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Author of text book titled "Managing and Negotiating Disagreements: A Contemporary Approach for Conflict Resolution in the Digital Era" by Emerald Publication (Scopus indexed)

Present Assignment

- Professor, HPKV Business School, Central University of Himachal Pradesh since Nov-2012
- Editor(Special Issue), **Frontiers in Human Dynamics** on "Digital Revolution, AI and Sustainability Challenges in the Workplace", **Web of Science** and **Scopus** Indexed Journal

Job Roles:

- Teaching Human Resource Management, Organizational Behaviour and Specialization courses in HRM
- Supervising PhD Research Scholar
- Supervising and evaluating MBA Dissertation
- Introducing and designing course curriculum

Teaching Experience

- 20+ Years of Regular Teaching Experience in MBA
- Assistant Professor, HPUBS, Himachal Pradesh University, Shimla from Dec,2016 to Dec 2019
- Assistant Professor, School of Management and Social Sciences, Bahra University, Wagnaghat, District Solan, H.P. from August 2011 to Nov 2012
- Faculty-HR Everonn IIPS Management Institute from May 2010.
- Faculty-HR, ICFAI National College, ICFAI University from Nov, 2005 to May 2010

Education

- Ph.D (Management) from Himachal Pradesh University, 2011
- MBA(HRM) from Dr Y S Parmar University, Solan, 2005(Certificate of Honour, Merit Scholarship)
- B.Sc (Forestry) from Dr Y S Parmar University, Solan , 2003(Certificate of Honour, Merit Scholarship)

- UGC-NET in December 2006 and June 2006

Major Job Achievements/Awards

- Teacher Appreciation Award -2026 in Recognition of contribution and commitment towards education and society, Advitiya Research Association.
- Best Research Paper Award in 10th Annual International Conference, University of Delhi, 2025
- Best Research Paper Award in ICSSR Sponsored National Seminar Central University of HP September,2023
- Education Excellence Award in Human Resource Management, Red Talks, Darpan, Niti Ayog in 2022
- National Budding Researcher Award by HP Tourism and GDC Dharamshala, H.P in 2021
- Young Researcher Award, VIFA, 2017
- Certificate of Appreciation from Regional Head, ICFAI for excellent teaching output
- Best Faculty guide of the North Region in ICFAI for summer internship program of the students
- Certificate of Honour in MBA, 2005
- Certificate of Honour in B.Sc(Forestry), 1999

Research and Publications

1. Evolving perspectives on workplace aggression and conflict: a systematic and integrative review". *Journal of Aggression, Conflict and Peace Research*. <https://doi.org/10.1108/JACPR-06-2026-1151>, Scopus, Wos, Emerald Publishing(Corresponding Author)
2. Organizational Ambidexterity Model for Effective Management of Technology Commercialization in Project-Based Ecosystems. *Journal of Organizational Effectiveness: People and Performance*, Scopus, WoS, ABDC:B CABS,Cite Score:8.1, Impact factor: 3.8, (Emerald Publishing). <https://doi.org/10.1108/JOEPP-12-2025-1088>. 2026
3. Evolving Perspectives on Workplace Aggression and Conflict: A Systematic and Integrative Review in *Journal of Aggression, Conflict and Peace Research*, Scopus, Wos, Emerald Publishing
4. Revisiting Masstige Marketing: A Structured Literature Review and Future Research Agenda using SPAR-4-SLR and SOR Model. *International Journal of Consumer Studies*, <https://doi.org/10.1111/ijcs.70192>. Wiley, ABDC:A, Q1; CS:19.7 an I.F: 7.9.2026.
5. Paradoxes of implementing AI-augmented HRM in the workplace: A Systematic Literature Review and Future Research Agenda, *Management Review Quarterly*, Springer Nature, ABDC:B, Q1, CS:16.6, Impact Factor:7.5 <https://doi.org/10.1007/s11301-025-00581-x>, Corresponding Author.2026

