

Rupinder Bir Kaur, PhD

Associate Professor, University Business School, Panjab University, Chandigarh.

+91 8054495555; rupinderbir@pu.ac.in

Education:

PhD in Human Resource Management from University Business School, Panjab University, Chandigarh, 2005

M.Com from University Business School, Panjab University, Chandigarh, 1995-97

B.Com from Government College for Girls, Sector 11, Chandigarh, 1992-95

Area of Specialization: Human Resource Management, Organizational Behaviour, Entrepreneurship Development, Stress Management, Emotional Intelligence

Academic and Professional posts held since graduation:

1. **1998-99:** Guest Faculty for B Com and M Com students at Government college for Men, Sector 11, Chandigarh
2. **1999-2001:** Guest Faculty for MFC and CAIIB students at Corporate Training and Development institute, sector 17, Chandigarh.
3. **2001-2003:** Full time faculty for MBA and BBA at SAS institute of Management and Technology, Mohali
4. **2003-2004:** Worked as Full time HRD Intern at Asia Headquarters , Commonwealth Youth Development Centre, Chandigarh
5. **2004-2008:** Faculty at Guru Gobind Singh College for Women, Sector 26, Chandigarh
6. **2008-2010:** Faculty at Sri Guru Gobind Singh College (Co-educational) Sector 26, Chandigarh.
7. **July 21, 2010:** Joined University Business School, Panjab University, Chandigarh as Assistant Professor for teaching MBA and M Com students

Memberships and Nominations:

1. Life member and National Council Member of Indian Society of Training and Development , New Delhi
2. Life member of Indian Accounting Association, New Delhi
3. Life member of JICA Alumni Association of India, New Delhi
4. Secretary, Chandigarh Chapter, and Life member, Indian Association of Friendships with Foreign Countries, New Delhi
5. President, Chandigarh Chapter, and Life Member, National Integrated Forum of Artists and Activists
6. Nominated as the Government of India delegate to attend Youth Leadership programme at Fukushima Prefecture, Japan in 2008
7. Nominated as member of Post Graduate Board of Studies , Faculty of Business Management and Commerce, Panjab University for the session 2017-18
8. Nominated as member of Under Graduate Board of studies, , Faculty of Business Management and Commerce, Panjab University for the session 2017-18

Publications:

- **Books and Book Chapters:** 5 Books and 7 Book Chapters
- **Papers published:** 22 papers published in different peer reviewed international journals
- **Papers presented in National and International Conferences /Seminars:** 20
- **Guest Lectures /Extension lectures /Chaired Sessions:** 7
- **Workshops conducted:** 3

Outreach Activities:

- Organized 3 National Seminars and 2 International Conferences
- Organized 4 International Culture Exchange Programmes with the teams of Austria, Hungary, Russia and Portugal at various institutions.

Funded Research:

1. Duties Defined and Duties Performed: A Gap Analysis of Director's Duties in Small and Medium Size Enterprises in Tricity **funded by National Foundation for Corporate Governance , New Delhi (2014-15)**
2. Exploring the Impact of Personality and Learning Styles upon Entrepreneurial Tendencies among Professional Youth: A study of Punjab, Haryana and Himachal Pradesh, **funded by University Grants Commission, New Delhi (2015-18)**

Research Guidance:

1. "A Study of Entrepreneurial Orientation among College students of Punjab", PhD thesis submitted by Ms. Kanwal Dhanhoya, Research Scholar at IKGPTU, Jalandhar.
2. "Cyberloafing in Public and Private Sector banks: Antecedents, Consequences and Strategies", PhD thesis submitted by Ms. Gurjeet Kaur, Research Scholar at Maharaja Agarsen University, Baddi, Himachal Pradesh.
3. "The Impact of Creativity, Cognitive Flexibility and Emotional Intelligence upon Entrepreneurial intentions among students: A Study of selected Universities of Punjab", Synopsis submitted by Ms. Kanwal Roop Kaur, Research Scholar at Punjabi University, Patiala.

