 – 29, 2012.
- Workshop Director Acted as Workshop Director in a 2-Day Workshop on “Commodity Futures Market” organized by the Department of Business and Financial Studies, University of Kashmir in collaboration with Forward Market Commission (FMC), Mumbai, Multi Commodity Exchange (MCX), Mumbai during June 24-25, 2011.

##### **Chairman Sessions**

- Chaired a Technical Session on **“Human Resource Management”** in a Two-Day National Level Conference on Emerging Issues and Trends in Commerce Education, Organized by the Department of Commerce, School of Business Studies, Central University of Kashmir, during 27<sup>th</sup> & 28<sup>th</sup> November, 2024
- Chaired a technical session in National Conference on National Education Policy, 2020 and Higher Education: Implementation, Accomplishment and Road Ahead, organized by the National Education Policy (NEP) Cell, University of Kashmir, Srinagar during November 22-23, 2023.
- Chaired a session titled “Social Sector Reforms: Health Care & New Education Policy” in the 4<sup>th</sup> Annual Conference of Indian Economics & Allied Sciences Association hosted by Department of Economics, University of Kashmir, Srinagar from 27<sup>th</sup> to 29<sup>th</sup> October, 2023.
- Chaired a session in the One-week Short Term Course for Training of Teachers on Indian Knowledge Systems (IKS) organized by UGC- MMTTC, University of Kashmir, Srinagar in collaboration with Indian Knowledge Systems (IKS) Division, Ministry of Education, New Delhi from 11<sup>th</sup> to 16<sup>th</sup> September, 2023.
- Chaired a technical session in Two Days National Conference on “Skill Development Initiatives: Challenges and Future Strategies” organized by Centre for Capacity Building & Skill Development, University of Kashmir during 23-24 August, 2023
- Chaired a Key Note Session on Paradigm Shift in Business Education in Two-Day National Level Conference, organized by P.G. Department of Management Studies, Islamia College of Science & Commerce, during 27<sup>th</sup> – 28<sup>th</sup> March, 2018
- Chaired a Technical Session at International Conference on Contemporary Issues in Business, Management & Finance (ICIBMF-II 2013) organized by the Department of Commerce, University of Kashmir, during Sept. 27 – 28, 2013.
- Chaired a Technical Session at National Conference on Contemporary Issues in Business, Management & Finance (CIBMF 2012) organized by the Department of Commerce, University of Kashmir, during Sept.21 – 23, 2012.
- Chairman Session Chaired a Technical Session at 3rd International Conference on Business & Economic Research in Indonesia held during March 12-13, 2012.

#### **NAAC Peer Team Approved Assessor**

##### **• Two more to be added**

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- Visited as NAAC Peer Team Member Coordinator to Government Indrawati College Bhopalpatnam, District - Bijapur (Chhattisgarh)
- Visited as NAAC Peer Team Member to MULA Education Society Arts, Commerce & Science College, Sonai, Maharashtra

- Visited as NAAC Peer Team Member Coordinator to Rouzathul Uloom Arabic College, Karela
- Visited as NAAC Peer Team Member to Karnatak University, Dharwad, Karnataka
- Visited as NAAC Peer Team Member to JK Lakshmi Pat University, Rajasthan

### ***Training Programmes Attended***

#### **2004**

- A Refresher Course on Cooperation organized by Cooperative Education of National Cooperative Union of India, New Delhi.

#### **1999**

- UGC sponsored “General Orientation Course” organized by the Centre for Professional Development in Higher Education (CPDHE), University of Delhi, Delhi.

#### **1997**

- 4 - Week Faculty Talent Promotion at Indian Institute of Management, Ahmadabad (IIMA).

#### **1996**

- UGC sponsored “Refresher Course in Commerce” organized by Academic Staff College, University of Kashmir.
- Training course on PC Familiarization, Word – processing and Database Management Systems organized by Academic Staff College, University of Kashmir in collaboration with the Computer Centre, University of Kashmir.

#### **1995**

- Faculty Development Programme on “Business Economics” organized by Institute of Chartered Financial Analysts of India (ICFAI) Hyderabad.
- Training course on “Research Methodology” organized by the Department of Commerce, University of Kashmir.

#### **1992**

- 6 months certificate course on PC Familiarization, Word – processing and Database Management Systems, Windows at International Computer Institute, Srinagar, Kashmir.

