

CURRICULUM VITAE



Dr. Ritika Singh

Post- Doctoral Fellow

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EDUCATIONAL QUALIFICATIONS

Ph.D (Human Resource Management & Organizational Behaviour) from **Nirma University**, Ahmedabad, Gujarat on the topic of “ *Examining The Impact of Perceived Organizational Support and Multicultural Personality on Cross-Cultural Adjustment- Consequences and Interventions A Study in Indian Pharmaceutical and IT Industry” in the year” in the year 2015-2020.*

Master of Business Administrator from **Gujarat Technological University** in the year 2012 and secured **SPI-7.71 (75%)**.

Bachelor of Business Administration from **Gujarat University** in the year 2010 and secured **65%**.

Research Interests

Cross-Cultural Management, Perceived Organizational Support, Multicultural Personality, Work Engagement, Emotional intelligence, Diversity.

Full-Time Work Experience in Academics and Industry

- **10 Years of total Experience**

(A) ACADEMIC EXPERIENCE:

1. Worked as a **Senior Faculty** in ML&I (Managerial Leadership and Innovation) at **Ajeenkya D.Y Patil University, Pune** in collaboration with I-Nurture Education Solutions w.e.f 2nd July, 2020 till 28th February 2022.

Key Assignments:

- I was appointed to teach both at UG and PG level. Courses taught were organizational development and change, human resource analytics, Occupational safety and health environment, business economics, strategic management, start-up and new venture management, bachelor thesis.
- I was also appointed as Assessment (Exam) Auditor for Ajeenkya D.Y Patil University, Pune.
- I was appointed as a coordinator for AOA (Audit of Assessments) from the department of school of management for the audit at university level.
- Departmental coordinator was numerous bodies like UGC, NAAC, Board of Studies.
- Coordinated Summer Internship Projects for UG and PG students.

2. Worked as an **Assistant Professor** in Human Resource Management at **RAMA University, Kanpur** w.e.f 19th July, 2019 till 19th June, 2020.

Key Assignments:

- I was appointed to teach both at UG and PG level.
 - Coordinated for **MOOCS online course** in collaboration with **IIT Kanpur**.
 - Coordinated for National- Business Plan Championship event partnered with **IIM-KOZHIKODE** and Make Intern.
 - Coordinated for **NSS program** at Rama University.
 - Coordinated for RAMA Research Journal, Guest lectures, Conferences and Seminars.
 - Coordinated for students Industrial Visit.
- Completed full time **Ph.D.** in the area of human resource management & organizational behavior from **Nirma University ('A' Grade Accredited by NAAC & listed in top 20 B-schools of India)** in a regular mode from the year 2015 till 2020.

- Worked as an **Assistant Professor in Management department at Rai University, Ahmedabad** w.e.f 14th August,2014.
- **Video lectures** on HR topics given by me which can be used by students from the university websites and on youtube for their online learning.
- I was selected for doing anchoring in convocation of master's degree at Rai University. I was included as a part of convocation procession which was carried by vice-chancellor, registrar and other foreign university delegates namely Richard A. Dwini , Barack Akcapar and Gustov Aristigue from Spain & Turkey.

Key Assignments:

- Delivering lectures both at UG & PG Level in management program.
 - Video lectures on various HR topics.
 - Guiding students in their projects both at BBA & MBA level.
 - Taking students viva & presentations.
 - Taking students for industrial visits.
 - Guiding students in research methodology for preparing project reports.
- **Worked as a visiting faculty in Masters of Business Management program in B.K School of Business Management in Gujarat University (State Government University), Ahmedabad.**
 - Taught various subjects like human resource management, business ethics, growth and structure of industries, etc.
 - **I was working as an Assistant Professor in Human Resource Management at K.S School of Business Management, Gujarat University (State Government University) from 15th july'13 to 15th june'14.**
 - Taught BBA & MBA students. Subjects taken up were human resource management, principles of management, performance management, Organizational development and change management, human resource development, etc.

Conference, Seminar, Workshop, FDP attended:

1. 12th Annual HRD conference on HRD as a Change Agent on 31st January, 2014 at Ahmedabad Management Association.
2. Workshop on Research Methodology and Application of SPSS on 22nd -23rd February 26, 2014 at B.K School of business management.

3. Participated in round table discussion on “Doing Global Business” on 9th October, 2015, organized by Centre for Global Business Studies (CCGBS)- Gujarat Technological University and Nirma University.
4. Attended workshop on “Ethnographic Research and Case Method of Teaching” at Institute of Management, Nirma University on January 4, 2017.
5. Participated in faculty development program on “Structural Equation Modeling” at Institute of Management, Nirma University on December 16, 2017.
6. Attended expert session on “Do’s and Don’ts of Research” in Anvesh- Doctoral conference organized by Institute of Management, Nirma University on April 6, 2018.
7. Attended workshop on “Philosophy and Paradigms of Creating Knowledge” in Anvesh- Doctoral conference organized by Institute of Management, Nirma University on April 7, 2018.
8. Attended workshop on “Overview of Qualitative Research” in Anvesh- Doctoral conference organized by Institute of Management, Nirma University on April 7, 2018.
9. Attended one day online FDP on “Blended learning- Learning to teach online along with offline teaching” held on 16th December 2020, conducted by FORE School of management, New Delhi.

