




## Faculty Details Performa for DU Web-site

Title	<b>Dr.</b>	First Name	<b>KAVITA</b>	Last Name	<b>SINGH</b>	Photograph
Designation	<b>PROFESSOR</b>					
Address	<b>FACULTY OF MANAGEMENT STUDIES UNIVERSITY OF DELHI DELHI - 110007</b>					
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Web-Page	<a href="http://www.drkavitasingh.com">www.drkavitasingh.com</a>					
<b>Educational Qualifications</b>						
Degree	Institution				Year	
Ph.D.	<b>Faculty of Management Studies, University of Delhi</b>				<b>2001</b>	
M.Phil. / M.Tech.	<b>Department of Psychology, University of Delhi</b>				<b>1989</b>	
PG	<b>Department of Psychology, University of Delhi</b>				<b>1987</b>	
UG	<b>Lady Irwin College, University of Delhi</b>					
Any other qualification						
<b>Career Profile</b>						
<b>1989-1996 Lecturer at Faculty of Management Studies University of Delhi</b> <b>1996-2001 Sr. Lecturer at Faculty of Management Studies University of Delhi</b> <b>2001 – 2008 Associate Professor at Faculty of Management Studies University of Delhi</b> <b>2009 Professor at Faculty of Management Studies University of Delhi</b>						
<b>Administrative Assignments</b>						
<ul style="list-style-type: none"> <li>• Program Convener for PhD Program since July 2017</li> <li>• MSA Advisor for Full Time Student (the student body Management Science Association) since June 2012 till May 2017.</li> </ul>						

- Placement Convener for MBA (FT) Student since July 2014 till May 2017
- MBA (FT) Full Time Program Coordinator from June 2012-June 2014
- Program Director for MBA (Health Care Administration) Program at the Faculty of Management Studies, University of Delhi from July 2004 till October 2009.
- Member of the Admission Committee for MBA (FT), MBA (PT) and MBA (HCA).
- Member of the committees for the Curriculum Development for MBA (FT), MBA (PT) and MBA (HCA).

#### Areas of Interest / Specialization

**Organization Behaviour, Organization Development and Change, Counseling Skills for Managers, Emotional Intelligence, Gender issues in Management**

#### Subjects Taught

- **Organization Behaviour,**
- **Organization Development**
- **Organization Effectiveness and Change**
- **Counseling Skills for Managers**

#### Research Guidance

##### *1. Supervision of awarded Doctoral Thesis*

- Monica Bansal 2007, “Traditional Leadership vis-a-vis E – Leadership: A Comparative Analysis of Business Organizations. Degree awarded
- Sapna Rijal 2008 “A Study of Learning Organization with special reference to Nepal and India”. Degree awarded
- Rajesh Dahiya 2009, “Management Education and Corporate Expectation: An Analytical Study”. Degree awarded
- Morteza Movaghar 2010, “Role of Transformational Leadership and Employee Productivity: A Comparative Study of India and Iran”. Degree awarded
- Ms. Poonam Khurana 2013 “Role of Ethics in Personal, Team and Organizational Effectiveness”. Degree awarded
- Ms. Pratima Daipuria 2014 “Impact of Emotional Intelligence on Health Care Professional on Personal and Organizational Effectiveness: A Comparative Study of Public and Private Hospitals in Delhi.” Degree awarded
- Ms Archana Krishnan 2014 “Impact of Quality Initiatives on Organizational Effectiveness” Degree awarded
- Ms Mukta Rohtagi 2017, “A Study of Relational Practices in Select Indian Organizations” Degree awarded
- Ms.. Meghna Goswami 2017, “Social Intelligence – Impact on Organizations” Degree awarded
- Shuchi Priya Mittal 2017, “The Impact of Emotional Intelligence on Organizational Climate: A Study of Select Indian Organizations” Degree awarded

##### *2. Supervision of Doctoral Thesis, under progress*

- Ms. Deepti – Evolving Gender Roles – A study in select Business Organizations
- Ms. Vandita Singh Banerjee
- Ms. Namita Mangla
- Ms. Anjum Ara
- Ms. Shweta Srivastave
- Ms Charu Singh
- Ms. Kim Tonsing

