

Arti Maini

CURRICULUM VITAE

SUMMARY SHEET

Qualification: Ph.D. (Management) [Shri Mata Vaishno Devi University, Katra (J&K)]

M.B.A. [University of Jammu, Jammu]

DOB: 03.05.1981

Present Designation: Assistant Professor

Courses Taught: Human Resource Management, Principles of Management, Organizational Behavior, Management of Change, Organizational Development, Business Laws, Strategic and International HRM

International and National Refereed Journal Publications: Twenty

Chapter Publication: One

International and National Conference\ Seminar Presentations: Twenty-six

Sponsored Research Projects: Two

Trainings/ Workshops/Webinars Organized: Nine

Lectures Delivered: Nineteen

Member Editorial Board: Three

Research Supervision: 01 awarded, 04 pursuing

Mailing Address: School of Business, Faculty of Management,

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Education

- a. **Ph.D. (Management), School of Business, Shri Mata Vaishno Devi University, Katra. [2012]**

Thesis title: 'Role Stress: A Comparative Study of Public and Private Sector Banks'

MBA (Human Resource Management), University of Jammu

[2001-03]

Marks Secured: 73% (1st Division)

- b. **B.COM, GCW, Parade, University of Jammu [1999-2001]**

Marks Secured: 69% (1st Division)

I. Publications and Conferences

A. Refereed Journal Publications

- Maini, A (2023), "Ladder to Leadership: A Study on Challenges faced by Women in HEIs in India", *Journal of Contemporary Issues in Business and Government* (co-authored by Komakshi Chandan), Vol. 29, No. 1, pp. 637-646. **(ABDC Indexed)**
- Maini, A (2023), "Dynamics of Including People with Disabilities: A Qualitative Study", *International Journal of Management Practice* (co-authored by Sonali Heera), Vol. 16, No. 3, pp. 367-389 **(Scopus indexed)**.
- Maini, A (2019), "Engaging Employees at SMEs: An Insight from a Qualitative Study", *Amity Journal of Management Research*, Vol. 4, No. 2, pp. 59-73.
- Maini, A (2019), "Examining the Antecedents and Consequences of Disability Inclusion at the Workplace: A Study of Persons with Disabilities (PWDs) in the Union Territory (UT) of Jammu and Kashmir, India", *South Asian Journal of Management*, Vol. 26, No. 04, pp. 109-132. (co-authored by Sonali Heera) **(ABDC Indexed)**.
- Heera, S. (2019), "Exploring Disability Inclusion in Organizations through Managerial Lens", "Vision: The Journal of Business Perspective", Vol. 23, No. 2, pp. 144-151. <http://doi.org/10.1177/0972262919840193>. (co-authored by Sonali Heera) **(ABDC and Scopus Indexed)**.
- Maini, Arti (2017), 'Factors Influencing Inclusion of People with Disabilities at Workplace: The Unheard Voices' co-authored by Sonali Heera, paper in Conference Proceedings of International Conference on Strategies in Volatile and Uncertain Environment for Emerging Markets – 2017 held at DMeS IIT Delhi on 14-15 July, 2017.
- Maini, Arti (2017), "Disability Inclusion: An Analysis of Annual Reports of NIFTY Companies in India", *The IUP Journal of Management Research*, Vol. XVI, No. 3, pp. 30-45. (co-authored by Sonali Heera)