Paper Published/Presented in Books and Journals

S.No	Institute/ University Name	Conference	Year	Paper Title	Journal	Status
1.	-	-	2015	<i>Stress Management and Work-Life Balance among Women's Employed at Private Banks</i>	<i>International Journal for Academic Review (ISSN)</i>	<i>Published</i>
2.	-	-	2016	<i>Managing Employee Attrition in Pharmaceutical industry, Human resource management's role and strategy</i>	<i>Journal of Gujarat Research Society (ISSN)</i>	<i>Published</i>
3.	<i>Nirma University</i>	<i>19th NICOM</i>	2016	<i>Skill requirement & development in India: Need, challenges and strategies</i>	<i>NICOM Book (ISBN)</i>	<i>Published by Excel India Publishers</i>

4.	Nirma University	Anvesh Doctoral Research Conference	2016	Managing Employee Attrition in Pharmaceutical industry, Human resource management's role and strategy	-	Presentation
5.	IIM Raipur	Global Summit on Management Cases (GSMC)	2016	Breaking the glass ceiling: A case study of Mrs. Anandiben Patel, Chief minister of Gujarat	-	Presentation
6.	Nirma University	Anvesh Doctoral Research Conference	2017	Cross-Cultural Adjustment & Work Engagement in self-initiated expatriates	Anvesh (ISBN)	Published & Presented
7.	Oakbrook Business School, Ahmedabad	Oakcom-National Conference	2017	Human Resource Analytics: An enabler for workplace learning towards sustainable organizational development	Oakcom Conference (ISBN)	Published & Presented
8.	Nirma University	Anvesh Doctoral Research Conference	2018	The impact of perceived stress and time management among university students	Anvesh Doctoral Research Conference	Presented
9.	Gujarat University	International Youth Symposium	2018	Scale Development and Validation of Openness to Diversity	Towards Excellence- An indexed Referred Journal of Higher Education	Published and Presented
10.	-	-	2018	Assessing the role of Organizational Culture and Transformational Leadership style as predictors of Organizational Performance and Innovativeness	International Journal of Interdisciplinary Research and Innovations (UGC Approved Journal)	Published
11.			2021	DOES PERCEIVED ORGANIZATIONAL SUPPORT	Routledge (Taylor & Francis)	Published

				<p><i>AND OPEN-MINDEDNESS ESCALATE CROSS-CULTURAL ADJUSTMENT WITH RESPECT TO DOMESTIC MIGRATION? A STUDY IN INDIAN PHARMACEUTICAL INDUSTRY</i></p>		
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(B) INDUSTRY WORK EXPERIENCE:

1. Worked with Punjab Automobiles Pvt. Ltd (Dealers of Mahindra & Mahindra) as Human Relationship Manager, Ahmedabad since 1st June 2012 to 7th July 2013.

The Key assignments were:

- Designing and Developing HR strategies which include
- Recruitment and Selection policy framework for the Organisation
- New employee joining and on boarding
- PMS module for the Organisation
- Administration
- Maintenance of employee database.
- Maintaining /Updating Leave Records.
- Initial screening the candidates/ helping in recruitment processes.
- Looking after health & hygiene of the employees.
- Preparing Training schedule for the employees and make sure all employees get proper training that is required by them.
- Record, maintain and monitor attendance to ensure employee punctuality.
- Conduct employee Induction processes and facilitate new comers joining formalities.
- Resolve grievances or queries that any of the employees have. Escalate to the right level depending on the nature of the grievance or issue.

- Taking new initiatives for the benefit of the employees and for their motivation to perform better.

Awards and Recognition

- Won the **Best Paper Award** on the topic “**Scale development and validation of Openness to diversity**” in an International conference organized by Gujarat University, Ahmedabad, in association with International youth fellowship, South Korea on January 30-31, 2018.
- Won **2nd prize for best presentation** on the topic “**Scale development and validation of Openness to diversity**” in an International conference organized by Gujarat University, Ahmedabad, in association with International youth fellowship, South Korea on January 30-31, 2018.

Membership with Professional Bodies

Member of Indian Society of Training & Development

Editorial Board Member in Journal

Editorial board member in Journal of management and service science (JMSS).

Resource Person

Delivered a lecture on “*Blue Ocean Strategy- Make the Competition Irrelevant*” on **10th July 2021 in GLS University, Ahmedabad, Gujarat.**

Software Skills

SPSS
AMOS

Declaration: I, hereby, declare that the information given above is true and to the best of my knowledge.

(Dr. Ritika S. Singh)