6. Uncovering productive and counterproductive dimensions of Knowledge Hiding: Past, Present and Future, *Journal of Knowledge Economy*, ABDC, Scopus(Q1), Springer Nature.(2026).
<https://doi.org/10.1007/s13132-026-03419-3>
7. A bibliometric and thematic analysis of knowledge hiding research: Current status and future research directions. *Human Systems Management*. Vol.0. 1-36, Wos, Scopus
<https://doi.org/10.1177/0167253326147016>
8. Deciphering quality of worklife of women in Universities: Role of Career Satisfaction, Individual well Being and the work-family Interface, *Economic and Regional Studies*,18(4):576-587.
DOI: <https://doi.org/10.2478/ers-2025-0039>. Scopus. 2026
9. The future of work and education in AI-driven innovative systems: A systematic literature review and lexicometric analysis,*The International Journal of Management Education*,23,3101221,ISSN 1472-8117,Elsevier Publication, **Scopus**, Q1 IF:6; Cite Score 13; ABDC:B. <https://doi.org/10.1016/j.ijme.2025.101221>.2026
- 10.Green Bonds and Sustainable Business: A Systematic Literature Review and Future Research Agenda. *Corporate Governance*. <https://doi.org/10.1108/CG-08-2025-0555>.Scopus(Q1), ABDC:B, CABS, IF:6, CS:10. Emerald Publishing.(Corresponding Author).2025
- 11.Going cashless easy or challenging? Exploring uncharted facets of digital payments: a mixed methods approach, *Economic and Regional Studies*, **Scopus**,Volume 18, No. 3, 2025, Volume 18, No. 3, 2025 DOI: <https://doi.org/10.2478/ers-2025-0025>.2025
12. Mapping the knowledge and research trends of green finance in India: a bibliometric and thematic review. *LBS Journal of Management and Research*. Emerald Publishing.
<https://doi.org/10.1108/LBSJMR-05-2025-0049>.(Corresponding author).2025
13. Women entrepreneurs in oral healthcare profession: a speculation through the lens of gender disparity.*LBS Journal of Management and Research*,1-19. <https://doi.org/10.1108/LBSJMR-06-2024-0064>. Emerald Publishing.2025
14. The future of work and education in AI-driven innovative systems: A systematic literature review and lexicometric analysis,*The International Journal of Management Education*,23,3101221,ISSN 1472-8117,Elsevier Publication, **Scopus**, Q1 IF:6; Cite Score 13; ABDC:B. <https://doi.org/10.1016/j.ijme.2025.101221>.2025
- 15.Seventeen Years of International Journalof Hospitality and Tourism Systems: A Bibliometric and Thematic Analysis. *International Journal of Hospitality and Tourism Systems*,18,2. **Scopus**.2025
- 16.Green human resource management practices and sustainable development in India: A systematic literature review and future research agenda. *Social Sciences & Humanities Open*, 11, 101420. **Q1, Scopus, Elsevier** Publication. <https://doi.org/10.1016/j.ssaho.2025.101420> (**Corresponding Author**).2025
- 17.The Paradox of Exploitation vs Exploration: Reconnoitring the Unexplored Dimensions of Organizational Ambidexterity for Developing Countries including India and China. **Asia Pacific Business Review**, Taylor and Francis **Scopus**, WoS, ABDC; B, CABS.
<https://doi.org/10.1080/13602381.2025.2457569> (**Corresponding Author**). 2025