- Devi Arti (2016), “Employers’ Perspective Towards People with Disabilities”, *The South East Asian Journal of Management*, Vol. 10, No. 1, 54-74. (co-authored by Sonali Heera)
- Devi, Arti (2015), “Voluntary Disclosure of Human Capital: Evidence from India”, *The IUP Journal of Corporate Governance*, Vol. XIV, No. 4, pp. 47-62. (co-authored by Sanjay Kr. Mishra and Archana Gupta). (**ABDC indexed**)
- Devi, Arti (2014), “The Role Stress of Frontline Bank Employees: A Study in Jammu and Kashmir”, *ASBM Journal of Management*, Vol. VII, No. 1, pp. 82-96. (co-authored by Suparn Sharma).
- Devi, Arti (2013), “Investigating Role Stress in Frontline Bank Employees: A Cluster Based Approach”, *IIMB Management Review* (Elsevier), Vol. 25, pp. 171-178 (**ABDC and Scopus indexed; UGC Listed**). (co-authored by Jyoti Sharma)
- Devi, Arti (2012), “Coping Strategies adopted by Bank Employees to manage Role Stress: A Study”, *The IUP Journal of Management Research* , Vol. XI, No. 4, pp. 21-36. (Indexed in EBSCO, Cabell’s Directory and Proquest Database).
- Devi, Arti (2012), “Role Stress Among Banking Sector Employees: A Logit Approach”, *The IUP Journal of Organizational Behavior*, Vol. XI, No. 3, pp. 41-63. (**Indexed in EBSCO and Proquest Database; UGC Care Listed**). (co-authored by Suparn Sharma and Jyoti Sharma)
- Devi, Arti (2012), “Determinants of Role Stress based on Employee Segmentation: A Multinomial Logit Analysis”, *Management: Journal of Contemporary Management Issues*, Croatia, Vol. 17, No. 2, pp. 1-30. (**Scopus Indexed**). (co-authored by Suparn Sharma and Jyoti Sharma)
- Devi, Arti, (2011) “Role Stress among Employees: An Empirical Study of Commercial Banks”, *Gurukul Business Review*, Haridwar, Vol.7, Spring, pp. 53-61. (Indexed in Cabell’s Directory). (co-authored by Jyoti Sharma)
- Devi, Arti (2011), “Individual Differences and Stress at Workplaces”, *Asia-Pacific Journal of Management Research and Innovation*, Vol. VII, No. 3, pp. 198-207. (Sage publications). (co-authored by Jyoti Sharma). (**UGC Care listed**)
- Devi, Arti (2009), “Corporate Social Responsibility: The Key Role of Human Resource Management”, *Business Intelligence*, Vol. 2, No.1, pp. 205-213. (Listed in DOAJ). (co-authored by Suparn Sharma and Jyoti Sharma)
- Devi, Arti (2008), “An Empirical Study of Factors Causing Stress Among Banking and Insurance Sector Employees”, *Gumbad Business Review*, Vol. 3, No. 2, pp. 1-11. (co-authored by Suparn Sharma)
- Arti (2008), reviewed a book on “Strategic Human Resource Management”, by Tanuja Agarwala, *Arth Anvesan*, Vol. 2(2) and Vol. 3(1), pp. 71-72.
- Arti (2006) “Know Yourself: Applying the Johari Window”, *Arth Anvesan*, Vol. 1, p. 18.

B. Chapter Publication

Maini A. (2018). Disability Inclusion. In: Dhir S., Sushil (eds) Flexible Strategies in VUCA Markets. Flexible Systems Management. Springer, Singapore, pp.79-88. (co-authored by Sonali Heera)

C. Sponsored Academic Research

- Engaging Employees: An Insight from Small and Medium Scale Enterprises of Jammu Region, Jammu and Kashmir State funded by UGC for Rs. 9,18,400 with duration of 3 years from July, 2015 to June, 2018.
- Dynamics of Stress at Workplaces: An Empirical Study of Jammu and Kashmir State funded

by AICTE for Rs. 4.5 lac with duration of 2 years (April, 2008 - April, 2010) as in Co-Principal Investigator.

D. Research Supervision

- Sonali Heera, “Disability Inclusion at Workplace: A Study of Jammu and Kashmir” **awarded doctorate** in 2021.
- Ridhima Khajuria pursuing PhD on “Facilitators and Inhibitors in the Adoption of Human Resource Analytics”.
- Deepika pursuing PhD on “Dynamics of Gender Diversity and Workplace Inclusion”.
- Komakshi Chandan pursuing PhD on “Exploring Women Inclusion in Leadership Positions: A Study of Higher Educational Institutions of UT of Jammu and Kashmir”.
- Shilpa Gupta pursuing Ph.D on “A Study on Rural Community Wellbeing with Reference to Jammu Region”.

