




University Faculty Details Page on DU Web-Site

| Title | Dr(Mrs) | First Name | Preetam | Last Name | Khandelwal | Photograph |
|---|---------|--|---|--|------------|---|
| Designation | | Professor | | | |  |
| Department | | Faculty of Management Studies | | | | |
| Address (Campus) (Residence) | | FMS South Campus | | | | |
| | | House no. 11, Type V , New Block 2, University of Delhi , Benito Juarez Road ,New Delhi 110021 | | | | |
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| Education | | | | | | |
| Subject: | | Institution | Year | Details | | |
| Ph.D. | | University of Rajasthan, Jaipur | Submitted July 1978 Awarded January 1979 | Psychology (Organisational Behaviour) Topic: Some dimensions of Job Involvement in relation to personality factors and perceived need satisfaction. | | |
| Career Profile | | | | | | |
| Organisation/Institution | | Designation | Duration | Role | | |
| FMS ,University of Delhi | | Professor | From 2002 till date | Teaching , Research , Training and Administration | | |
| FMS ,University of Delhi | | Associate Professor/ Reader | From 29 January 1990 till July 2002 | Teaching , Research , Training and Administration | | |
| Department of Applied Psychology, University of Delhi, South Campus | | Lecturer | 30 January 1985 till 28 January 1990 | Teaching and Research | | |
| Department of Psychology University of Rajasthan, Jaipur | | Assistant Professor | 14 September 1978 till 29 January 1985 | Teaching and Research | | |
| Research Interests/Specialization | | | | | | |

The broad areas of my research interest have been in the area of **Organisational Behaviour** such as **Work motivation , Leadership ,Gender and management, Work life balance , Human resource development , Intuition in decision making , Leadership and Entrepreneurship** .The other areas of my interest include **Aviation Psychology and Positive Organizational Behaviour** . All my guided research, whether for doctoral degrees or various kinds of projects (MA/MBA/M.PHIL), have been within these areas.

Eight students have completed their doctoral research work under my supervision and have been awarded Ph.D.

Teaching Experience (Subjects/Courses Taught)

In my career of about 40 years I have taught several Courses related to Applied Social Psychology, Experimental psychology , Psychological testing, Organizational Behaviour , at the Post graduate and MPhil level (Psychology). I have been teaching the following courses for the MBA (MS /Full time /Public systems management /Executive - Part Time /programme): **Organisational behaviour, Organisational Effectiveness & Change, Organizational Behaviour and Managing Transitions ,Entrepreneurship ,Creativity and Innovation , Entrepreneurial Development & New Enterprise Management, Interpersonal and Group Processes and Managing Diversity.**

Honours & Awards

1. UGC Junior Research Fellowship, 1975
2. Recipient of the **“Best Woman Trainer Award”** from the Indian society of training and development (ISTD) in 1987.
3. **Awarded the Goldman Sachs Scholarship** for the Entrepreneurship Education Colloquium on Participant Centered Learning (EECPCL) held at **Harvard Business School, Boston , US** in July 2008.
4. Recipient of **The Best Paper Award** at the UGC sponsored National seminar , **“ Linking Human resources with Business strategies”** ,Organized by the Commerce Department of Jesus and Mary College held on 27 March 2014,New Delhi

Publications : Books

1. J.C Quick , D Nelson and P.,Khandelwal, **“Organizational Behaviour, A South- Asian Perspective”** Cengage Learning India Pvt Ltd ,Delhi, 2013.
2. J.C Quick , D Nelson and P.Khandelwal , **ORGB : An innovative approach to learning and teaching organizational behaviour , Cengage Learning India Pvt Ltd ,2011, 2012**