Select list of publications: Books:

1. **Organizational Culture: An Exploration in Indian Banking Industry**, Deep and Deep Publications, New Delhi, 2008. ISBN: 978-81-8450-145-2
2. **Innovation Management: Addressing Gaps in Theoretical and Empirical Interpretations**, Excel India Publishers, New Delhi, 2015. ISBN: 978-93-84869-15-1
3. **A Treatise on Innovations in Applied Research**, Excel India Publishers, 2017, ISBN No. :978-93-86256-42-3
4. **Research Advancements in Digital Age: A Multi-Disciplinary Approach** Malhotra Publishing House, 2018, ISBN No. : 978-93- 86558-29-9

5. **Business Practices in Digital Era: An Integrated Perspective** Malhotra Publishing House, 2018, ISBN No. : 978-93-86558-28-2

Select list of publications: Research Papers:

1. **Job Related Values and Organizational Culture in Banks**, Panjab University Research Journal, Vol. 23, No. 1, 2006
2. **Cross Cultural Adjustment of Indian Expatriates: Gaps in Literature**, International Journal of Science and Emerging Technology, Vol. 1, March 2012
3. **Factors Influencing Knowledge Sharing among Scientists: A Study of selected R&D Organizations**, Ansal Business Review, Vol. 2, Issue 1. January-June 2014
4. **Factors influencing Online-Shopping Behaviour: A Study of Indian and Australian Customers**, CU Global Management Review, Vol. 3, Issue 1, January –July 2014
5. **Knowledge Sharing Behaviour of Employees: A Study in Selected IT organizations**, Asian Resonance, Vol. 3, issue 4, October 2014
6. **Indoctrination of Entrepreneurial Skills in Management Education with Creativity and Emotional Intelligence**, International Journal of Business Management, Vol. 1, Issue 2, July-December, 2014
7. **Organizational Citizenship Behaviour and Empowerment: A Study of LIC Employees**, International Journal of Business Intelligence and Innovations, Vol. 1, Issue 2, March 2015
8. **Factors affecting Knowledge Sharing Behaviour: A Conceptual Study**, International Journal of Business Intelligence and Innovations, Issue 4, March 2016
9. **The Dynamism of Cyberloafing in Digital World**, Gyan Management, Vol. 11, issue 2, July-December, 2017
10. **Cross Cultural Adjustment of Indian Expatriates in Japan**, International Journal of Innovative Research in Technology, Vol. 4, Issue 7, 2017
11. **Receptiveness to Change in Public and Private sector Banks of Punjab**, Remarking : An Analysis, Vol 2, Issue 9, December 2017
12. **Relationship between Locus of control and Role efficacy : A comparison of Manufacturing and IT organizations**, International Journal of innovative research in Technology, Vol 4, Issue 9, February 2018
13. **Impact of Emotional Intelligence on Entrepreneurial Orientation : A Study of College Students in Punjab**, RESEARCH REVIEW International Journal of Multidisciplinary , Vol 3, Issue 9, September 2018
14. **The Role of Locus of Control in determining Entrepreneurial Orientation among College students of Punjab**, RESEARCH REVIEW International Journal of Multidisciplinary ,Vol 3, Issue 11, November 2018

15. **Expatriatism and Cross Cultural Adjustment in Global Business World: A case study of Indian Expatriates in Japan**, RESEARCH REVIEW International Journal of Multidisciplinary , Vol 3, Issue 12, December 2018
16. **Popularization of Nearshoring in Eastern Europe: A Study to understand the “Why” behind**, RESEARCH REVIEW International Journal of Multidisciplinary, Vol 4, Issue 2, February 2019
17. **Leading to Innovate: A Study of Leadership Styles and Organizational innovation in selected Pharmaceutical Firms**, Indian Management, Vol 58, Issue 1, January 2019
18. **The Impact of Sustainability Reporting and Performance on Financial Performance of Listed Indian Companies**, Studies in Indian Place Names, Vol 40, Issue 1, January 2020
19. **Workforce Spirituality for sustainable Workforce: Mediating Role of Organizational Citizenship Behaviour**, Our Heritage, Vol 68, Issue 1, January 2020
20. **Need for Achievement and Entrepreneurial Orientation among students: A Sustainable Economic Growth for Punjab State**, Studies in Indian Place Names, Vol 40, Issue 40, March 2020
21. **Factors influencing Cyberloafing : A case of Selected Banks in and around Chandigarh**, PIMT Journal of Research, Vol 12, No. 4, September 2020
22. **Intention to Cyberloaf: A Socio-Demographic Analysis of selected banks in and around Chandigarh**, PIMT Journal of Research, Vol 13, No. 3, May 2021