18. The nexus between spirituality and personal financial behaviour: A study of students with entrepreneurial intentions. *LBS Journal of Management and Research*. <https://doi.org/10.1108/LBSJMR-03-2024-0011>. **Emerald Publishing. (Corresponding Author).2025**
19. Ensuring sustainability through green HRM practices: a review, synthesis and research avenues, *Journal of Organizational Effectiveness: People and Performance*, Vol. 12 No. 1, pp. 57-90. <https://doi.org/10.1108/JOEPP-10-2023-0493>, **Scopus, WoS, ABDC:B, CABS. Sept 27, 2024. Emerald Publishing. (Corresponding Author).**
20. Promoting well-being through happiness at work: a systematic literature review and future research agenda. *Management Decision*, Vol. 62 No. 13, 2024 pp. 332-369. <https://doi.org/10.1108/MD-08-2023-1492>. **Emerald Publishing. Q1, Scopus, WoS, ABDC, CABS. July, 2024.**
21. Exploring Unexplored Dimensions of Organizational Ambidexterity in the Hotel Industry: Systematic Literature Review, Synthesis and Research Agenda. *International Journal of Hospitality and Tourism Systems*, 17(1). **Scopus, Corresponding author.2024**
22. Dovetailing the human resource management with the cloud computing in the era of industry 4.0: A review. *Financial Metrics in Business*, 5(1), 340-351. <https://doi.org/10.25082/FMB.2023.02.004>
23. Engaged Organizational Culture as a precursor to job performance: An evidence from the hospitality industry of Himachal Pradesh. **International Journal of Hospitality and Tourism Systems**, 16(4), 48-57. **(Scopus)**
24. Migration of skilled professionals across the border: Brain drain or brain gain?" **European Management Journal**, December 2023, Q1 ABDC:A, ABS, SSCI, Scopus. DOI: <https://doi.org/10.1016/j.emj.2022.12.011>
25. Hiding Behind The SWOT: Gender Equality and COVID-19, *Journal of Positive School Psychology*, **Vol. 6, No. 6, 730–740, 2022(Scopus)** (Corresponding Author).
26. **Bhardwaj, B.** (2022). Short-term foreign trips correlates of the four factors model of cultural intelligence." *RMJ*, 16, No. 3 (2022): 213-225. DOI 10.1108/RMJ-01-2021-0008. **Emerald Publishing. WoS**
27. Contextual and task performance: role of employee engagement and organizational culture in the hospitality industry. *Vilakshan*, 6 April 2021. Vol. 18 No. 2, 2021. DOI 10.1108/XJM-08-2020-0089. (Corresponding Author). **Emerald Publishing.**
28. Contextual and task performance: Do organizational variables matter? *RAMJ*, 13(2), pp 30-42. Emerald Publishing Ltd. (Corresponding Author). 2019. **Emerald Publishing. WoS**
29. Brain Drain Intentions: Role of the Internet and Social Media in Stimulating Migration Decision. *Pramana*, 2019.
30. Career Advancement of Women: Examining Existence of Glass Ceiling at Work. *International Research Journal of Human Resources and Social Sciences*. ISSN: (2349 - 4085), ISSN (PRINT): (2394-4218), Vol4(10), 76-87.

31. Migration Vulnerability: Role of Digital Media and Internet in Stimulating and Inhibiting Brain Drain. *International Journal of Advances in Management and Economics (IJAME)*, Nov-Dec, 2017.
32. CQ and Foreign Visits: Examining the Role of Short Term Foreign Visits in Cultural Intelligence. *International Journal of Advanced Management, Technology and Engg Sciences*. Vol 7(10) Oct, 2017. ISSN: 22497455.
33. Cultural Intelligence among Working Professionals: Role of Age and Work Experience. *Int. Journal of Management and Development Studies*, Vol 6(8): 46-53, August (2017). ISSN (Online): 2320-0685. ISSN (Print): 2321-1423.
34. Brain drain and Skill Gap: An overview of human resource availability in Indian healthcare sector. *International Journal of Engineering Technology, Management and Applied Sciences*, Vol 5(5), 444-446. ISSN 2349-4476.
35. E- Loyalty among rural customers: examining the role of trust, convenience and frequency of use. *Indian Journal of Commerce and Management Studies*, May 2017. 22490310.
36. Envisaging make in India: The HR Glimpse. *HRM Review*. IUP. Vol XII, No. 1, 2016.
37. Role of a Husband in Working Woman's Work –Life Balance – Flouting Gender Binary” *Academe*. pp 91-96. 2015, Vol. 18. ISSN: 22296581
38. Superior-Subordinate's reciprocated confidence in capability and organizational effectiveness: a relationship study. *International Journal of Business and Management Tomorrow*, Vol 2, No. 5. May 2012, ISSN: 2249-9962.
39. Job Expectations and Satisfaction of Employees- A Case study Hotels and Restaurants in Solan . *International Journal of Management, IT and Engineering (IJMIE)*. Volume 3, Issue 7 (July 2013) ISSN: 2249-0558. pp-601-613.
40. Molestation, Sexual abuse and violence against women in India : an overview of crime cases in Himachal. *Journal of Business Management and Social Science Research*, 3 (9), pp 44-46. ISSN: 2319-5614
41. Women empowerment: cracking glass ceiling at work. *IJM*. Vol. 4, Issue 2, March April, 267-272. ISSN 0976-6510. May 2013.
42. Future of carbon trading: a business that works for global environment. *International Journal of Scientific Environment and Technology* (ISSN : 2277-1581). Volume 2, Issue 1, 2013 (Feb).
43. Income, Saving and Investment Pattern of Employees of Bahra University, Solan. *International Journal of Management and Business Studies*. Vol .3, Issue. 1, January-March, 2013, ISSN : 2230-9519 (online), 2230-9519 (Print). Co-Author
44. A descriptive study of job satisfaction among employees of hotels and restaurants in Solan. *International Journal of Business Economics and Management*. May 2013. ISSN 2229-4848.