Chapters in Books

1. **Khandelwal P** and Sehgal .A , “*Indian women entrepreneurs: an examination of challenges*” , in “Perceived Status of Women in India”(Ed) Veeraraghavan .V; S. Shetgovekar and M. Misra forthcoming 2017
2. **Khandelwal P**,and Khanum .F, “*Values –Based Leadership : The Role of Authentic Leadership in the Changing Scenario*” in _Management trends and Practices in Global Scenario_(Ed)Arora.M,et al, Excellent Publishing House, New Delhi,2015
3. **Khandelwal .P** ,Unit 4: "*Problems related to Work Area*" in the Course MPC - 053 'Mental Health in Special Areas' , of the PG Diploma in Mental Health programme of IGNOU ”, IGNOU, New Delhi ,2014
4. **Khandelwal P.** and Sehgal A, “*Women Entrepreneurs –an integrated perspective on motivational factors and challenges*” in Women Entrepreneurship, Empowerment and Development, (Ed). Nayak.N, .Gandhi,M. Nayak et al,Excel India, New Delhi,2014
5. **Khandelwal P.** and Sansanwal.M “*Social Entrepreneurship and innovation : An analysis of the Concepts and contemporary perspectives*” in Capability Building for cutting edge Organizations ,(Ed.).B. Srivastava and M Mohapatra, Excel Books , New Delhi, 2013
6. **Khandelwal P.** and Sehgal.A , “*Work –Family Interface of Women in Business : An Integrated perspective*” , in Capability_Building for cutting edge Organizations ,(Ed. Srivastava B, and M Mohapatra, Excel Books , New Delhi, 2013
7. **Khandelwal P.** “*Women in Management in contemporary India: Some reflections*” in *Management Mosaic*, (Ed). Tuteja .K, Excel Pub. , New Delhi, 2005.
8. **Khandelwal P.** “*Job Satisfaction*”, in Saiyadin M. (Ed.) Organisational Behaviour, Tata McGraw Hill New Delhi, 2003.

Book Review

Social Achievement Motivation: Needs, Values, and Work Organisation

By Mehta P, Indian Journal of Industrial Relations, Vol. 31(3), 1996

Publications In Indexed / Peer Reviewed Journals

1. **Prabhakar, P**, “Personality patterns of high versus low job involved individuals”. Psychological Studies, Vol.24 (1), pp 55-58, 1979
2. **Khandelwal, P**, “Job involvement, perceived satisfaction and importance of employees needs” National Labour Institute (NLI Bulletin, Vol. IX (1), pp20-23,1983.
3. **Khandelwal, P**, “Perceived need satisfaction and importance among supervisory and managerial personnel”. Indian Journal of Applied Psychology Vol. 23 (1), pp 27-29,1986.
4. **Khandelwal, P**, “Some correlates of job involvement: a study of supervisors and managers. Manas, vol. 23, no 1, pp 59-64,1986.
5. **Khandelwal, P**, “ Relationship of education and income to job involvement”. Indian Educational Review, Vol. XXII (11), pp 87-92,1987.
6. Mathur.M ,and **Khandelwal, P**, “A study of Job involvement in relation to some personality factors among orthopaedically handicapped and non-handicapped bank employees”, Indian Journal Of Applied Psychology, Vol. 24, pp 53-57,1987.
7. Gupta.P ,and **Khandelwal, P**, “Quality of work life in relation to role efficacy”, Psychological Studies Vol.33 (1), pp 34-38, 1988.
8. Gupta. P, and **Khandelwal, P**, “Role efficacy and organisational identification among professional groups”, Productivity, Vol. XXIX (1), 1988.
9. .Rajagopalan .M, and **Khandelwal, P** ,“A study of role stress and coping styles of public sectors managers”, Psychological Studies, Vol. 33 (3), pp 200-204,1988.
10. Aleem.S, and **Khandelwal, P**, “Job involvement, perceived outcome importance. A study of dual career couples”,Indian Journal of Applied Psychology, vol. 25(2), pp27-34,1988.
- 11 Aleem.S, and **Khandelwal, P** “Job involvement: relationship to perceived outcome importance and family environment”, Indian Journal Of Industrial Relations Vol. 24(4), pp 371-384,1989.
12. Bhardwaj.R., and **Khandelwal, P** ,“Role stress among police personnel”. The Indian police Journal Vol.XXXVI (1), pp 21-25,1989.
- 13.Mathur .D, and **Khandelwal, P**, “Sources of stress among nurses: A comparative study of nurses in Government and private hospitals”, The Mind, Vol. XV (1),pp 17-23, 1989.
14. **Khandelwal, P** ,and Aleem .S ,“Study of factor structure of the job characteristics model” Psychological studies, Vol. 35(2), pp124-128,1990.
- 15.Rani.V , and **Khandelwal, P** ,“ Family environment and interpersonal behaviour: a comparative study of dual career and single career families”, Indian journal of social work, Vol. III (2),pp232-241, 1992
16. Bharadwaj.R, and **Khandelwal, P** ,“HRD: a key to organisational effectiveness, Indian Journal of Training and Development”, Vol.23 (1), pp1-7,1993.
- 17..Buddhapriya,S,and **Khandelwal, P** ,“Sex role stereotypes and women managers: a reality”. Indian Journal of Industrial relations.Vol.31 (1), pp72-90,1995

