




## University Faculty Details Page on DU Web-site

|   |   |                      |   |           |          |   |
|---|---|----------------------|---|-----------|----------|---|
| Title   | Dr.   | First Name           | TANUJA  | Last Name | AGARWALA |  |
| Designation   | PROFESSOR   |                      |   |           |          |   |
| Department  | Faculty of Management Studies   |                      |   |           |          |   |
| Address Campus)   | North Campus, University of Delhi, Delhi – 110 007  |                      |   |           |          |   |
| (Residence)   | C-5, 29-31 Probyn Road, University of Delhi, Delhi – 110 007  |                      |   |           |          |   |
| Phone No (Campus)   |   |                      |   |           |          |   |
| (Residence) optional  |   |                      |   |           |          |   |
| Mobile  | 9810884616  |                      |   |           |          |   |
| Fax   |   |                      |   |           |          |   |
| Email   | <a href="mailto:tagarwala@gmail.com">tagarwala@gmail.com</a> ; <a href="mailto:tagarwala@fms.edu">tagarwala@fms.edu</a> |                      |   |           |          |   |
| Web-Page  |   |                      |   |           |          |   |
| Education   |   |                      |   |           |          |   |
| Subject   | Institution   | Year                 | Details   |           |          |   |
| Ph.D.   | University of Delhi   | 2001                 | Thesis topic: Innovative Human Resource Practices in Select Organizations |           |          |   |
| M.Phil  | University of Delhi   | 1989                 | Subjects: Psychology (Organizational Behaviour)                           |           |          |   |
| M.A.  | University of Delhi   | 1987                 | Subjects: Psychology (Organizational Behaviour)                           |           |          |   |
| B.A (Hons.)   | University of Delhi   | 1985                 | Subjects: Psychology (Organizational Behaviour)                           |           |          |   |
| Career Profile  |   |                      |   |           |          |   |
| Organisation / Institution  | Designation   | Duration             | Role  |           |          |   |
| Faculty of Management Studies, University of Delhi  | Lecturer  | 1989- 1996           | Teaching and Research   |           |          |   |
| Faculty of Management Studies, University of Delhi  | Senior Lecturer   | 1996- 2001           | Teaching and Research   |           |          |   |
| Faculty of Management Studies, University of Delhi  | Reader/ Associate Professor   | 2001- 2008           | Teaching, Research and administrative responsibilities                    |           |          |   |
| Faculty of Management Studies, University of Delhi  | Professor   | 01-01-2009 till date | Teaching, Research and administrative responsibilities                    |           |          |   |
| Research Interests / Specialization   |   |                      |   |           |          |   |
| <p>Specializing in the field of Organizational Behaviour (OB), I have been teaching in the HRM and OB area for the last 29 years. My research interests focus on Organizational Commitment, Work Environment work-Life integration issues, Career Management, and Performance and Reward Management. In addition, I also focus on gender in higher education management, HRM in organizational transformations, cross-cultural issues, and corporate social and environmental responsibility.</p> |   |                      |   |           |          |   |
| Teaching Experience ( Subjects/Courses Taught)  |   |                      |   |           |          |   |
| <p>1990 to present: Human Resource Management<br/>         1994 to present: Human Resource Development: Strategies and Systems (Elective)<br/>         2011 onwards: Negotiation, Persuasion and Social Influence Skills (Elective)<br/>         I have also taught Organizational Behaviour in the Health Care Management Programme for several years, as well as Health Care Management Research for a semester</p>   |   |                      |   |           |          |   |

## Honors & Awards

**2015: Recipient outstanding woman educator & scholar award on women's day 2015 from National Foundation for Entrepreneurship Development (NFED)**

**2012:** Selected for and participated in the **Global Colloquium on Participant Centered Learning (GCPCL)** at Harvard Business School, USA, July 2012 (Received Andrew Towl endowment Fund Scholarship of the value of USD 5000)

**2010 : Awarded EMECW Scholarship for University of Deusto, Spain, 2010 (could not avail)**

**2010:**Participant at **International Teachers Programme (ITP)**, Kellogg School of Management, Northwestern University, Chicago, USA, July 2010

