

Profile

DR. SHOBHA BHARDWAJ

Assistant Professor

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CURRENT STATUS

- Assistant Professor- BBA Department, SRMIST
- Placement Coordinator- BBA Department, SRMIST
- **Guest Editor** in an international Journal “International Journal of Economics, Finance and Management Sciences”
- Registered **reviewer** for the **International Journal of Productivity and Performance Management**, listed in **EMERALD Publishing Scopus** indexed, with a 2022 citation score of **6.3**.

TEACHING EXPERIENCE (Total 5 Years, 1 month)

Academic Expertise Area

- Worked as Assistant Professor in School of Management, Institute of Management Studies Ghaziabad (University Courses Campus) [Adhyatmik Nagar](#), NH-09 Ghaziabad.
- One year two months experience as Assistant Professor in MBA Department of HI-Tech Institute of Engineering & Technology, NH 24 Ghaziabad.
- One year MBA students teaching experience with HRIT College as Asst. Prof.

INDUSTRY EXPERIENCE (Total 5 Years)

- Worked as a Senior HR Consultant at Scales Techno India while simultaneously completing my Ph.D. thesis and preparing for my final viva.
- Four years work experience with Scales Techno India as a HR Executive.

EDUCATIONAL QUALIFICATION

- **Awarded Ph.D. (Management), 2021** – SRM Institute of Science and Technology, Delhi-NCR Campus, Ghaziabad.
- **MBA, 2013** – IMS Engineering College, Ghaziabad, Dr. A.P.J. Abdul Kalam Technical University, Lucknow (First Division).

- **Bachelor of Science (Microbiology), 2011** – IMS Engineering College, Ghaziabad, Chaudhary Charan Singh University, Meerut (First Division).
- **12th (Science), 2008** – Police Modern School, CBSE Board (First Division).
- **10th, 2006** – Police Modern School, CBSE Board (First Division).

□ **Additional Achievements**

- **Awarded Ph.D. in Management** – Thesis: “Impact of Modern HR Practices on Productivity of Small and Medium-sized Enterprises – Case of Electrical Goods Industry”, SRM Institute of Science and Technology, NCR Campus, Modinagar (Ghaziabad), June 2021.

COURSES & SKILLS

- Successfully completed and certified by IIT Kharagpur, 12 weeks online course conducted by NPTEL (funded by the ministry of HRD, Govt. of India) in Human Resource Development
- Certified by National Institute of Electronics and Information Technology (NIELIT) in Computer Course On Computer Concepts (CCC)
- e-Certified in “Recruiting, Hiring and Onboarding Employees” and “Preparing to Manage Human Resources” courses by University of Minnesota, USA in 2020
- e-certificate in “HR Analytics” from University of California in 2021
- Proficient in SPSS, and SMART PLS software for data analysis.
- Running Youtube channel “StucholarAdda” for students and research scholar

DETAILS OF BOOKS, PATENT & RESEARCH PAPERS PUBLISHED

I. BOOK AUTHORED

- Authored and published *The Effects of the Fourth Industrial Revolution on Human Resource Management* through the esteemed international platform, **Cambridge Scholars Publishing (UK)**, on June 7, 2024 (ISBN: 1-0364-0366-1, ISBN13: 978-1-0364-0366-9). - <https://www.cambridgescholars.com/product/978-1-0364-0366-9>

II. PATENT DETAILS

1. **Patent published** on the topic of “**An IOT-Driven solution for Recruitment and Manpower Management and Method Thereof**” on 27th July 2023
2. **Patent Design granted** on the topic of “**Smart Device for Processing Employee Financial Wellbeing Data**”, International Design Classification: Version: 14-2023, Class: 14, RECORDING, TELECOMMUNICATION OR DATA PROCESSING EQUIPMENT, Subclass: 02 DATA PROCESSING EQUIPMENT AS WELL AS PERIPHERAL APPARATUS AND DEVICES, Design number: 6413777, Grant date: 10 January 2025