18. .Gupta .P, and **Khandelwal, P** ,“Role Dynamics among Industrial Entrepreneurs”. Journal of Business and Management, Vol. 2(1), pp 206-220,Oct 2001.
19. **Khandelwal, P**, Gender Stereotypes at Work: Implications for Organisations. Indian Journal of Training and Development, Vol. XXXII (2), pp 72-83, April 2002.
20. **Khandelwal, P** and Joshi G.M, “Managing Organisational Change through the Transition of Organisational Equilibrium”. Indian Journal of Industrial Relations, Vol. 38(1),pp41-64 July 2002.
21. **Khandelwal, P** , “Employment in organised sector in 1990’s: An analysis from gender perspective”. Indian Journal of Industrial Relations, Vol.40 (1), pp 17-38,,2004
22. Gupta. P and **Khandelwal, P** ,“Role stress and coping styles among first generation Entrepreneurs”,Journal of Business and Management, vol4,no.1,pp27-40 ,2004
23. **Khandelwal, P** ,“Gender equality in Top Management: Issues and agenda”, Indian Journal of Training and Development ,vol.xxv No.1,pp89-99,2005
24. **Khandelwal, P** and .Taneja.A, “Intuitive decision making in management”,Indian Journal of Industrial Relations, 46(1), July 2010, 150-156
25. **Khandelwal, P** and Taneja.A, “.Training Managers in Applying Intuition to Decision Making”, Indian Journal of Training and Development , Vol XXXII , No 2, April-June 2012
26. Sehgal .A and **Khandelwal, P** ,“Relationship between personality and perceived success: An exploratory study on Indian women entrepreneurs”, International Journal of Business and General Management, Vol. 1 , Issue 4, 71-82,2015
27. **Khandelwal .P** and Khanum .F , “Psychological capital :A review of current trends”, Indian Journal of Industrial Relations , July 2017

LIST OF SOME UNPUBLISHED WORKS

1. **Khandelwal P** , “*Sharing of Experience Among Counsellors on Women’s Issues: A Report*”, Women’s Studies and Development Centre, 1990.(mimeograph).
2. **Khandelwal P** , “*Counselling and Aid Centre: An Evaluation*”. Report submitted to the Women’s Studies and Development Centre, University of Delhi. 1991(mimeograph).
3. **Khandelwal P** ,”*Total Literacy: An Evaluation*”. A report based on the fieldwork in two rural districts of Barmer, Rajasthan and Sonbhadra, U.P. It was part of a larger study done by Participation and Development Centre, Delhi for National Literacy Mission, HRD Ministry, Government of India.1991.
4. **Khandelwal P** , “*Gender, Leadership and Role Stress*”. Paper presented in a workshop on ‘Effective Woman Manager- Perspectives for Future’, Centre for Organisation Development, Hyderabad. 1991.
5. **Khandelwal P** , “*Identity Related Issues of Women: A Psychological Perspective*”. Paper presented at a Seminar on Women and Identity, Miranda House, Delhi.1993.