### ***Training Sessions delivered as Resource Person***

- Delivered a session on “Academic Leadership” as a Resource Person in NEP 2020, MMTTC, University of Calicut, Karela on 12<sup>th</sup> March, 2025
- Delivered a session on “Academic Leadership” as a Resource Person in Faculty Induction Programme, MMTTC, University of Calicut, Karela on 24<sup>th</sup> March, 2025
- Delivered a session on “Hypotheses formulation” as a Resource Person in Faculty Induction Programme, MMTTC, Maharshi Dayanand Saraswati University, Ajmer on 25<sup>th</sup> Feb, 2025
- Delivered a session on “Power and Politics in Teaching Organizations” as a Resource Person in Faculty Induction Programme, MMTTC, Maharshi Dayanand Saraswati University, Ajmer on 18<sup>th</sup> Feb, 2025

- Delivered a session on “Power and Politics in Teaching Organizations” as a Resource Person in Faculty Induction Programme, MMTTC, Maharshi Dayanand Saraswati University, Ajmer on 14<sup>th</sup> Feb, 2025
- Acted as a **Resource Person** in 10 Days Research Methodology Course from M.Phil./Ph.D./PDF Scholars in Social Sciences on **Hypothesis Formulation & Testing** (19.11.2024 from 10 am to 1:00 pm) Organized by Department of Library & Information Sciences, University of Kashmir, Srinagar, 11<sup>th</sup> Nov to 20<sup>th</sup> Nov 2024.
- Acted as an **External Expert** for evaluating the performance of the participants in the 90<sup>th</sup> Guru Dakshta Faculty Induction Programme Organized by UGC-Human Resource Development Center, University of Kashmir, on 5<sup>th</sup> Nov. 2024
- Acted as an **External Expert** for evaluating the performance of the participants in the 89<sup>th</sup> Guru Dakshta Faculty Induction Programme Organized by UGC-Human Resource Development Centre, University of Kashmir, from 9<sup>th</sup> July to 12<sup>th</sup> August, 2024.
- Acted as **Resource Person** in one day orientation programme on “Work Ethics” organized by Center for Capacity Building & Skill Development, University of Kashmir, Srinagar on 16 Nov. 2023.
- Acted as a **Resource Person** in One Week Research Methodology Workshop for Social Science Scholars on **Hypothesis Formulation** (01-09-2023 from 10 am to 11:30 am) Organized by UGC-Human Resource Development University of Kashmir, from 29<sup>th</sup> August, 2023 to September, 4, 2023.
- Acted as a **Resource Person** in 88<sup>th</sup> Guru Dakshta Faculty Induction Programme on **Dynamics of Power & Politics in Organizations**, (24-01-2023 from 10:00 am to 11:30 am) Organized by UGC-Human Resource Development University of Kashmir, from 18<sup>th</sup> January 2023 to 22<sup>nd</sup> February 2023.
- Acted as a **Resource Person** in One Week Research Methodology Workshop for Behavioral Science Scholars on **Hypothesis Formulation & Testing**, (10-12-2022 from 3:30pm to 5:00 pm) Organized by UGC-Human Resource Development University of Kashmir, from 6<sup>th</sup> December 2022 to 12<sup>th</sup> December 2022.
- Acted as a **Resource Person** in One Week Workshop on Research Methodology for Commerce, Economics & Management Scholars on **Hypothesis Formulation & Testing**, Organized by UGC-Human Resource Development University of Kashmir, from 9<sup>th</sup> November 2022 to 15<sup>th</sup> November 2022.
- Acted as a **Resource Person** in Refresher Course in Commerce, Management & Economics on **Dynamics of Power & Politics in Organizations**, Organized by UGC-Human Resource Development University of Kashmir, from 20<sup>th</sup> July, 2022 to 2nd August, 2022.
- Acted as a **Resource Person** in One Week Workshop on Research Methodology for Social Science Scholars on **Hypothesis Formulation**, Organized by UGC-Human Resource Development University of Kashmir, from 1<sup>st</sup> July, 2022 to 7<sup>th</sup> July 2022.
- Acted as a **Resource Person** in One Week Workshop on Research Methodology for Social Science & Education Scholars on **Variables and Hypothesis**, Organized by

UGC-Human Resource Development University of Kashmir, from 21<sup>st</sup> December 2021 to 27<sup>th</sup> December 2021.

