

## **Riyaz Ahmad Rainaye**

Professor  
Department of Commerce  
University of Kashmir Srinagar  
Contact 9419012373  
Email [rizrainayee@yahoo.com](mailto:rizrainayee@yahoo.com)

### **ACADEMIC QUALIFICATION**

**Ph D; M Phil; M.Com**

Ph D. Thesis: **Human Resource Development Practices in Commercial Banks**

### **TEACHING EXPERIENCE**

Teaching Experience of over 26 years

Working as Professor w.e.f 1<sup>st</sup> of January 2013

- Worked as Associate Professor 09 August 2009 to 3<sup>rd</sup> of March 2015
- Worked as Reader in the Department of Business and Financial Studies, University of Kashmir (09 August 2006 to 08 August 2009)
- Worked as senior Lecture in the Department of Commerce, University of Kashmir (03 July 2003 to 08 August 2006)
- Worked as Lecture in the Department of Commerce, University of Kashmir (01 September 1992 to 03 July 2003).
- Worked as Lecture (on ad hoc basis) in Gandhi Memorial Collage (23 July 1990 to 28 August 1992).

### **ADMINISTRATIVE EXPERIENCE**

- Head of the Department of Commerce, University of Kashmir (23-04-2015 to 22-04-2018)
- Associate Editor, "The Business Review", Journal of the Faculty of Commerce and Management Studies, University of Kashmir (2006 - 2012)

### **INVITED LECTURES DELIVERED**

- Delivered lectures on “Exploratory Factor Analysis, Questionnaire Construction, Reliability and Validity, and Hypothesis Testing-Concept and Applications” to the research scholars of One Week Workshop (25 to 30 August 2014) on Research Methodology as organized by UGC Academic Staff College, University of Kashmir.
- Delivered lectures on “Hypothesis Testing” to the participants of 10 Day’s Workshop (16 to 25 December 2013) on Quantitative Techniques in Social and Allied Sciences as organized by the Department of Economics, University of Kashmir.

#### WORKSHOP COORDINATED

- Coordinated and conducted training sessions on “Questionnaire Development, Reliability and Validity” in 7-Day “Research Methodology” Workshop held from 23 to 29 April 2012 by the Department of Business and Financial Studies, University of Kashmir.

#### SEMINARS/WORKSHOPS ATTENDED

- Paper entitled *Stress: A Possible Source of Workplace Violence* presented in 2-Day National Seminar cum Workshop on “Recent labour Law Ammendments & Judicial Pronouncements, Social Security for Unorganised and Contract Workers and Compliance of Labour Laws: Emerging Issues” as Organised on 25th and 26th August, 2012 by the Department of Law, University of Kashmir in collaboration with National Labour law Association, New Delhi, School of Legal Studies, Central University, Kashmir & Friedrich Elbert Stiftung (FES), New Delhi.
- Participated in One Week Workshop on “Research Methodology” held from 07 to 13 August 2012 as organised by The Business School, University of Kashmir.
- Participated in 2-Day Workshop on “Commodity Futures Market” held on 24 & 25 June, 2011 as jointly organized by Department of Business & Financial Studies and Multi Commodity Exchange (MCX), Mumbai

#### INTERNATIONAL/ NATIONAL CONFERENCES ATTENDED

- Paper titled *State of Job Stress in 21<sup>st</sup> Century Dark Satanic Mills* presented in National Research Conference -“Exploria 2014” held on 30 January 2014 in MIT School of Management, Pune.
- Paper titled *Technostress and its relationship with Job Satisfaction and Organisational Commitment: Evidence from Kashmir University* presented in

International Conference on Finance and Business Management (ICFBM 2012) held in Delhi on 21 October 2012.

- Paper titled *Employee Turnover Intentions: Job Stress or Perceived External Opportunities* presented in 6th International Conference on Challenges in Human Resource Management held in Mandi Gobindgarh, Punjab on 21-22 Sept. 2012.
- Papers titled *Influence of Employee Job involvement and sense of participation on Job Satisfaction: An Empirical Investigation* and *Linking Employee Job Satisfaction with Patient Satisfaction: An Empirical Study of Two small Hospitals in Kashmir Valley* presented in 5<sup>th</sup> International Conference of Management and Behavioural Sciences, held in Haridwar on 23-24 June 2012.

## PUBLICATIONS

- *Person Organization Congruence: A Review of its Conceptualizations*, Pacific Business Review International Vol. 9(6), Dec 2016, PP 162-168. ISSN 0974-438X.
- *Determinants of Attrition in Call Centers: A Study of Indian Call Centers*, IOSR Journal of Business and Management, Vol. 16(6) Ver. II (Jun. 2014), PP 46-51. (ISSN: 2278-487X ) (Impact Factor 1.458)
- *State of Job Stress in 21<sup>st</sup> Century Dark Satanic Mills: Concept, Reasons, and Coping*, KHOJ Journal of Indian Management Research and Practices, Vol. 1, 2014, PP 323-332. (ISSN: 0976-8262)
- *Affective Commitment: An Empirical Study of Executive and Non-Executive Bank Employees*, Global Journal of Management and Business Research, Vol.13(7), Ver. 1, 2013, PP 13-15, (ISSN: 2249-4588)
- *Sustaining Person Organisational Fit*, Abhinav Journal of Research in Commerce and Management, Vol. 2 (5), May 2013, PP 8-12. (ISSN:2277-1166)
- *Employee Congruence with Organisational Philosophy and Job requirements in the Assessment of Retention Intentions: A Study on Retail Banking Sector in India*, International Journal of Engineering and Social Sciences Vol. 3(4), PP 19-24. (ISSN: 2249-9482)