6. **Khandelwal P**, “*Stress in Organisations*”, Paper prepared for use in training.1995.
7. **Khandelwal P**, “*Methods of Data Collection*”, Paper presented in National Case Workshop, FMS, University of Delhi. December 20-23, 1999.
8. **Khandelwal P**, “*Sexual Harassment : A Case*”, Prepared for use in gender workshop for police personnel. It has been used regularly in training on gender issues since. 2000
9. **Khandelwal P**, “*Understanding Gender Stereotypes*”, Paper presented at Seminar on Gender and Management, Organised by Centre for Women’s Studies and Development Centre, University of Delhi (South Campus). January 15, 2003.
10. **Khandelwal P**, “*Women in Management :issues and agenda*”, paper presented at the National Seminar on ‘*Women in Management: potential problems and future prospects*’ organized by the Centre for Women’s Studies and Development ,BHU, on 8-9 October 2005.
11. **Khandelwal P**, “*Human Capital: the gender perspective*”, paper presented at the International conference on *Human capital formation in the 21st century: is a new paradigm needed?* Organized by FMS from December 1-4 2005.

LIST OF CASES PUBLISHED

- 1.The Dabbawalas: A six sigma organization
- 2.The Hostile work environment
- 3.Interpersonal conflict
4. Motivating for performance at ABC services India Pvt. Ltd
- 5.Managing the corporate culture of DMRC : the Sreedharan Approach
- 6.The Turnaround of Indian Bank

(Quick ,J.C, D.L Nelson & p. Khandelwal, “Organizational Behaviour A South- Asian Perspective”,Cengage India Pvt.Ltd, ,Delhi, 2013)

Conference/Seminar Presentations

HAVE CONCEPTUALISED, COORDINATED, ORGANIZED , PARTICIPATED AND PRESENTED PAPERS IN SEVERAL WORKSHOPS, CONFERENCES AND SEMINARS AT THE NATIONAL AS WELL AS INTERNATIONAL LEVEL

- As a convener of the counselling and aid unit of the Women’s Studies and Development Centre at the South Campus organised a workshop on “*Sharing of experiences among counsellors on Women’s issues*” in March 1990
- Resource person in workshop on ‘*sharing of experiences in counselling*’ organised by the Institute of social studies trust 21st July 1990.
- Resource person for executive development programme of FMS for exploration business group of ONGC, entitled “*career linked leadership & management programme*” held at Dehradun in April& September 1990.
- Designed & conducted an “*entrepreneurship motivation lab*” from July 11-13 1990, as part of the Entrepreneurship Development Programme on New & Renewable Energy Sources organised by Centre of Energy studies IIT, Delhi.u

- Resource person for the workshop on “*Advanced Human Process Laboratory*” for executives ,students & Teachers organized by ISABS in 1991.
- Organised and Participated in a workshop on “*family and marriage counselling skills* “in 1991 at The S.P Jain Advanced Management Centre, South Campus.
- Coordinated and facilitated a *Basic Human Process Laboratory* at New Delhi in May 1991 for the Indian Society for Applied Behavioural Science.
- Invited to present a paper on “*Identity crisis: Psychological aspects and case Studies*” In the workshop on Indian women –Identity crisis organised by Women’s Development Centre ,Miranda House ” in Feb 1991
- Designed and Conducted *MBTI Workshop* at Lonavala for ISABS, 8-10 Oct 1994.
- Coordinated and facilitated a *Basic Human Processes Laboratory* for five days for ISABS at Jaipur in 1995.
- Designed and conducted a three days *Personality Development (MBTI)* workshop for the Indian Society for Applied Behavioural Science (ISABS).at New Delhi, Oct.1997.
- Participated in the National conference on *Applied behavioural science: Accomplishments and Challenges*, Jan 23-24 1998 organized by ISABS, New Delhi.
- Designed and conducted a three day workshop for Managers on *Role Effectiveness* in March 1998 organized by I.O.C Ltd at the Petroleum Management Institute, Gurgaon.
- Participated in a Seminar on *Leadership* organised by the Centre for Applied Behavioural science and Action Research, University of Delhi, in Sept. 1999.
- Designed and Organized *National Case Development Workshop* 20-23 Dec. 1999 at FMS, University of Delhi, Delhi.
- **Paper presented** at the *National Case Development Workshop* 20-23 Dec. 1999 at FMS, University of Delhi on “*Methods of data collection*”.
- Designed and conducted a workshop on *Gender Sensitivity* for the Police Personnel of the Crime against women cell, New Delhi in Jan. 2000.
- Conducted a two-day gender sensitivity workshop *Empowerment of Rural Couples* in March 2000 organised by the National Labour Institute, Noida.
- Coordinated and organised a seminar *Gender and Management* at the University of Delhi, South Campus, and New Delhi on 15 January 2003 for the Women’s Studies and Development Centre.
- **Paper presented on Understanding Gender Stereotypes** in the *Gender and Management* Seminar at the University of Delhi, South Campus, and New Delhi on 15 January 2003.