E. Select Conference Participation/Presentations

- Maini, A. (2023), “Unravelling Systemic Biases: Women’s Inclusion and Leadership Roles in Indian Higher Education Institutions”, International HR Conference cum Conclave organized by IIM Jammu, 14-15 October.
- Maini, A. (2023), “Rural Residents Perceptivity on Community Wellbeing: A Qualitative Analysis”, paper presented in International Science Congress on Rural Technology and Development organized by Department of Management Studies BBAU, Prof. H.S. Srivastava Foundation for Science and Society Lucknow & The National Academy of Sciences, India, February 15-17.
- Maini, A. (2023), “Coping Mechanism Adopted by Students to maintain their Physical and Mental Well being”, paper presented in International Conference on Recent Advances in Business, Management & Data Analytics organized by DMS, University of Kashmir, J&K, March 15-16.
- Maini A. (2023), “Rural Residents’ Perceptivity on Community Well-being: A Qualitative Analysis”, paper presented in International Science Congress on Rural Technology & Development organized by Baba Saheb Bhimrao Ambedkar University, Lucknow on 15-17 February.
- Maini, A , (2022), "Virtual Learning and Academic Achievement: An Insight into the Student Perspective" paper presented at the Twentieth AIMS International Conference on Management organized by IIM, Kozhikode from 28-31 December.
- Maini, A. (2022), “Burnout, Stress and their Impact on Lifestyle Aspects of Health Practitioners”, paper presented in International Academic Conference on Economics, Business Management & Social Sciences held in New Delhi, India, May 08.
- Maini, A (2022), “Segmenting employees on Work from Home: A Guide to Customisation”, paper presented in International Research Conference at Lal Bahadur Shastri Institute of Management, New Delhi on 26th March.
- Maini, A. (2021), “Factors affecting Work from Home: Lessons Learnt during Covid-19 pandemic”, paper presented in International Conclave on Globalizing Indian Thought organized by Indian Institute of Management Kozhikode, December 16-18.
- Maini, A (2021), “Dimensions affecting Online Learning: Lessons for Future”, paper presented in International Conference on Information Technologies in Education and Learning held at Hangzhou, China from December 18-19.
- Maini, Arti (2021), participated in the webinar on “Role of Teachers in National Education Policy (NEP): Awareness, Orientation, Challenges and Responses”, organized by BSM and NITI Ayayog in collaboration with Magadh University, Bodh Gaya, Bihar on 11th February, 2021.
- Maini, Arti (2020), “Workplace Incivility: A Study of a Commercial Bank”, paper presented in National Webinar on ‘Emerging Trends, Issues, Challenges & Opportunities Post Corona Crisis’, organized by School of Commerce and Management Sciences, Mahatma Gandhi Central University, Bihar on 30-31 May, 2020.
- Maini, Arti (2020), “Evidence Based Management:”Literature Review” paper presented in the Seventeenth AIMS International Conference on Management organized at the Indian Institute of Management, Kozhikode from January 2-4, 2020.
- Maini, Arti (2020), “Workplace Loneliness: An Insight from a Pharmaceutical Company”, paper presented in National Webinar on ‘Emerging Trends, Issues, Challenges & Opportunities Post Corona Crisis’, organized by School of Commerce and Management Sciences, Mahatma Gandhi Central University, Bihar on 30-31 May, 2020.