**2009: Recognized by the University** for services rendered as Deputy Dean (Foreign Students) in a function presided by Dr Abdul Kalam Azad, 7<sup>th</sup> September **2009**

**2007 : Honorary Visiting Fellowship, Norwich Business School, University of East Anglia, UK (March)**

**2005 : Honorary Visiting Senior Research Fellow, Centre for Business Management, School of Business, Queen Mary University of London, UK (Sept.)**

**2004: American Society for Training and Development (ASTD) Excellence in Research-to-Practice Citation**

**2004: Best Paper Award, Third Asian Conference of the AHRD- USA and Korean Academy of HRD, at Seoul, Korea**

**2002: Best Paper Award, First International Conference of AHRD- USA and India, IIM, Bangalore**

**2001: AICTE Career Award for Young Teachers**

**1998: Best Paper Award (Kamala), Indian Journal of Training and Development**

**1997: Fellow UGC**

**1980: National Merit Scholarship** (Merit Certificate) for securing a high position in the list of meritorious candidates qualifying for awards from Delhi in the Secondary School Certificate Exam, **1980**.

## Details of other credential, significant contributions, responsibilities, etc.

1. **Nominated to the National Quality Assurance Committee (Apex Committee)** for Adverse Events Following Immunization (AEFI) Surveillance Programme to develop and implement a quality management system for the AEFI Surveillance Programme vide **Ministry of Health and Family Welfare (Immunization Division) office memorandum dated 9th July 2014**. The term of the committee was 3 years.
2. (2014) Panelist in the **First HR Conclave on "Sexual Harassment at Workplace: Redefining Corporate Culture"**, organized by Center for Management Studies, NALSAR University of Law, Justice City, Hyderabad, 15-16th February.
3. Specialist Member of Interview Board for selection of Executive (HR) for BrahMos Aerospace Private Limited (An Indian-Russian Joint Venture), DRDO, Ministry of Defence, 6th July 2013.
4. External Expert of the Central Selection Board for the selection of Executive Trainees (HR) at NTPC Ltd., 1st to 6th June 2012.
5. Member, Interview Board for the selection of Executive Trainees (HR) at NTPC Ltd., 5th to 7th July, 2006.
6. (2009) Jury for the 4th National research Conference of AIMA- CME (All India Management Association- Centre for Management Education) on the theme "Impact of Current Economic Downturn on Financial Sector & Employment Prospects in India", AIMA Auditorium, Lodi Road, New Delhi (11th April).

## SELECT LIST OF PUBLICATIONS

### Books / Monographs/ Chapters in Books

| <u>Year of Publication</u> | <u>Title</u>   | <u>Publisher</u>  | <u>Co-Author</u> |
|----------------------------|--|---|------------------|
| 2018                       | <b>"Bullying and Career Consequences in the Academy: Experiences of Women Faculty"</b> In Broadbridge, A. M., Fielden, S. L. (eds) Handbook of the Diversity and Careers. Pp. 241-255. Print ISBN 978-1-78536-559-1  | Edward Elgar Publishing, UK   |                  |
| 2017                       | <b>"Who Promotes a Gender Agenda? An Indian Case Study"</b> In White K., O'Connor P. (eds) Gendered Success in Higher Education. Pp. 233-252. Print ISBN 978-1-137-56658-4   | Palgrave Macmillan, London  |                  |
| 2016                       | <b>"Shattered Dream of a University Professor"</b> In <i>Followership in Action- Cases and Commentaries</i> (Ed.) R. Koonce, M. C. Bligh, M. Carsten, & M. Hurwitz, PP. 109-118. ISBN: 1785609483, 9781785609480   | Emerald Publishing House, UK  |                  |
| 2015                       | <b>"Gender Hierarchy to Gender Equality: An agenda for transition in higher education"</b> , Guest Editorial In Special Issue of Gender in Management: An International Journal on the theme "Women in Academia", Vol. 30, No.5, pp.338-342.                     | Emerald Publishing House, UK  |                  |
| 2012                       | <b>"Assessment and Evaluation"</b> , In International Human Resource Development: Learning, Education and Training for Individuals and Organizations, 3 <sup>rd</sup> Edition (Ed.) John P Wilson, pp 363 – 383.   | Kogan Page, London, UK  |                  |
| 2010                       | <b>"Stories of Success in Emerging Markets in India"</b> In <i>International Research Handbook on Successful Women Entrepreneurs</i> (Ed.) Sandra Fielden & Marilyn Davidson, Centre for Equality and Diversity at Work, Manchester Business School, pp 84 – 97. | Edward Elgar Publishing, UK   |                  |
| 2007                       | <b>Strategic Human Resource Management</b>   | Oxford University Press   |                  |
| 2006                       | <b>North Delhi Power Ltd: Dynamics of Change (Case Diagnosis)</b>  | Vikalpa, Vol. 31, No 2, pp 147 – 154                                  |                  |
| 2005                       | <b>Competency Development at Indian Oil (Case Diagnosis)</b>   | Vision: The Journal of Business Perspective, Vol. 31, No. 2, pp 87–95 |                  |