- *An Examination of the Factors Affecting Transfer of Training: A Study of Telecom Sector in Kashmir Valley*, Global Research Analysis Vol. 2 (4), April 2013, PP 21-22. (ISSN: 2277-8160) (Impact Factor: 0.2741).
- *Customer Satisfaction: A Robust Predictor of Customer Loyalty*, International Journal of Innovative Research & Studies, Vol. 2(5), May 2013, PP 671-676. (ISSN: 2319-9725).
- *Relationship between Self-efficacy and Organizational Commitment: A Conceptual Framework*, International Journal of Information, Business and Management, Vol. 4 (3), Nov. 2012. PP 59-74. (ISSN: 2218-046X)
- *Organizational Commitment: An Empirical Study of Government and Private School Teachers*, ACTA UNIVERSITATIS DANUBIUS, OECONOMICA, Danubius University Press 6/2012, Vol. 8( 6), PP 26-32. (ISSN: 2067-340X)
- *Technostress and its Relationship with Job Satisfaction and Organisational Commitment: Evidence from Kashmir University*, Interdisciplinary Journal of Management and Behavioural Sciences, Vol. 1 (3), July-Sept. 2012, PP 1-7. (ISSN: 2278-1285)
- *Influence of Employee Job Involvement and Sense of Participation on Job Satisfaction: An Empirical Investigation*, International Journal of Management & Computer Sciences, Vol. 2(1) 2012, PP 80- 86. (ISSN: 2231-3303)
- *Mediating Effect of Sense of Participation on Employee Job Involvement and Job Satisfaction*, IRACSR - International Journal of Commerce, Business and Management, Vol. 1(2) 2012, PP 49-52. (ISSN: 2319-2828) (Impact Factor 0.326).
- *Linking Employee Job Satisfaction with Patient Satisfaction: An Empirical Study of Two Small Hospitals in Kashmir Valley*, International Journal of Management & Computer Sciences (IJCMS), Vol. 2(1) 2012, PP 68-79. (ISSN: 2231- 3303).
- *Organisation, Job, Perks and Employee Turnover Intentions*, Abhivav International Journal of Research in Management & Technology Vol. 1(1), Dec. 2012, PP 17-21. (ISSN: 2320-0073) (Impact Factor: 0.0812).
- *Quality of Work Life: An Empirical Comparison*, International Journal of Marketing and Technology, IJMRA, Vol. 2(12), 2012, PP 237-250. (ISSN: 2249-1058).

- *An Empirical Investigation of the Influence of Organisational Policies and Organisational Leadership on Organisational Commitment*, International Journal of Business and Management Invention (IJBMI), Vol. 1(1), 2012, PP 65-68. (ISSN: 2319-8028)
- *Work-Life Imbalance and Job Overload as Antecedents of Employee Turnover Intentions*, Abhinav Journal of Research in Commerce and Management, Vol. 1(12), 2012, PP 1-7. (ISSN: 2277-1166) (Impact Factor 0.9670).
- *Job Satisfaction among Hospital Employees*, The Business Review, Vol. 15(1), 2010, PP 51-58. (ISSN: 0972-8384)

## PH D. SUPERVISION

### 2014

- *An Examination of Intrinsic and Extrinsic factors in Job Satisfaction and Its Relationship with Organisational Commitment in the assessment of Employee Turnover Intentions (Awarded)*
- *Relationship between Self Efficacy and Organisational Commitment in Banks: An Empirical Study (Awarded)*
- *Exploring the Antecedents of Occupational Stress and its correlation with three dimensions of Organisational Commitment in the Assessment of Employee Turnover Intentions (Awarded)*
- *Relationship between Employee Satisfaction, Customer Satisfaction, and its Influence on Perceived Organizational Performance (Awarded)*
- *Person Job Fit as a Mediator between Training and Employee Performance: A Study of J&K State Administrative Employees. (Awarded)*
- *Prioritizing Productivity or Performance towards achievement of Employees Satisfaction, Call Quality, and Retention in Call Centers. (In Progress)*
- *Employee Satisfaction Patient Satisfaction and Repurchase Intentions in Healthcare Sector. (In Progress)*
- *Organizational Congruence and Perceived Performance: the Mediating Effect of Role Clarity. (In Progress)*

## M Phil SUPERVISION

**2013**

- *Job Stress and Turnover Intention among Call Centre Employees: A Relational Study (Awarded)*

**2012**

- *Relationship of Employee Job Satisfaction and Patient Satisfaction in Select Private Medical Care Centers in Kashmir Valley (Awarded)*
- *Job Involvement, Sense of Participation and Job Satisfaction in J&K Bank Limitd (Awarded)*

## M COM TEACHING

Teach *Research Methodology* and *Quantitative Techniques* Courses in Master of Commerce (M.Com) programme

## MEMBERSHIPS

Member, Financial Reforms Committee, University of Kashmir

Member, Board of Research Studies in Commerce, University of Kashmir

Member, Board of Research Studies in Master of Finance & Control, University of Kashmir

Member, Board of Post Graduate and Undergraduate Studies in Commerce, University of Kashmir