**Have guided more than 100 MBA dissertations for Full –time, Part-time and Health Care students.**

### **Publications Profile**

#### ***Books/Monographs (Authored/Edited)***

- Singh, K. “Organization Change and Development” Excel Publications, 2006. Second edition in 2010
- Singh, K “Counseling Skills for Managers” Prentice Hall of India, 2007. (3<sup>rd</sup> Reprint in January 2010). 2<sup>nd</sup> Edition in 2015. **The book has been awarded The Best Book Award by Indian Society for Training and Development in the year 2009.**
- Mitra, J.K., **Singh, K,** & Sinha, M. “Leadership in Dynamic Age” 2004, NIIT Ltd., Delhi.
- Singh, K. “Organization Behaviour: Text and Cases Vikas Publications. 3rd edition in 2015

#### ***Research papers published in Refereed/Peer Reviewed Journals***

##### **National**

- **Singh, K.** “Role of Management Teams in Management Development”, *Vision: The Journal of Business Perspective*, July – December 2001. Page 23-32.
- **Singh, K.** “Managing Organizational Intelligence”, *Productivity*, Vol. 42, No. 3, October-December, 2001
- **Singh, K.** “Organizational Commitment: An Index of Organization Culture”, *Sankalpa*, Vol. IX, No. 2, July – DECEMBER 2001.
- **Singh, K.** “An Exposition to Work Culture: Relationship with Organizational Culture”, *Indian Journal of Industrial Relations*, Vol. 37, No. 3, January 2002.
- **Singh, K.** Work Values and Work Culture in Indian Organizations – Evidence from Automobile Industry” *Delhi Business Review*, Volume 2, No. 2, July-Dec 2001.
- **Singh, K.** “Disaster Management: Post Impact Administrative Tasks”, *Pranjan*, Vol. 4, No. 1 and 2, 2001.
- **Singh, K.** “Women Managers: Perception vs. Performance Analysis”, *Journal of Management Research*, Volume 3, No. 1. April 2003
- **Singh, K.** Case Study on “The Unit Trust of India – Changes and Challenges” published in *Jigyasa: Journal of Human Resource & Organization Development*, 2004 issue

published by Department of Commerce, Delhi School of Economics, University of Delhi.

- **Singh, K. & Bansal, M.** “From Leadership to E-Leadership: A Paradigm Shift”, *Indian Journal of Industrial Relations*, Vol. 40, No. 3, January 2005.
- **Singh, K.** Cultural Transformation due to Information Technology (IT) Invasion” *Indian Journal of Industrial Relations*, Vol. 41, No. 3, January 2006.
- **Singh, K.** Case on “Oriental Insurance Company” published in *Cases in Business Management* edited by Sahay, B.S., Stough, R. & Sardana, G.D. Published by Allied Publishers Pvt. Limited (2006).
- **Singh, K.** “Emotional Intelligence and Workplace Effectiveness”. *Indian Journal of Industrial Relations*, Vol. 44, No. 2, October 2008, pp 292-302.
- **Rohatagi, M. & Singh, K.** “Relational Practices: A Literature Survey” *Global Journal of Finance & Management*, Volume 4, Number 6 (2012), ISSN 0975-6577 published by Research India Publication
- **Singh, K.** “Women at Work: Breaking the Myth of Glass Ceiling”, *Journal of Labour and Social welfare*, Volume 1, No.2, 2012, ISSN 2279-0721, pp. 1-16

### International

- **Singh, K.** “Assessing Organizational Learning in Indian Business Organizations: An Integrated Approach to Learning Organizations” published in the *Conference Proceedings of Second International Conference on Business, Management and Economics* held at Izmir, Turkey between 15-18 June 2006.
- **Singh, K.** “Predicting Organization Commitment through Organization Culture: A Study of Automobile Industry in India.” Published in *Journal of Business Economics and Management*, Volume VIII, No.1, 2007, ISSN 1611-1699. Journal published by North German Academy of Informatology, Stralsund, Germany.
- **Singh, K.** “A Comparative Study of Work Life Balance among Male and Female Indian Entrepreneurs”, published in the *Conference Proceedings of Fourth International Conference on Business Management: Appropriate Management Approaches in a Developing Context*, held at Faculty of Management Studies and Commerce, University of Jayewardenepura, Sri Lanka on 22<sup>nd</sup> March 2007.
- **Singh, K.** “Developing Future Leaders as Entrepreneurs: A Case Study of NTPC”, Published in *International Journal of Management and Entrepreneurship*, 3 (1): June 2007, pg 19-27, Journal published by Binary University College, Binary Research Centre, Malaysia.
- **Singh, K.** “Relationship between Learning Organization and Transformational Leadership: A Case Study of Banking Organization in India”. Published in *International Journal of Business Management and Research* 1 (1), July 2008, ISSN 3455-4567.
- **Singh, K.** “Developing Human Capital by Linking Emotional Intelligence with Personal Competencies in Indian Business Organizations”. *International Journal of Business Sciences and Applied Management*, Volume 5, Issue2, 2010, pp. 19-42. Available on <http://www.business-and-management.org/paper.php?id=54>
- **Singh, K.** “An Analysis of Relationship between Learning Organization and Organization Culture in Indian Business Organizations”. Published in *“International Journal of Organizations and Markets in Emerging Economies”* Volume 1, Issue 1, April 2010, pp. 116-139, published by Vilnius University, Sauletekio 9 (II bld.), Vilnius, LT-