- **Paper presented** on *Understanding Gender: Implications for Organisations* in a seminar organised by the Delhi chapter of the **Indian Society of Applied Behavioural Science**, N. Delhi in May 2003.
- **Paper presented** on “*Gender at work*” organised by the Women’s Development Centre, IP college, New Delhi in 2006.
- **Paper presented** on *Women in Management: issues and agenda* at the National Seminar on **Women in Management: potential problems and future prospects** organized by the Centre for Women’s Studies and Development, BHU, on 8-9 October 2005.
- **Paper presented on Human Capital: the gender perspective**, at the International conference on *Human capital formation in the 21st century :is a new paradigm needed?* Organized by the FMS University of Delhi from December 1-4 2005.
- **Presented various lectures on Organizational Behavior** (Since 2005), Indira Gandhi National Open University, *National live telecast*.
- **Paper presented Some Human Factors in Indian Civil Aviation Accidents: An Analysis**, with Aggarwal. R at the inaugural conference of the Indian academy of management from 28-30th **December, 2009** at XLRI, Jamshedpur.
- Participated in the Goldman Sachs in partnership with London Business School and National Entrepreneurship Network (NEN), in India, **10,000 Women Programme: Tools for Growing your Business** from 31st October to November 3rd 2009 in Bangalore for which I was invited .
- Participated in the *Case Writing and Case Teaching Workshop* Organized by the Indian school of Business October 1-4, 2009, at IIT-Mumbai.
- **Coordinated & served as a guest faculty** for a Cadre Training programme of IRS Officers of 2000 batch at NACEN ,Faridabad ,on behalf of FMS from 18-22 January 2010
- **Invited as an expert** to participate in the workshop on "Module Developmentt for School Leadership held from 28-30 January 2012, Organized by the National Centre for School Leadership (NCSL), NUEPA, New Delhi.
- **Paper presented, A Perspective on Work-Family issues related to Women Entrepreneurs** with Sehgal.A, at the 6th International Conference on Contemporary Business Organized by IIT Delhi and Curtin University from 18-20 October 2012
- **Paper presented , Corporate social responsibility: A review of concepts, practices and challenges**, with Sansanwal M, at the National Conference on Managing India’s Rural Transformation , Organized by IIHMR , Jaipur , from 26-27 February 2013
- **Paper presented, Work –Family Interface of Women in Business: An Integrated perspective** with Sehgal .A, at the 42nd IFTDO World conference and Exhibition on 23-26 April 2013, Organized by ISTD , New Delhi.
- **Paper Presented, Social Entrepreneurship and innovation: An analysis of the Concepts and contemporary perspectives** with Sansanwal. M, at the 42nd IFTDO World conference and Exhibition

on 23-26 April 2013, Organized by ISTD in New Delhi.