45. A study on purpose of using research journals by assistant professors of Bahra University- a case study of Himachal Pradesh. *International Journal of Applied Services Marketing Perspectives*. Vol.2, No.2 2013. ISSN (P):2279-0977, (O):2279-0985.
46. Identifying critical factors of effectiveness of banking sector in the era of global uncertainties. *Gian Jyoti E-Journal*, Volume 1, Issue 3 (2012). ISSN 2250-348X.
47. Collective Bargaining in Global Business Environment- with Special Reference to India. *HRM Review*. Vol IX, Issue IX, ISSN 0972-5748. Pp. 49-53. ICFAI University Publication. Sept .2009.
48. Recruitments for MBAs in Recession. *MBA Review*. Vol.III, Issue VII, July 2009.pp. 10-13 .IUP. ISSN 0972-6764.
49. Fear of Pink Slip: Making you pale? *MBA Review*. Vol VII , Issue VI , June 2009. Pp. 42-45.IUP. ISSN 0972-6764.

Books

1. Managing and Negotiating Disagreements: A contemporary Approach to Conflict Management. <https://doi.org/10.1108/978-1-83797-971-420241018>.2024
ISBN: 978-1-83797-972-1, eISBN: 978-1-83797-971-4 Emerald Publishing, Oct 28, 2024
2. Leveraging AI and Emotional Intelligence in Contemporary Business Organizations. IGI Global. <https://doi.org/10.4018/979-8-3693-1902-4>. Scopus.2024
3. AI and Emotional intelligence in Modern Business Management (2023) IGI- Global publication USA. DOI: 10.4018/979-8-3693-0418-1. ISBN13: 9798369304181 EISBN13: 9798369304204.Scopus.2023
4. Women Empowerment- a New Perspective. Regal Publication, ISBN: 9788184846249. 2016.

Chapters in Edited Books

1. Corporate Social Responsibility and Sustainable Business Practices: A Pathway to a Green Economy. In Creative Advantage of Cultural Diversity in Global Business: Innovations, Ethics, and Corporate Social Responsibility. DOI: 10.4018/979-8-3373-5981-6.ch016.
2. Personal Finance and spirituality: Examining Gender Disparity among students with Entrepreneurial intentions. In Gender Equality and Leadership. Apple Academic Press.pp177-189.2025
3. Advancing Gig Workers Capabilities: Job Creation and Skill Development in a Circular Economy. In: Kandpal, V., Gunasekaran, A., Jaswal, A., Mukherjee, D. (eds) Rethinking Resources. Approaches to Global Sustainability, Markets, and Governance. Springer, Singapore. https://doi.org/10.1007/978-981-96-9055-8_10.2025.
4. Artificial intelligence as disruptive technology in Human Resource Management. In a Book Handbook of Disruptive Technologies, CRC Press. 9781032700953.2025
5. Artificial Intelligence in Education. Elsevier <https://doi.org/10.1016/B978-0-443-13701-3.00483-7>.Scopus, October 2024.