10225, Lithuania

- **Singh, K.** “Enhancing Ethics at workplace through Emotional Intelligence: An Exploratory Study of Indian Business Organizations”. Published in *International Journal of Business and Management Science* (Print: ISSN 1837-6614; Online: ISSN 1985-692X). Vol. 4 No. 1 July 2011.
- **Singh, K.** “Developing Ethics at the Workplace through Transformational Leadership: A Study of banking Organizations in India” Published in *Journal of Knowledge Globalization* Vol.4, No.2, 2011. Page: 31-58, ISSN 1938-7717
- **Singh, K.** “Central Power Corporation: The Challenge of Building Motivation and Morale” *Journal of Organization Behavior Education*, ISSN 16-49-7627, Volume 5: 2012, Neilson Journals Publishing.
- **Singh, K.** “Enhancing service orientation through emotional intelligence: a study of health professionals in a government hospital in Delhi, India *Managing, Marketing and Financing Organizations in an era of Economic Uncertainty Volume 5, No – 1 2012, Page 982-996, ISBN 978-0-9752272-4-4*
- **Singh, K.** “Women in Corporate India: Androgyny as a Model of Management”. *Managing, Marketing and Financing Organizations in Today’s Environment of Slow Economic Growth* Volume 6, No – 1 2014 Page 542 - 556 ISBN 978-0-9752276-8-2
- **Singh, K.** "Leadership Style and Employee Productivity: Case Study of Indian Banking Organizations *Journal of Knowledge Globalization* ISSN 1938-7717 Vol.8, No.2, 2015, pp 39-67.,
- **Singh, K.** “Measurement and Assessment of Bullying Behaviours in Departments and Affiliated Colleges of University of Delhi”. *PEOPLE: International Journal of Social Sciences*, 3(2), 2017. 809-832.

***Other publications (Edited works, Book reviews, Festschrift volumes, etc.)***

### **Chapters in Books**

1. Singh, K. “Career Planning and Development”, in *Human Resource Management: Issues, Case Studies and Experiential Exercises (II edition)*; Edited by Dr. N.K.Chadha. New Delhi: Shri Sai Printographers, 2002, .pp 214-239,
2. Singh, K “Learning Organization: Competition Through Knowledge”, in *Management Mosaic*; Edited by Dr. S.K.Tuteja. New Delhi: Excel Publications, 2005, pp 73-102.

### **Conference Organization/ Presentations (in the last three years)**

#### ***Participation as Paper Presentation***

- Paper accepted for presentation on “An Examination of the Relationship between Learning Organization and Culture: A Study of Information Technology Organization in India in Conference of Academy of World Business, Marketing and Management Development held from 14-17th July, 2008 Rio de Janeiro, Brazil. (Unable to attend because of non-availability of funds).