- **Paper Presented**, “ *Women Entrepreneurs –an integrated perspective on motivational factors and challenges* “with Sehgal at the National Seminar held on 4-5th March 2014 on “**Women Entrepreneurship, Empowerment and Development**”, Organized by Bharati Vidyapeeth University, Institute of Management & Research, New Delhi.
- **Invited to Chair the session** on ‘*Marketing strategies for women entrepreneurs and consumers*’ at the International Conference on **women Entrepreneurship –Challenges and emerging opportunities**, on 21 March 2014, Organized by NIESBUD, Noida.
- **Paper presented**, *Interaction of work and family roles : Issues and challenges of women managers* with Sehgal .A at the **UGC sponsored National seminar “ Linking Human resources with Business strategies”**, Organized by Commerce Department of Jesus and Mary College on 27 March 2014, New Delhi.
- **Paper presented on “Social Entrepreneurship in India: An Exploratory Study of Motivational Drivers”** with Sansanwal . M at the 4th Biennial Conference of Indian Academy of Management, organized by the Indian Institute of Management Lucknow (IIM-L) in collaboration with the Indian Academy of Management held on 12 December, 2015 at the IIM-Lucknow (Noida Campus).
- **Invited to chair a session** on “ Social Entrepreneurship”, on 12 December 2015, at the 4th Biennial Conference of Indian Academy of Management, organized by the Indian Institute of Management Lucknow (IIM-L) in collaboration with the Indian Academy of Management at the IIM L, Noida campus.
- Invited to make a presentation on, “**The Motivations of Social Entrepreneurs - Finding this part within us**”, by the ISABS-North Region, New Delhi on January 13, 2017.
- “**Why Gender Matters in Entrepreneurship: Perception of Success among Indian Women Entrepreneurs**”, Presented at the **International Conference on Strategies in Volatile and Uncertain Environment for Emerging Markets** with Sehgal .A, Organized by IIT Delhi, July 14, 2017.
- “**Mahatma Gandhi as an Authentic Leader: A narrative autobiographical approach**”, Presented at the International Conference on Strategies in Volatile and Uncertain Environment for Emerging Markets with Khanum, Organized by IIT Delhi, July 15, 2017.

Public Service/University Service/Consulting Activity

Administrative Assignments (University of Delhi service : Past / Present)

- Professor –in –charge, S.P. Jain Advanced Management Research Centre, South Campus University of Delhi, March 2017 till date.
- Nominated as University representative on the Governing body of Motilal Nehru college morning and Evening from April 2017 till date.
- Convener of an admission panel for MBA FT/Ex programme 2017
- Convener of MBA projects (HR/OB) evaluation panel from 2015 -2017
- Programme Coordinator ,MBA (Part Time)/MBA Executive (Part Time) South campus ,2009 till July 2014
- Warden, Geetanjali PG women’s Hostel, South Campus from June 2002 till 5 July 2012
- Faculty coordinator of the E cell activities at the FMS North & South Campus since 2008
- Member of the advisory board of the Amway Global Entrepreneurship Report as the Indian Representative, 2014.
- Member of the course revision committee of MBA-/FT/PT/EX/MS from 1991 till date
- Have been member Moderation committee of MBAFT/PT/MS/EX programmes
- Member of the Moderation committee for MA/BA courses in Psychology , Department of Psychology, and Member Ph.D committee ,IGNOU ,2013 till date
- Examiner , MPhil Thesis and Viva Voce of candidate for IIPA , New Delhi , in April 2014
- Reviewer for Journal published by Indian Institute of Management, Bangalore, Management Review, 2014.
- Member, Panel of Examiners to examine MBA FT/MBA Ex projects at FMS .
- Member of the syllabus revision committee for MBA (Full Time), MBA (Part Time) and MBA (HCA).
- Member of Admission committee for selection of students for MBA FT/ MBA Ex Programme
- Member Departmental Research committee and Committee of courses and Admission committee
- Member Secretary University Unit Complaints Committee on Sexual Harassment Cluster 11 South Campus and FMS North Campus 2005 -2008
- Programme Coordinator, MBA (MS) Programme from 2004-2005.
- Programme Coordinator, MBA Public Systems Management. (2002-03)
- Advisor, Management Science Association (MSA), FMS. (2001-02)
- Programme coordinator ,MBA (Full Time) South campus 1999-2000
- Advisory Board Member of the counselling and aid unit of the Women’s Studies and Development ,University Of Delhi 1990-91

Public Service :Other assignments

- Member of the Executive board of ‘Udyogini’, a non profit Organization committed to rural entrepreneurship ,2015 till date .
- Member (external expert)of the Doctoral committee for Ph.d Programme , Discipline of Psychology, SOSS, IGNOU 2014 till date .
- Member of the Moderation committee for MA/BA courses in Psychology, Discipline of Psychology, SOSS, IGNOU 2013 till date.