6. Quashing Cybercrime and Putting Up Consumer Confidence in E-Commerce. In a Book on Cybersecurity, Law, and Economics: The Case of India.pp.105, 2024. ISBN:9781003517290. Routledge.2024
7. Eco-Metaverse Bridge: Transitioning Towards a Sustainable Future In a Book Green Transition Impacts on the Economy, Society, and Environment IGI, August 2024. DOI: 10.4018/979-8-3693-3985-5.ch016.2024
8. Workplace Happiness in Multinational Enterprises. <https://doi.org/10.1016/B978-0-443-13701-3.00410-2>. Elsevier., Scopus, August, 2024.
9. Innovative People Management Through Metaverse: An Emerging Dimension. <https://doi.org/10.1016/B978-0-443-13701-3.00456-4>. Elsevier., Scopus, August, 2024.
10. Green Human Resource Management- A Sustainable Approach for People Management. Reference Module in Social Sciences. <https://doi.org/10.1016/B978-0-443-13701-3.00370-4>. **Science Direct, Elsevier. Scopus. June 28, 2024**
11. Organizational Ambidexterity: Sustaining a Balance Between Exploration and Exploitation. Reference Module in Social Sciences. [10.1016/B978-0-443-13701-3.00073-6](https://doi.org/10.1016/B978-0-443-13701-3.00073-6) **Elsevier Publication. Scopus. Jan, 2024.**
12. Knowledge Hiding. Reference Module in Social Sciences. <https://doi.org/10.1016/B978-0-443-13701-3.00052-9>. Elsevier Publication. **Scopus.2024.**
13. Green Bonds. Reference Module in Social Sciences. <https://doi.org/10.1016/B978-0-443-13701-3.00033-5>. Elsevier Publication. Scopus.2024
14. Artificial Intelligence: Shifting the Landscape of the Human Resources Ecosystem. In *Leveraging AI and Emotional Intelligence in Contemporary Business Organizations* (pp. 371-381). IGI Global.**Scopus.2024**
15. Relationship Between AI and Green Finance: Exploring the Changing Dynamics. In *Leveraging AI and Emotional Intelligence in Contemporary Business Organizations* (pp. 211-218). IGI Global.**Scopus.2024**
16. Fostering Creative Entrepreneurship through Self Help Group: Post Covid Resilience in a book “Creative (and Cultural) Industry Entrepreneurship in the 21st Century Vol: 18, Part A. 9781803824123.Emerald Publishing. **Scopus.2023**
17. Artificial Intelligence vs Emotional Intelligence: Unraveling the Companionship and Paradoxes in a book “AI and Emotional Intelligence for Modern Business Management(ed.)”. IGI- Global publication, USA. **Scopus .2023**
18. Leveraging AI for the Reinforcement of GHRM in a book “AI and Emotional Intelligence for Modern Business Management(ed.)”. IGI- Global publication, USA . **Scopus.2023**
19. Glass Ceiling: Comprehension and Criticism in a book “Empowering Women: A move for sustainable Development” ISBN978-81-9516330-4, Jan 2021.

20. A Chapter on Brain drain and Skill Gap: An overview of human resource availability in Indian healthcare sector. Academic Science. ISBN: 978-81-934083-8.
21. A Descriptive Study of Perception Tourist for Traffic Problems in Shimla in an edited Book on “Tourism: A Multifaceted Perspective” Bharti Publication ISBN:9789385000508 2016.
22. A chapter on “Role of Self-Help Groups in Development of Talent and Leadership Qualities among Women in India” in a book titled “Contemporary Issues in People Management” (July-August 2014). ISBN: 978-93-84082-24-6.
23. A chapter on Traffic and Tourism; a study of traffic problem and its impact on tourism in Shimla. In a book titled “Tourism and hospitality; trend, concern and opportunities” by Bharti Publications. ISBN: 978938500021. Corresponding Author
24. A Chapter on Corporate Social responsibility; A study on Green Banking products in Kangra. In a book titled “Corporate social responsibility”, ISBN:9383793287. Corresponding Author.
25. A Chapter on “Higher Education and Economic Reforms: Effects and Challenges” in a Book Titled “Leadership and Strategy”. ISBN: 978-81-921786-9-1. Corresponding Author.
26. A chapter on “Effects and Challenges of Globalization on Higher Education in India.” In the Book titled “Economic Liberalization: Effects and Challenges” ISBN:978-81-8457-382-4.co-author. (Co- author)
27. A chapter on “Implications of Global Economic Downturn with special reference to Recruitment” in a Book titled “Global Economic Meltdown-Repercussions and Remedies. 2010.pp.201-209. ISBN: 9788186727073. Corresponding Author)