- Attended a Colloquium on Participant Centric Learning at Harvard Business School, Boston, USA from 27<sup>th</sup> July to 1<sup>st</sup> August 2008, nominated by University of Delhi and sponsored by Goldman Sachs.
- Paper accepted for presentation on “Enhancing Service Orientation through Emotional Intelligence – A Study of Health Professionals in a Government Hospital in Delhi, INDIA” in 4th European Conference on Management Leadership and Governance at University of Reading, UK to be held on the 27-28 November 2008. (Unable to attend because of non-availability of funds).
- Paper accepted for presentation on “Developing Human Capital by Linking Emotional Intelligence with Personal Competencies in Indian Business Organizations” at International Conference on Human Capital Development’ (ICONHCD2009) on 25 - 27 May 2009 at Swiss Garden Resort & Spa Kuantan, Pahang Darul Makmur, Malaysia. (Unable to attend because of non-availability of funds).
- Chaired a session on “Harnessing Human Power” at a Conference “Ecclesia ’08 – Endeavour Towards Corporate Excellence” held on 30<sup>th</sup> September 2008, organized by Deen Dayal Upadhyay College, University of Delhi, Delhi.
- Presented a Paper on “Facing Lighter-Darker Realities: Proposing Ways to Help” at Physical Appearance Conference 2008 held at Faculty of Management Studies University of Delhi on 4<sup>th</sup> – 5<sup>th</sup> December 2008.
- Chairperson for the National Conference on “Role of HR in Enhancing Business Competitiveness” conducted by Steel Authority of India Ltd. For the session on “Role of HR in cultivating a culture of creativity and innovation, multitasking cost leadership and Quality towards attaining business competitiveness” held on 15<sup>th</sup> December 2008.
- Presented a Paper on “Women Empowerment in Corporate World: A Perspective of Indian Business Organizations” in the National Seminar on Women Empowerment in India: Issues and Challenges organized by Department of Economics, Osmania University College for Women, Koti, Hyderabad on 23<sup>rd</sup> – 24<sup>th</sup> March 2009.
- Invited as a Guest speaker in a one day Seminar on Liberal Education in Arts, Sciences and Humanities: Status, Role and Future on 13<sup>th</sup> April organized by India International Centre to speak on “Liberal Education and Management”.
- Presented a paper on “Differences in the Male Female Perception of Status of Empowerment in Indian Business Organization: In a National Seminar on Gender and empowerment held at Institute of Developmental Studies, University of Kolkata on 10<sup>th</sup> and 11<sup>th</sup> December 2009.
- Paper accepted for presentation on “Relationship between Individual learning and Empowerment: An Analysis of Indian Business Organizations” in the Knowledge Globalization Seminar at Dhaka, Bangladesh on 8<sup>th</sup> May – 10<sup>th</sup> May 2010.
- Paper accepted for presentation on Developing Ethics at Workplace through Transformational Leadership: A Study of Business Organization in India in the knowledge Globalization Conference to be held in Boston from 5<sup>th</sup> November to 7<sup>th</sup> November 2010 (Unable to attend due to scarcity of funds)
- Presented a Paper on “Transformational Leadership: A Backbone to Learning Organizations – A Study of Indian Business Organizations” at International Conference on Exploring Leadership and Learning Theories in Asia at Universiti Sains Malaysia (USM), Penang, Malaysia from 15-17 February 2011.
- Presented a Paper on “Enhancing service orientation through emotional intelligence: a



study of health professionals in a government hospital in Delhi, India in Conference of Academy of World Business, Marketing and Management Development held from 16-19th July, 2012 at Budapest Business School Budapest, Hungary

- Attended and participated in the course entitled “Leadership and Management for Integrity” at Central European University, Budapest, Hungary from July 1 to July 6, 2013 through SUN Scholarship.
- Presented a Paper on “Women in Corporate India: Androgyny as a Model of Management” Academy of World Business, Marketing and Management Development held from August 11-14, 2014 in Dubai at University of Wollongong, Dubai
- Presented a paper in 18th International Conference on Psychology & Behavioural Sciences (ICPBS), 08-09 June 2017, Rome, Italy titled “Measurement and Assessment of Bullying Behaviours in Departments and Affiliated Colleges of University Of Delhi “

### Research Projects (Major Grants/Research Collaboration)

- Completed a Research Project on “Empowering and Enabling People in Indian Organizations – An Integrated Approach of Learning Organizations” sponsored by All India Council of Technical Education from February 2003 to February 2006. Report submitted
- Completed a Research Project on “Analyzing and Measuring Industry – University Linkage” for the year 2007-08 sponsored by University of Delhi. Report submitted
- Completed a Research Project on “Impact of Emotional Intelligence on Organizational Work Life” for two years beginning from April 1, 2007 sponsored by University Grants Commission. Report submitted.
- Completed a Research Project “Behavioural Dilemmas of Women Managers in Indian Business Organizations: An Empirical Study” sponsored by ICSSR beginning from 1<sup>st</sup> April 2011 for two years
- Completed a Project of “Assessment of Bullying Behaviours in Colleges and Departments of University of Delhi from August 2014 to September 2015
- Completed a Project titled “Measurement and Assessment of Work Life Balance of Employees/Managers of Select Indian Business Organizations” sponsored by University of Delhi from August 2015 to October 2016.