- Acted as a **Resource Person** in 2-Week Workshop on Research Methodology & Data Analysis on **Hypothesis Formulation & Testing**, Organized by the Department of Commerce, the University of Kashmir from 28<sup>th</sup> September 2021 to 12<sup>th</sup> October 2021.
- Acted as a **Resource Person** in One Week Workshop on Research Methodology for Commerce, Economics & Management Scholars on **Hypothesis Formulation**, Organized by UGC-Human Resource Development University of Kashmir, from 18<sup>th</sup> August, 2021 to 24<sup>th</sup> August, 2021.
- Acted as a **Resource Person** in Refresher Course in Behavioral Sciences (ID) on **Dynamics of People Management**, Organized by UGC-Human Resource Development University of Kashmir, from 9<sup>th</sup> January, 2017 to 30<sup>th</sup> January, 2017.
- Acted as a **Resource Person** in the 7-Day Workshop on Research Methodology on **Formulation of Research Hypothesis**, at Department of Business and Financial Studies, University of Kashmir held from 23<sup>rd</sup> – 29<sup>th</sup> April, 2012.

#### **PROJECT REPORTS SUPERVISED AT P.G LEVEL:**

- The relationship between Organizational 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.
- Organizational Justice as a Predictor of Organizational 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 Organizational Citizenship Behaviour among J&K Bank Employees’.
- Relationship between Organizational Culture & Organizational Citizenship Behaviour (A Case Study among College Teachers of Kashmir Valley).
- Evaluation & Effectiveness of Training Policies of Bank Official (A Case Study of J&K Bank).
- Organizational Justice as a Predictor of Organizational Citizenship Behaviour among University Teachers.
- Relationship between Organizational Cultural & Organizational Citizenship Behaviour among College 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.
- Human Resource Management Practices in Select Organizations.
- Problems and Prospects of Silkworm Rearing in Kashmir Valley.

#### **Membership of Academic/Professional Bodies**

June 2021 to present

Member, University Syndicate, University of Jammu

April, 2022 to Present	Member, Academic Council, University of Kashmir, Srinagar.
April, 2022 to Present	Member, Board of Research Studies, University of Kashmir, Srinagar.
Oct. 23 <sup>rd</sup> , 2009 to 22 <sup>nd</sup> Oct. 2012	Member, Academic Council, University of Kashmir, Srinagar.
Oct. 23 <sup>rd</sup> , 2009 to 22 <sup>nd</sup> Oct. 2012	Chairman, Board of Postgraduate Studies in Commerce, University of Kashmir, Srinagar.
Oct. 23 <sup>rd</sup> , 2009 to 22 <sup>nd</sup> Oct. 2012	Chairman, Board of Postgraduate Studies in Finance, University of Kashmir, Srinagar.
Oct. 23 <sup>rd</sup> , 2009 to 22 <sup>nd</sup> Oct. 2012	Chairman, Departmental Research Committee, University of Kashmir, Srinagar.
Oct. 23 <sup>rd</sup> , 2009 to 22 <sup>nd</sup> Oct. 2012	Chairman, Board of Undergraduate Studies, University of Kashmir, Srinagar.
Oct. 23 <sup>rd</sup> , 2009 to date	Member, Board of Research Studies, University of Kashmir, Srinagar.
June, 2011 to date	Member, Institute of Objective Studies (IOS), New Delhi.
Oct, 2018 to date	Member, Teaching & Education Research Association (TERA)

#### ***On the Visiting Faculty of***

- Aligarh Muslim University, Aligarh, U.P., India
- Islamic University of Science & Technology, Awantipora, Kashmir.
- Central University of Kashmir, Kashmir,
- Jammu & Kashmir Institute of Public Administration, Srinagar, Kashmir
- Institute of Hotel Management & Catering Technology, Srinagar, Kashmir
- Department of Distance Education, University of Kashmir, Srinagar.
- UGC Human Resource Development Centre, University of Kashmir, Srinagar.

#### ***References***

##### **1) Debi S. Saini, Ph.D (Delhi), GPHR (USA)**

Former Professor & Chairperson--Human Resource Management Area

Former Editor: Vision--The Journal of Business Perspective

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##### **2) Prof. M. Afzal Zargar**

Registrar, Central University of Kashmir,

J&K State (India)

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##### **3) Dr. Musaddiq A Sahaf**


Professor, Department of Management Studies  
& Former Dean Academic Affairs

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E-mail: [msahaf@uok.edu.in](mailto:msahaf@uok.edu.in)[masahaf@hotmail.com](mailto:masahaf@hotmail.com)

**I solemnly declare that the information provided above is correct to the best of my knowledge and belief.**

A photograph of a handwritten signature in blue ink on a white background. The signature is cursive and appears to read 'Dr. Nazir Ahmed Nazir'.

**Dr. Nazir Ahmed Nazir**