- Maini, Arti (2019), “Significance and Barrier in the Adoption of HR Analytics”, paper presented in the two days International Conference on ‘Management Education: The Road Ahead’ held on 6-7 June, 2019 at SOB, Faculty of Management, Shri Mata Vaishno Devi University.
- Maini, Arti (2019), “Customer Perception towards Risk in Mobile Banking: A Study of Rural Area”, paper presented in International Seminar on “Sustainable Rural Development in India: Issues, Opportunities & Challenges” organized by SOE, SMVDU in collaboration with NBARD on 9th March, 2019
- Maini, Arti (2017), ‘The Impact of Disability Inclusion at Workplace: The Managerial Perspective’, co-authored by Sonali Heera, paper presented in International Conference on Research and Business Sustainability organised by DMS, IIT Roorkee & Sheffield Business School, Sheffield Hallam University, United Kingdom & Waikato Management School, New Zealand, held on December, 16-17, 2017 at Greater Noida Campus-IIT Roorkee. **(Won Best Paper Award)**
- Maini, Arti (2017), ‘Self-Efficacy and Entrepreneurship: An Exploratory Study of SMEs in Jammu Region’, co-authored by Sonali Heera and Aakshi Gupta, paper presented in two-days National Conference on Emerging Dynamics of Entrepreneurship, Skill Development and Rural Livelihoods in New Economic Era”, held at TBS, Bhaderwah Campus, University of Jammu on 08-09 September, 2017.
- Maini, Arti (2017), ‘Factors Influencing Inclusion of People with Disabilities at Workplace: The Unheard Voices’ co-authored by Sonali Heera, paper presented at an International Conference on Strategies in Volatile and Uncertain Environment for Emerging Markets – 2017 held at DMS IIT Delhi on 14-15 July, 2017.
- Devi, Arti (2016), ‘An Insight into Inclusion of People with Disabilities at Indian Workplace’, case study presented in the 2nd National Case Study Conference organized by School of Business, Faculty of Management, SMVD University, 22-24 April, 2016.
- Devi, Arti (2015), ‘Disability Inclusion: An Analysis of Annual Reports of Nifty Organizations in India’, (co-authored by Sonali Heera and Kamakshi Chandan) paper presented in the International Conference on “Achieving Sustainable Competitive Advantage in Global Business Era” organized by P.G. Department of Commerce, University of Jammu, 15-17 December.
- Devi, Arti (2015), ‘Organizational Responsibility and Inclusion of People with Disabilities: The Case of India’, (co-authored by Sonali Heera), paper presented in the National Seminar on Economics of ‘Make in India’ organized by School of Economics, Shri Mata Vaishno Devi University, Katra, J&K, 29-30 September.
- Devi, Arti (2013), ‘Employee Engagement: An Empirical Investigation of Academicians’, (co-authored by Naveed Majeed) paper presented in 2-day International Conference on Contemporary Issues in Business, Management & Finance, *Department of Business & Financial Studies, University of Kashmir*, 28-29th September.
- Devi, Arti (2012), “Weighing Up Human Resource Management”, presented at International Conference on Finance and Business Management, *Society of Technical and Management Professionals*, New Delhi, October 21.
- Devi, Arti (2012), “Coping with Stress at Work: A Study of Commercial Banks”, presented at UGC sponsored International Conference on Sustainable Management Practices: Developments & Dimensions, *Mohanlal Sukhadia University*, Udaipur, March 30-31.
- Devi, Arti (2011), “The Phenomenon of Role Stress: A Study of Commercial Banks”, presented at International Conference on Stress: Paradigm Shifts in Technology and Allied Sciences, *IISMAAS and IIHMR*, Dwarka, New Delhi, December, 27-28. **(Awarded best paper presentation).**

- Devi, Arti (2007), “BPO to KPO: A Strategic Shift”, presented in National Seminar on ‘Emergence of Service-Sector Led Growth: Myth or Reality?’ at Faculty of Management, SMVDU held from January 6-7.

F. Workshops Attended

- Participated in 5 days FDP on Advanced Research Methodologies: Qualitative and Quantitative Approaches organized by Amity Business School, Amity University Chhattisgarh from 04-08 January, 2024.
- Participated in 6-day FDP on Qualitative and Mixed Methods Research organized by SMS, NIT Calicut from 21-26 March, 2023.
- MDP on “Introduction to disability and workplace accessibility: Issues, Initiatives & Challenges”, Guru Gobind Singh Indraprastha University, Delhi, January 21-22, 2022.
- Completed NPTEL-AICTE, FDP on Managing Change in Organizations held from January-March, 2022.
- Participated in 5-day online FDP on “Inculcating Universal Human Values in Technical Education” organized by All India Council for Technical Education (AICTE) from 9th August to 13th August, 2021.
- Participated in National Workshop on “Quantitative Data Analysis using STATCRAFT” organized by School of Business, SMVD University in collaboration with STATCRAFT, Bangalore from 1-5 February, 2021.
- Participated in Webinar series on Strategies for Leading the Change: Post Covid 19 Response of India held by Institute of Public Enterprise, Hyderabad, Shri Mata Vaishno Devi University, Katra, J&K and Bhartiya Shikshan Mandal, Nagpur on 30th May, 2020.
- Participated in One day Webinar on “Gender Equality and Women’s Rights”, organized by National Institute of Technology, Kurukshetra on 16th July, 2020.
- Participated in three day National Workshop on “Reading and Writing for Public Relations and Corporate Communications” organized by Media Cell in collaboration with School of Languages and Literature, during 28-30 January, 2019. University held from 28-30 January, 2019.
- *AICTE approved FDP on “Foundation Program in ICT for Education” organized by IIT Bombay*
 - *from 08.03.2018 to 12.04.2018.*
- Participated in UGC-sponsored Refresher Course in Commerce and Management at UGC-Academic Staff College, University of Kerala, Kariavattom from 05.06.2014 to 25.06.2014.
- Participated in two week ICSSR Workshop on Research Methods for Capacity Building Programme for College and University Teachers organized by Department of Commerce, University of Jammu from 13th-28th November, 2013.
- Participated in three-week Research Methodology Refresher Course in Social Science & Humanities organized by UGC-Academic Staff College, University of Kashmir, Srinagar from 15th June, 2012 to 09th July, 2012.
- Attended General Orientation Course at Academic Staff College, University of Jammu from 15th December, 2010 to 11th January, 2011.
- Attended 14-days Faculty Training programme on “Applied Econometrics for Management Research” organized by Faculty of Management, SMVD University during 10-23, July, 2009.
- Participated in HR Conference on ‘Cross-Cultural Management Practice and Research’ conducted at International Centre for Cross-Cultural Research and Human Resource Management, University of Jammu during February 6-7, 2009.
- Attended “Meet the Personality Series” of Jammu Chapter of NHRD network at Jammu University on 4th March, 2008