### Awards and Distinctions

- Awarded ‘Career Award for Young Teachers’ in the year 2003 by AICTE for a period of three years to carry out a project on “Empowering and Enabling People in Indian Organizations – An Integrated Approach of Learning Organizations”
- **My book “Counseling Skills for Managers” by Prentice Hall of India, has been awarded The Best Book Award by Indian Society for Training and Development in the year 2009.**

### Association With Professional Bodies

### **1. Editing**

- Member of the Editorial Board of the Journal of Management Research published by the Faculty of Management Studies, University of Delhi.
- Member of the Editorial Board of the International Journal of Business and Management Science: A 21<sup>st</sup> Century Journal of Business and Management Science, ISSN 1837-6614.

### **2. Reviewing**

- Reviewer of the cases for the International Conference on Management Cases (ICMC 2006) organized jointly by Institute of Management Technology, Ghaziabad and George Mason University, Virginia, USA held on 4-5 December 2006.
- Reviewer of the Journal “Paradigm” published by Institute of Management Technology, Ghaziabad.
- Reviewer for the Journal “Indian Journal for Gender Studies, published by Sage Publications India Pvt. Ltd. For Centre for Women's Development Studies (CWDS).
- Paper Reviewer for the International Conference on Leadership in a Changing Landscape, 7-8 August 2007, Hotel Holiday Villa, Subang, Malaysia.
- Track Chair for OB Group and paper reviewer for the Forthcoming Conference of Academy of World Business, Marketing and Management Development held from 14-17th July, 2008, Rio de Janeiro, Brazil
- Reviewer for International Conference on Computer Applications - 2012 (ICCA '12) between 27-January-2012 and 31-January-2012 at Pondicherry, India
- Track Chair for OB Group and paper reviewer for the Forthcoming Conference of Academy of World Business, Marketing and Management Development 2012 Conference to be held at Budapest, Hungary from July 16-19, 2012.

### **3. Memberships**

- Member of Institutional Ethics Committee for Max Healthcare Institute Ltd.
- Executive member of the FMS Alumni Association
- Member of the Sexual Harassment Committee of State Bank of India, Gurukul, Gurgaon.
- Associate Fellow of the Academy of World Business, Marketing and Management Development
- External Member of the ICC for Sexual Harassment at BPCL

## **Other Activities**

### **Coordinator of the Management Development Programs**

- Management Module for the Customs and Central Excise, Group “A” Probationers of 54<sup>th</sup> Batch from 22<sup>nd</sup> to 26<sup>th</sup> of September 2003.
- Coordinator of the Training Programs on “People Management” for the Taj Group of Hotels held for Management trainees spread over May-June, 2004
- Coordinator of the Training Programs on “Personal and Leadership Effectiveness” for the Middle Managers of Taj Group of Hotels held in Taj Hyderabad and Taj Mumbai in June - July 2004.



- Coordinator for the 3 weeks Training Program for the executives of Thompson Press of India starting from 6<sup>th</sup> of August 2004.
- Coordinator for the 3 days Training Program for the Management executives of GAIL in the area of Emotional Intelligence held on 31<sup>st</sup> October & 1<sup>st</sup> November 2007.
- Coordinator for the 14 days Training Program for the Management executives of Taj Group of Hotel in the area of People Skills in Hospitality Management starting from December 2006 to April 2007.
- Coordinator for a 3 module program on Competency Assessment and Recognition of Excellence (CARE) for North Delhi Power Limited from February to July 2007.
- Coordinator for the 14 days Training Program for the Management executives of Taj Group of Hotel in the area of People Skills in Hospitality Management starting from December 2007 to May 2008.
- Coordinator for the 3 days Training Program for the Management executives of GAIL in the area of developing Future Leaders held on 6<sup>th</sup> September to 8<sup>th</sup> September 2010.
- Coordinator for the 11 days Training Program for the Management executives of Taj Group of Hotel in the area of People Skills in Hospitality in the year 2009.
- Conducted lectures on Self Development for various colleges of University of Delhi