- Invited as a Jury Member for the Final Round of Evaluation of Case Study Contest.by BHEL, HRDI, Noida, May 2017.
- Served as the Vice-Chairperson of the Book Award Committee (2009) for ISTD (Indian Society for Training and Development).
- Member, ISTD Diploma Board 2005 -2011
- Member of the editorial review board of the Indian journal of training and Development (2001)
- Founding member and trustee of the HRD Network ,Jaipur
- Regional Coordinator of the Delhi Chapter of the Indian Society for Applied Behavioural Science(ISABS) from 1991-93.
- Special Invitee on the Board of Delhi Management Association in 1997-1998
- Member of the sub committee for AIMS on women in management in 1994.
- Served on the Advisory Board of the Counselling and Aid Centre of the Women's Studies and Development Centre, University of Delhi. (1990-1992)
- Member of the NCERT resource team for review of the NCERT book for class X11 **Psychology for better living in 1989.**
- Member of the course design team for MBA & Ph.D. (Psychology) for IGNOU.

Professional Societies Memberships:

1. Accredited Professional life member of Indian Society of Applied Behavioural Science (ISABS)
2. Accredited Entrepreneurship Motivation Trainer from National Institute of Entrepreneurship and Small Business Development (NIESBUD).
3. Life member, Indian society of Training and Development (ISTD)
4. Life member, Indian Academy of Applied Psychology
5. Member ,Indian Academy of Management

Research Guidance

Supervision of awarded doctoral thesis: 8

Supervision of doctoral thesis (under progress):1

Supervision of awarded M.Phil. (Psychology) dissertation: 2

I: Visiting Faculty

Served as Visiting Faculty at Asian Institute of Technology (AIT) , Bangkok from September 1 to November 28, 2003

II: Colloquium at Harvard Business School , Boston

Awarded the Goldman Sachs Full Scholarship for Participation in the **Entrepreneurship Education**

Colloquium on Participant –Centered Learning (EECPCL) ,organized by the **Harvard Business School, Boston** from **18-25 July, 2008** .

III: Training and Consultancy:

Since 1985 I have been involved in training and consultancy work for leading private and public sector enterprises.

I have imparted training to workers including junior, middle and senior level managers. Have provided training to

IPS and other central Services cadres like IAAS, Revenue service, and also to teachers at various refresher courses in different universities. Training and consulting work include:

- Wide experience of designing and conducting Executive Development Programmes for various private and public sector organisations such as BHEL, GAIL, IOC, Taj Group of Hotels, Welcome Group of Hotels etc.
- Wide experience of conducting Entrepreneurship motivation programmes for various organisations.
- Consulting for various organisations for recruitment.
- Using psychological tests in organisations for recruitment/training
- Conducting special labs on Gender issues in management.
- Designing, coordinating and conducting sensitivity training labs for Managers, Couples, College students, etc. for ISABS.
- Facilitation of various Development Centre Workshops for General Managers.

IV: Organizing National & International workshop/Programmes

- As the Programme Director, designed, Organised and conducted a National Case Development workshop at FMS from 20-23 December 1999.
- Designed and coordinated a seminar on “Gender and Management’ on behalf of WSDC and FMS at the South Campus in January 2003.
- Designed and conducted a five day “Leadership Development Programme” for the managers of the Ansell

group of organisations at Bangkok coordinated by the School of Management, AIT, Bangkok, in Oct.2003

- As Programme Director designed and conducted a two week workshop on “HRD Skills for Functional Managers” for managers from South Asian and South East Asian countries at AIT, Bangkok and a two week workshop on “Management of change” for managers from South Asian and South East Asian countries at AIT, Bangkok (2003).

V: Course Development

- Have developed Behavioural Science Modules for management courses at FMS and of various other institutes such as IGNOU.
- Designed a set of Entrepreneurship courses for the MBA (Full Time course) in 2010 and MBA Executive (Part Time) course in 2012.

The following are some of the sample courses that I have designed.

1.*Organizational Behaviour*

2.*Managing Interpersonal and Group Processes*

3.*Counselling Skills for Managers*

4. *Management Training and Development*

5.*Management of Diversity*

6 *Entrepreneurship creativity and Innovation*

V: Special Lectures

From time to time several organisations have invited me for special thematic lectures on topics related to Organizational Behaviour & Gender Studies.