### In Indexed/ Peer Reviewed Journals

| <u>Year of Publication</u> | <u>Title</u>   | <u>Journal</u>                   | <u>Co-Author</u>   |
|----------------------------|--|----------------------------------|--|
| Forthcoming                | "Work-family culture and organizational commitment: A multidimensional cross-national study" | Personnel Review (Special Issue) | Agarwala, T., A. Arizkuren-Eleta, E. Del Castillo, M. Muniz-Ferrer |

|      |  |   |   |
|------|--|---|---|
| 2015 | <b>"Analysis of satisfaction from work-life balance practices &amp; employer brand experience among different service sectors in India"</b> Vol. 1, No.2, pp. 1-8, July- December 2015 | <b>GD Goenka Business Review:</b> A biannual research journal of school of management, GD Goenka University   | Taneja, A. & Agarwala, T.   |
| 2015 | <b>"Management Education and Employability: The Current Scenario"</b> , Vol. 9 (2/4), May, Article No. 4.  | <i>AIMA Journal of Management &amp; Research, E- Journal,</i><br><b>ISSN 0974- 497</b>  | Bhatnagar, N. & Agarwala, T.  |
| 2014 | <b>Influence of managerial support on work-life conflict and organizational commitment: an international comparison for India, Peru and Spain</b>                                      | <b>International Journal of Human Resource Management,</b><br><b>25 (10), 1460-1483</b>   | Agarwala, T., A. Arizkuren-Eleta, E. Del Castillo, M. Muniz-Ferrer and L. Gartzia       |
| 2014 | <b>"Role of integrated corporate social responsibility approach in promoting corporate social performance"</b> , Vol. 1, September, 70-88  | <i>ASPIRARE: An International Journal of Commerce &amp; Management</i><br><i>Journal of Shyam Lal College (Eve), University of Delhi</i><br><b>ISSN: 2394-0484(p)</b> | Acharyya, M. & Agarwala, T.   |
| 2013 | <b>"Balance trabajo-familia: Cultura, nivel de conflicto y voluntad de permanencia en la empresa"</b> ,  | <b>Journal of Business de la Universidad del Pacifico, Vol. 3 (1), 1-12</b>   | E. Del Castillo, Fuchs Ángeles, R.M, Linares, S.V., A. Arizkuren-Eleta and Agarwala, T. |
| 2011 | <b>Software Services Industry Context and Performance Management</b>   | <b>Vision, 15 (1), 49 – 59</b>  | Singh, A. & Agarwala, T.  |
| 2011 | <b>Analisis de la Utilizacion de Practicas de Conciliacion Laboral en Las Organizaciones</b>   | <b>Boletin de Estudios Economicos, LXVI (203), 315-336.</b>   | Eleta, A.A., Aurtenetxe, B., Castillo, E. D., Fuchs, R.M., Muniz, M., Agarwala, T.      |
| 2008 | <b>Factors Influencing Career Choice of Management Students in India</b>   | <b>Career Development International (Special Issue), Vol. 13, No. 4, pp 362 – 376.</b>  |   |
| 2005 | <b>Corporate Environmental Strategy: A Perspective and a Theoretical Framework</b>   | <b>Social Responsibility Journal (International), Vol. 1, No. 3 /4, pp 167 – 178.</b>   |   |
| 2005 | <b>The Future is not What it Used to be: Some Reflections on Management Education</b>  | <b>Indian Journal of Training and Development, Vol. 35, No.3, pp 11 – 25.</b>   |   |
| 2005 | <b>Innovative Human Resource Practices in Select organizations: A Study from India</b>   | <b>ASTD Research- to –Practice Conference Proceedings (ed), pp 19 -26 (refereed publication)</b>  |   |
| 2003 | <b>Innovative Human Resource Practices and Organizational Commitment: An Empirical Investigation</b>   | <b>International Journal of Human Resource Management, Vol. 14, No. 2, pp 175 – 197</b>   |   |