- Attended one day FDP conducted by ICFAI, National College, Jammu on 10th January, 2007
- Participated in National Seminar on Challenges & Opportunities in the Service Marketing organized by Department of Commerce, University of Jammu on 2nd & 3rd December, 2006
- Participated in two day National workshop on Neuro Linguistic Programming at SMS Banaras on 9th & 10th September, 2006
- Attended a National Seminar on Business Process Outsourcing organized by APEEJAY Institute of Management, Jalandhar on 17th December, 2005.
- Participated in a workshop on Research Methodology organized by Deptt. Of Economic Administration & Financial Management in University of Rajasthan, Jaipur during 19-21 December, 2005.

G. Trainings/ Webinars/ Workshops Conducted

- Organizing Secretary, “Brainiac Challenge: A General Knowledge Quiz for Students”, organized by School of Business, SMVD University on 12 December, 2023.
- Member, Organizing Committee for organizing Heritage Walk to Krimchi Temple, Udampur on 11 March, 2022.
- Earned certificate of appreciation for contribution to programme conduction in context to celebration of International Mother Language Day on 21 February, 2022.
- Member, Organizing Committee, National Workshop on “Quantitative Data Analysis using STACRAFT” organized by School of Business, SMVD University in collaboration with STACRAFT, Bangalore from 1-5 February, 2021.
- Coordinator Webinar on “Roadmap for SMEs Post COVID 19: Innovative Approaches
 - Among Challenges and Opportunities” jointly organized by SOB, SMVDU with IPE
 - Hyderabad and Bhartiya Shiksha Mandal, Nagpur on 22nd August, 2020
- Program In-Charge in two day MDP on Human Resource Management for Excellence in Business held on 07-08 February, 2015 at SMVDU.
- Organized Two Day Management Development Programme (MDP) on “Strengthening Lending Decisions to MSMEs” for the Officers of Banks & Financial Institutions at Faculty of Management, Shri Mata Vaishno Devi University, Katra (13th & 14th September, 2014).
- Joint Organizing Secretary of five days Management Development Programme on Organizational Development conducted by MSME- Development Institute, Jammu in technical collaboration with Faculty of Management, Shri Mata Vaishno Devi University from 25th January, 2012 to 31st January, 2012 at M/s DMS Petrochemicals Pvt. Ltd. Bari Brahmana, Jammu.
- Member Secretary in workshop on “Motivational Tools and Soft Skill Development” conducted under the banner of Entrepreneurship Development Cell at SMVD University on 13th March, 2010.

H. Lectures Delivered

- Behavioural games conducted at MSME Development Institute, Jammu under Entrepreneurship Skill Development Programme, on 24th September, 2007.
- Lecture delivered on “Personality and Motivation” under FDP for Shrine Board employees in December, 2007.
- Lecture delivered on “Management of Stress” at United Phosphorous, SIDCO Jammu on 12th March, 2011.