Editorial Assignment

1. Editor(SI): **Frontiers in Human Dynamics**, WoS, Scopus Indexed.
2. Editor of the Book “Leveraging AI and Emotional Intelligence in Contemporary Business Organizations(2024)”. IGI Global. <https://doi.org/10.4018/979-8-3693-1902-4>. **Scopus**
3. Editor of the Book. “AI and Emotional intelligence in Modern Business Management”(2023). IGI- Global publication USA. DOI: 10.4018/979-8-3693-0418-1. ISBN13: 9798369304181 EISBN13: 9798369304204.**Scopus**

International Conferences /Seminars (Last Five Years)

1. Beneath the Surface of the Gig: A Conceptual exploration of work and Emotional realities in the platform Economy on 27-28th Nov, 2025 in International HR Conference, 2025 at IIM Jammu.
2. A paper on “Synthesizing the role of Environment- Specific leadership in cultivating Green Organizational Identity” in an International Conference on “Tradition Meets Innovation: Exploring IKS in Commerce and Management” 09.03.2025, Mahatma Gandhi Central University, Bihar.

3. A paper on “Navigating the Landscapes of Women Entrepreneurship in India” in ICSSR sponsored Conference on “Empowering Tribal Women Entrepreneurs, CUHP, 13.02.2025
4. A paper on “Balancing Progress: Empowering Tribal Women Entrepreneurs through Organizational ambidexterity” in Conference on “Empowering Tribal Women Entrepreneurs, CUHP, 13.02.2025
5. A Paper on “Tech Enabled Credit: How Technology is Reshaping Financial Inclusion” “Empowering Tribal Women Entrepreneurs, CUHP, 13.02.2025
6. A Paper on, “Mapping the terrain of GHRM: A systematic literature review” in an international conference on sustainable Business Management organized by IIT Roorkee and Arizona State University, USA, March, 2023.

National Conferences /Seminars(Last Five Years)

7. A paper on “Balancing Exploration and Exploitation: Challenges faced by Hotel Employees in HP” in a national seminar on Tourism and Entrepreneurship for sustainable development: A step Towards Vikshit Bharat@2047,07.02.2025
8. A paper on CSR and Sustainable Business Practices: A Pathway to Green Economy. In a National Seminar on “Synergizing Sustainability: Integrating Environment, Economic and Social Development for a Resilient Future” in a conference on 22.02.2025 at GDC, Bhatoli, HP.
9. A paper on “Leveraging Metaverse Innovation for Environment Sustainability” in an ICSSR Sponsored Seminar on Commerce &Technology in 21st Century: Nuturing Sustainable Businesses” June 26th & 27th , 2024.
10. A paper on “Deciphering Green Investment’s Impact on Sustainability: A Critical Review” in an ICSSR Sponsored Seminar on Commerce &Technology in 21st Century: Nuturing Sustainable Businesses” June 26th & 27th , 2024.
11. A paper on “Mastering the duality: How Global Companies thrive with organizational ambidexterity in modern society” in a National Seminar on “आधुनिक समाज दिशा एवं चुनौतियां : वांछित प्रतिउत्तर स्वामी विवेकानंद” 9-11 June 2024
12. A paper on “Decoding Personal Financial Behaviour: Insights from Ancient Literature” in a National Seminar on “आधुनिक समाज दिशा एवं चुनौतियां : वांछित प्रतिउत्तर स्वामी विवेकानंद” 9-11 June 2024
13. A Paper on “Extent of Women’s Endurance: Glance into the life of women who live in slums” in ICSSR Sponsored Two days National Seminar on Achieving Sustainable Development Goals in N-W Regions on 22nd -23rd Sept, CUHP, 2023
14. A Paper on “Relationship between AI and Green Finance: Exploring the Changing Dynamics” in ICSSR Sponsored Two days National Seminar on Achieving Sustainable Development Goals in N-W Regions on 22nd -23rd Sept, CUHP, 2023
15. A Paper on “Exploring the unexplored dimensions of organizational ambidexterity: A systematic review and research agenda” in ICSSR Sponsored Two days National Seminar on Achieving Sustainable Development Goals in N-W Regions on 22nd -23rd Sept, CUHP, 2023(Best Paper Award)
16. A paper on “A decade of Green Human Resource Management Expedition” in a Conference NCCTBME-2023, 27th -28th July, 2023 at HPUBS, HPU, Shimla, H.P.