## Articles

- **Environmental Ethics and Responsibility of Business, Endeavour, Journal of Meerut Management Association, June 2003,**
- **Leadership Paradigms, Leadership for a Lifetime, FMS Annual Convention Brochure, 29 November, 2003.**

## Conference Presentations

- “Perceived Work Environment and Stress among Academia: Human Resource Management No-show in Universities?”, Paper presented in the **International Research Conference in Asia Jointly sponsored by Academy of Human Resource Development (HQ-USA) and AHRD-India** on the theme ‘Sustainable Development of Human Capital: Exploring Perspectives from Grassroots to Global Research and Practice’. 8th to 10th November 2017 at IIM Ahmedabad, India. (Author: Tanuja Agarwala)
- “Prevalence Of Workplace Bullying Among IT Professionals”, Paper presented in **BAM2017 (British Academy of Management) 31st Annual Conference** on the theme Re-connecting ‘Management Research with the disciplines: shaping the research agenda for the social sciences’ to be held at University of Warwick, UK, 5<sup>TH</sup> TO 7<sup>TH</sup> September, 2017. (Co-authored: Vaishali Trivedi and Tanuja Agarwala). **Paper presented by Vaishali Trivedi.**
- “Employer Perceptions of Skill Gap among Management Graduates: A qualitative study of employability”, **International Conference on Strategies in Volatile and Uncertain Environment for Emerging Markets'** organized by Department of Management Studies, IIT Delhi, 14-15<sup>th</sup> July 2017. (Co-Authored: Neha Bhatnagar and Tanuja Agarwala). **Paper presented by Neha Bhatnagar.**
- “Relationship of work-family culture and organizational commitment from a multidimensional perspective: A three country study” **Conference presentation 4<sup>th</sup> Biennial IAM Conference (Indian Academy of Management)** on the theme Managing in the Indian Institutional Context held at Noida, 11-13 December 2015 organised by IIM, Lucknow (Noida Campus) **Co-Authors: A. Arizkuren-Eleta, E. Del Castillo, M. Muniz-Ferrer**
- “Organizational Ethical Performance: Role of Corporate Social Responsibility”, **Global Summit on Corporate Social Responsibility**, jointly organized by **IIM, Raipur, Indian Institute of Corporate Affairs (India) and National Law School of India University (Bangalore)**, 15-16 May 2015 at India International Center, New Delhi (Co-authored: Tanuja Agarwala and Moumita Acharyya)
- “Influence of Managerial Support to Work-Life Conflict and Employees Organizational Commitment: An International Comparison for India, Peru and Spain”, **12<sup>th</sup> International Human Resource Management Conference**, Dream, Discover, Dare, Innovations in the global village: Role of International HRM. (Co- authored: Agarwala, T; Castillo, E.; Gartzia, L.; Munz, M; Arizkuren, A; Andreu, D; Brito, A; and Fuchs, R.), Gurgaon, Delhi, 10<sup>th</sup> – 13<sup>th</sup> December, 2012
- The Relationship between Workplace Training and Organizational Commitment in Manufacturing Firms: Evidence from India, presented at the **7<sup>th</sup> International Conference of AHRD – Asia, NIDA, Bangkok, 2008**
- Continuum of Corporate Environmental Initiatives and Strategies: An Empirical Study from India, presented at the **4<sup>th</sup> International Conference on CSR, London Metropolitan University, 2005**
- A Study of Corporate Ecological Responsiveness and Corporate Motivations for Adopting Environmental Initiatives among Organizations High and Low on Environmental performance, presented at the **3<sup>rd</sup> International Conference on CSR, Udaipur, India, 2005.**
- Corporate Responsibility for the Natural Environment: Evolution and Institutionalization, **5<sup>th</sup> International Conference on Enrichment of Human Life: Issues and Challenges, University of Delhi, 2005.**
- Employee Perception of Performance of HRD Practices: Has it improved over Time? **3<sup>rd</sup> Asian Regional Conference of AHRD, Seoul, Korea, 2004.**