- Lecture delivered on “Transactional Analysis” in MDP organized by MSME in collaboration with COM, SMVDU for DMS Petrochemicals Private Ltd., Jammu on 28th January, 2012.
- Team Building exercises conducted in MDP organized by MSME in collaboration with COM, SMVDU for DMS Petrochemicals Private Ltd., Jammu on 30th January, 2012.
- Group Dynamics Exercises conducted for M/s Cadilla Pharmaceuticals Ltd. Samba, Jammu under MDP organized by MSME in collaboration with COM, SMVDU on 20th March, 2012.
- Team Building exercises conducted in MDP organized by MSME in collaboration with COM, SMVDU for M/s Cadilla Pharmaceuticals Ltd. Samba, Jammu on 20th March, 2012.
- Lecture delivered on “Conflict in Communication” at S.P.M.R College of Commerce, Jammu on 7th April, 2012.
- Session resource person on “Limited Dependent Variable Models and Hands on Training” in ICSSR sponsored 3-day workshop on ‘Research Methodology for PhD Students’ on 29th November, 2012 at Faculty of Management, SMVD University.
- Lecture delivered in an in-house seminar on Companies Act, 2013-Setting New Rules of the Game on 17th October, 2013 at School of Business, Faculty of Management.
- Lecture delivered on “Industrial Relations” in two day MDP on Human Resource Management for Excellence in Business held on 07-08 February, 2015 at SMVDU
- Series of Lectures delivered on Motivation, Team Building and Interpersonal Relations and Communication in SIDBI Sponsored “Management Skill Formation Program for Entrepreneurial Ventures” held from 25th May to 5th September 2015 Lecture Dated: 11th and 12th June, 2015.
- Lecture delivered on Effective Listening in EDP on “Communication Skills for Effective Performance” held for SMVDSB Employees 22 July 2015 at SMVDU.
- Invited as Resource Person for a session on ‘Role of HR Function and Appraisal Mechanism in Banking Sector’ in a 3 day Management Development Programme on “Capacity Building for Bank Officers/Managers” from January 19-21, 2017.
- Invited as Resource Person for a session on ‘Research Design’ in a 2 week Refresher Course on “Research Methodology”, held from 14-27 March, 2017.
- Invited as Resource Person for a session on ‘Introduction to SPSS’ in a 2 week Refresher Course on “Research Methodology”, held from 14-27 March, 2017.
- Invited as Resource Person for a session on ‘Stress and Conflict Management’ in a 5 day Programme on “Office Management and Skill Development” for Office Assistants, SMVDU held from 1-5 March, 2017.
- Invited as Resource Person for a session on ‘Strategic Organization’ and ‘Research Design’ in two-weeks workshop on Strategy and Sustainable Development organized by SOB, SMVD University from 21 March to 2 April, 2022.
- Invited as Resource Person for a session on ‘Career Planning’ in Life Skills workshop held at University of Jammu on 11th May, 2023.

I. MOOCs

	Date of training	Course title	University / Institute
1.	August to October, 2017	<i>People Management for Entrepreneurs</i>	<i>IIMBx, an online learning initiative of Indian Institute of Management Bangalore through edx</i>

2.	08.03.2018 to 12.04.2018	AICTE approved FDP on Foundation Program in ICT for Education	IIT Bombay
3.	03 rd May to 17 th June, 2018	Pedagogy for Online and Blended Teaching-Learning Process	IIT Bombay
4.	April, 2019	People Analytics and Evidence Based Management	University of Mannheim and Mannheim Business School
5.	January- February, 2021	Organizational Behaviour: Know Your People	Macquarie University, Sydney, Australia
6.	Jan-March, 2022	Managing Change in Organizations	NPTEL-AICTE, FDP

J. Member of Editorial Board

- Member, Editorial Board, Chronicle, The University Newsletter, SMVDU [2010-14]
- Member, Editorial Board, Times@SMVDU, A monthly e-newsletter, SMVDU [2013-14]
- Member, Editorial Board, Arth Anvesan, Journal of SOB, SMVDU

K. Professional Affiliation

- Life member of National Human Resource Development (Jammu Chapter)
- Member, The Indian Society of Labour Economics (2013-14)
- Member, The Society for Human Resource Management, India (2016-17)

II. Personal Details

Marital status	Married
Nationality	Indian
Age	43 years

Permanent Address

267, Sector 1, Channi Himmat, Jammu- 180015

Dr. Arti Maini