17. A paper in “Marriages poses the challenges for women’s employment: Myth or Reality?” In an International Conference on “Tourism, Business Management, Sciences, Social Sciences and Humanities” at GDC, Dharamshala on December 3, 2022.
18. A paper on Recruiter’s Perspective: Does the Marital status of Women affect their Opportunities of Employment” in a National Conference on “Industry 4.0 and Society 5.0”, 27th to 26th August, 2022.
19. A paper on “Role of Organization ambidexterity in Achieving Sustainability: a scenario” in a National Conference on “Industry 4.0 and Society 5.0,” 27th to 26th August, 2022.
20. “Spiritual Leadership and Organizational Effectiveness: Contemporary Concerns” in a National Conference on “Interdisciplinary approaches in understanding Science, Arts and Spirituality” at Himachal Pradesh University, 1st -2nd October, 2018
21. “Spotting and Bridging Skill Gaps in Institutes of Higher studies in India” in a National conference on “Skill Development in Higher Education” at Central University of Himachal Pradesh on 29-30th March, 2016

Resource Person/ Subject Expert/Invited Talks/Chair(*Last Five Years*)

1. Session Chair in a conference on “GST Rationalisation 2.0 for Opportunities & Wealth Creation in Transforming High-Potential Sectors (GROWTH-2026)” at NIT Hamirpur on 9-10 Sept, 2026.
2. Resource Person on “ Leadership and Team Effectiveness” in Orientation Programme-2026, Arni University.
3. Session Chair at International Conference “Sustain AI, 2026” by Belarus State Economic University, Belarus, KRIRK University Bangkok and Geeta University, May 2026
4. Resource Person on “Conflict Management Styles” in international Webinar series by Veer Maheshwar Trust, Latur. April, 2026
5. Resource Person on “Body language and Communication” in international Webinar series by Veer Maheshwar Trust, Latur. May 2026
6. Resource Person in One week Workshop on Reel, Real and Represented: Media and Cultural Imagination, IQAC, GDC, Dharamshala, 15.11.2025.
7. Resource person in a Leadership Development programmes for Principals by DIET, Kangra on 29.10.2025, Conducted a workshop on “Effective Communication”.
8. Resource person in two days training programme on "Communication and Behavioural skill development" for officers of ATMA Project, Deptt of Agriculture(H.P) at Farmer Training Centre Dharamshala w.e.f 16-17 October 2025.
9. Invited lecture on “ Body language and Communication Skills”, In DACE, CUHP on 13.08.2025.
10. Resource Person in International Seminar in SD college Sept 2025
11. Resource Person in CGC, Dharamshala, Sept 2025.
12. Resource Person in a National Seminar on Tourism and Entrepreneurship for Sustainable Development, CUHP, 07.02.2025
13. Invited Lectures on Business ethics in Jammu University, 2025
14. Session Chair, International Conference on “Tradition Meets Innovation: Exploring IKS in Commerce and Management” 09.03.2025, Mahatama Gandhi Central University, Bihar.