## Public Service / University Service / Consulting Activity

### University Service

- **Provost, University Hostel for Women, 1<sup>st</sup> August 2015 to date**
- **Coordinator, Executive/HCA Programme, FMS, University of Delhi, July 2017 – to date**
- **Coordinator, Ph.D programme, FMS, University of Delhi, July 2014- May 2017**
- **Warden, University Hostel for Women, 28<sup>th</sup> October 2010 – 31<sup>st</sup> July 2015**
- **Coordinator, Certificate Course, “Heritage- Appreciating Indian Culture”, 2008**
- **Deputy Dean (Foreign Students), March 2007 – March 2011**
- **Member Managing Committee, Gandhi Bhawan 2006 – January 2011**
- **Member Managing Committee, International Students House for Women, March 2007 – March 2011**
- **Member Managing Committee, International Students Hostel, March 2007 – March 2011**
- **Member Managing Committee, Kothari Hostel, March 2007 – March 2011**
- **Coordinator, Heritage Course Committee (September, 2008 to December 2008)**

- Organized National Seminar on “Combating Malnutrition: Progress, Lacunae, and Future Strategies”, January 2007
- Developed module on Soft Skills, a short-term course launched at SOL Centre, Keshavpuram, 2007

I have been involved in Refresher/ Continuing Education/ Training programmes organized by the Ministry of Defence, Government of India, at Defence Institute of Psychological Research, National Academy of Defence Production, etc.

#### Professional Societies Memberships

- Member, Women in Higher Education Management (WHEM) Network, An international research consortium
- Member, Technical Program Committee, Global Science & Technology Forum (GSTF), Singapore, Aril 2011- present
- Member, Editorial Board and Co-Editor, International Journal on GSTF Business Review (GBR), April 2011- present
- Associate Member, Centre for Equality and Diversity at Work, Manchester Business School, University of Manchester, UK, 2007 to 2012
- Associate Member, Diversity and Equality in Careers and Employment Research Centre (DECER), Norwich Business School, University of East Anglia, UK, 2007 to 2012
- Member Editorial Review Board, Gender in Management- An International Journal, November, 2008 - present
- Member Editorial Advisory Board, Equality, Diversity, and Inclusion, a double peer reviewed International Journal, 2006 – 31.12.2016
- Member Editorial Board, Social Responsibility Journal (International Journal), 2006 -2007
- Member AHRD Scholar-Practitioner Communications Subcommittee, 2005
- Member Practitioner-Partnership Committee of AHRD, USA, 2002 – 2004
- Life Member, National HRD Network
- Life Member, Indian Society for Training and Development (ISTD)

#### Projects (Major Grants / Collaborations)

- AICTE Career Award for Young Teachers, “An Organizational Behaviour Perspective of Corporate Ecological responsiveness”, 2001 – 2005
- Principal Investigator, ICSSR project titled “The Relationship of Work-Life Human Resource Initiatives and Culture with Work Life Conflict and Organizational Commitment” 2007 - present
- Principal Investigator, University of Delhi project titled “Work Environment, Occupational Stress and Organizational Commitment: A Study Among Academic Staff of a University” 2008 – present

#### Other Details

- Attended Global Colloquium on Participant Centered Learning (GCPCL) at Harvard Business School, USA (Received Andrew Towl endowment Fund Scholarship of the value USD 5000), July 2012
- Participant at International Teachers Programme (ITP), Kellogg School of Management, Northwestern University, Chicago, USA, 2010
- Participant, “Case Development Workshop” ISB, Hyderabad, January 31<sup>st</sup> to February 1<sup>st</sup>, 2009
- Reviewer for several International Journals: Group & Organization Management (GOM); Equal Opportunities International (EOI); Human Resource Development Review (HRDR); Human Resource Development International (HRDI); Gender in Management: An International Journal
- Appointed Examiner of Doctoral Theses by universities
- Member Selection Committees in select universities