15. Resource Person in a Training Programme for the Teachers Educators on “Conflict Management Styles” in March 2024 organized by District Institute of Education and Training, 5.03.2025.
16. Resource Person and invited speaker in 25th Duty Meet of State Forest Department of Himachal Pradesh on 29.09.24 on the Topic” Role of Sports and Culture in Managing Workplace Stress”.
17. Innovative Business Practices for 21st Century” in an “ICSSR Sponsored Seminar on Commerce &Technology in 21st Century: Nurturing Sustainable Businesses” June 26th & 27th , 2024.
18. Resource Person and speaker in a 6 days workshop and delivered a lecture on “ Innovation in management in 21st Century, in a 6 days workshop at Dronacharya College, Kangra,8 June 2024.
19. Resource Person in a Training Programme for the Teachers Educators on “Conflict Management Styles” in March 2024 organized by District Institute of Education and Training.
20. Resource Person in a Training Programme under AEP on the topic “Stress management” in March 2023 organized by the District Institute of Education and Training.
21. Resource Person in a Training Programme for the Teachers Educators on “Effective communication techniques, grooming and etiquette in March 2023 organized by District Institute of Education and Training.
22. Resource Person to deliver a talk on “Communication and Body language” in a Principal training Program organized by District Institute of Education and Training on 17th Feb 2023.
23. Invited Lecture on “Basic of Communication Skills” in a workshop on 06 days course on “Ethical and Moral Values, good communication skills, Behaviour and Attitude of Police Personnel while dealing General public. 31.01.2023
24. Invited Lecture on “Types of Communication Skills” in a workshop on 06 days course on “Ethical and Moral Values, good communication skills, Behaviour and Attitude of Police Personnel while dealing General public.01.02.2023
25. Invited Lecture on “Importance of “Communication Skills for Police Professionals” in a workshop on 06 days course on “Ethical and Moral Values, good communication skills, Behaviour and Attitude of Police Personnel while dealing General public.01.02.2023.
26. Keynote speaker in an international seminar on, “Tourism, Business Management, Sciences, Social Sciences and Humanities” organized by GDC, Dharamshala on 3rd December, 2022.
27. A lecture on “Coaching your own self” in a lecture Series: Skilling the Youth: Part –III, 2021at Govt P G college Dharamshala.

Orientation / Refreshers /Training

1. Short-Term Programme (STP) on Indian Knowledge Systems (IKS) held from 10th November to 15th November 2025, Central University of Himachal Pradesh.
2. Online course on” NEP 2020 Orientation and Sensitization under MMTTP from 21st December to 30th December 2023.
3. An online refresher course on “Research Methodology” from 19th-31st December, 2022 organized by HRDC, JNU.
4. An online refresher program in management “ARPIT” in 2020.
5. A refresher program in “Commerce and Management” at HRDC SHIMLA,2019
6. Special winter School of three weeks at on “Human Development” HRDC Shimla., 2015
7. Orientation Programme of four weeks at HRDC Shimla.2014
8. Two weeks Capacity Building Programme on “Research Methodology” by ICSSR.2013
9. **Faculty Training Program(one month) in 2005 at ICFAI Hyderabad**

- Focus of the training was to improve presentation and teaching skills
- Content of the training-Case study discussion, role plays, Seminars, Team Work, Stress management, Class Room management, Lesson Plans and Live Projects

Membership/Extension and Community development /Voluntary Work/ Extra Curricular Activities

- Member, Academic Council, Central University of Himachal Pradesh
- Member of SPARSH, CUHP
- Member of BOS,HPKVBS, CUHP
- Member of Academic Committee, HPUBS, HPU
- Member of All India Management Association (AIMA)
- Member of Environment Sport & Cultural Club (ESCC) for two years from 2003-2005
- Participated in National Integration Camp and Youth Festival at Patnitop, Jammu and Kashmir - 2004
- Participated in National Service Scheme (NSS) for two years
- Extension Education Programmes by department of Extension Education in Dr Y S Parmar University, Solan.

Other Experiences

- Talk shows on All India Radio, Shimla, H.P
- HR Trainer for corporates
- Resource person for workshops on Personality Development and soft skills

Reviewer Assignments

- Reviewer, Group and Organization Management, ABDC:A
- Reviewer, Journal Social Science and Humanities Open, Elsevier, Scopus(Q1)
- Reviewer, Communicational Sustainability, Nature
- Reviewer, Business Strategy and Environment, Wiley, ABDC:A
- Reviewer, Acta Psychologica, Elsevier, ABDC:A
- Reviewer, Journal of Knowledge Economy, Springer nature
- Reviewer, Global Journal of Mobility (Emerald Publishing), ABDC;B
- Reviewer, International Journal of Consumer Studies (Wiley, ABDC:A)
- Reviewer, journal of Organizational effectiveness, Emerald, ABDC:B
- Reviewer, Strategy and Leadership, Emerald
- Reviewer, Nursing Open, Wiley
- Reviewer, Journal of Management Development, Emerald Publishing
- Reviewer, Management Decision (Emerald Publishing), ABDC;B
- Reviewer, International Journal of Social Economics (Emerald Publishing)
- Reviewer, Journal of Management and Labour Studies (Sage)
- Reviewer, Cogent Business and Management, Taylor and Francis
- Reviewer, European Management Journal, Elsevier; ABDC:A