II. SCOPUS & ABDC CATEGORY PUBLICATIONS

1. A paper “**Global Sustainable Organic Product Movement: Embracing Production and Consumption Shifts**” published in **INDERSCIENCE Journal- International Journal of Global Environmental Issues**, Oct-2024, Vol. 23, issue 1, ISSN: 1466-6650, DOI: <https://doi.org/10.1504/IJGENVI.2024.141614>
2. A paper “**Green choices: deciphering factors shaping organic food preferences**” published in **INDERSCIENCE journal of Int. J. of Green Economics**, Sept-2024, vol 18, issue 3, ISSN: 1744-9936, DOI: <https://doi.org/10.1504/IJGE.2024.141409>. (**SCOPUS+ABDC C category**)
3. A paper “**Key drivers of consumers preference for purchasing ready-to-eat food products: a study of Delhi-NCR**” published in **INDERSCIENCE journal of International Journal of Services Economics and Management**, 2024, vol. 1, issue 1, ISSN: 1753-0830, DOI: 10.1504/IJSEM.2023.10061265.
4. A research chapter “**Barriers: Investigating the Factors Impacting the Sustainability of Students' Online Learning**” published in **IGI Data-Driven Approaches for Effective Managerial Decision Making**, May 2023, DOI: 10.4018/978-1-6684-7568-3.ch012
5. A paper “**Exploring the Role of Modern Human Resource Practices in SMEs Productivity: Structural Model Analysis**” published in **SCMS Journal of Indian Management**, January-March-2023, vol. XX, issue 1,,ISSN: 0973-3167.
6. A paper “**Selecting the Customized HR Practices and their Role in Nurturing the SME's: A Literature Review**” published in **IGI journal International Journal of Social Ecology and Sustainable Development (IJSESD)** vol. 13, issue 6,ISSN: 1947-8402, DOI: 10.4018/IJSESD.301251 in June 2022.
7. A paper “**Covid-19 Outbreak: A Paradigm shift in Food and Beverage Industry with context to Delhi-NCR**” published in Springer Scopus indexed book “**Future of work and Business in Covid-19 Era-Springer Proceedings in Business and Economics**” ed.2022, print ISBN- 978-9811903564, https://doi.org/10.1007/978-981-19-0357-1_28 on 12th April 2022.
8. A paper “**Competency Mapping: A Study Based on Identifying their Impact Over the Productivity of SME's**” published in **International Journal of Innovative Technology and Exploring Engineering**, vol. 9, issue 2, ISSN 2278-3075 on 10thDecember 2019.
9. A paper “**Diffusion of Strategic Practices in HRM and their impact over Productivity of Small Firms**” published in **International Journal of Recent Technology and Engineering (IJRTE)** vol. 8, ISSN no.2277-3878 on September 2019.
10. A paper “**Role of Human Resource Management in Small Scale Electrical Industries of Delhi NCR Region**” which is *h-index* published in **Advanced Research in Dynamical and Control Systems (JARDCS)** vol. 11, issue 5, ISSN 1943-023X on June 2019.

III. OTHER INTERNATIONAL & NATIONAL PUBLICATIONS (included UGC Care):

1. A chapter titled **Shift Towards Production and Consumption of Sustainable Organic Products in India** has been published in conference proceeding book titled **Sustainable & Innovative Solutions for India @75** has been published in “**India's Sustainable Organic Product Movement: Embracing Production and Bloomsbury publication**” in May 2023, ISBN 978-93-56402-76-8.

2. A paper “**Non-performing Assets Crisis In The Indian Banking Industry-An Analysis of Recent Trends In Selected Banks**” published in a Bi-annual Refereed UGC care listed research Journal **JIMQUEST** of Jaipuria Institute of Management, Indrapuram, Ghaziabad, ISSN No. 0975-6280, vol. 18, issue 2, Dec 2022.
3. A paper “**Keys to Resolve the Problems faced by Small Scale Industries- A Literature Review**” published in JIM QUEST-Journal of Management and Technology, vol. 16, issue 1, ISSN 0975-6280 on July 2019 - December 2020.
4. A paper “**Sustainable Competitive Advantage: Application of Intellectual Capital in Improving the Productivity**” published in an International Book Bloomsbury “**Envisioning India 2.0: Prospects & Challenges**”, ISBN 9789388630191 in December 2018.
5. A paper “**Analysis of factor responsible for Employee Turnover and provide suitable remedies for small and medium-sized enterprises (SME’s) of Delhi-NCR region**” published in UGC indexed journal **Asian Journal of Multidimensional Research(AJMR)** ISSN: 2278-4853, vol. 7, issue 6 in June 2018.
6. A paper “**HR Revolution: New operational trends & concepts in Human Resource Management**” published in **EPRA International Journal of Research & Development (IJRD)** in ISSN 2455-7838, vol. 2, issue 5 in May 2017.
7. A paper “**A critical study on the impact of HRM Practices on the productivity of small and medium-sized Enterprise SMEs**” published in **Journal of Exclusive Management Science (JEMS)** ISSN 2277-5684, vol. 6, issue 2 in January 2017.

III. CONFERENCE PAPER PRESENTED (National & International):

1. A paper “**Human Machine Dynamics Unraveling the impact of Industrial Revolution**” presented in an international conference “**Ignite empowering innovation and leadership for thriving startups**” organized by Lingaya’s Vidyapeeth, Faridabad (Haryana) on 3rd-4th November’ 2023.
2. A paper “**Charting A Path To Success: Embracing Collaboration In The Era Of Industry 4.0's Human-Tech Revolution**” presented in a National conference “**Business Transformation: Challenges and Opportunities for Sustainable Growth**” organized by Shri Ram College of Commerce, University of Delhi on 4th November’2023.
3. A paper “**India's Sustainable Organic Product Movement: Embracing Production and Consumption Shifts**” presented in an international conference “**Sustainable and Innovative Solutions for India @ 75: A Journey towards Atma nirbhar Bharat**” organized by Institute of management Studies Ghaziabad (University Courses Campus) on 12-13th May 2023. ISBN 978-93-56402-76-8
4. A paper “**A Study Of Factors Impacting Sustainability Of Students’ Online Learning**” presented in an international conference **Recent Trends In Business, Management, Technology, Banking & Finance: The Roadmap For Nurturing The World** and awarded **best paper** by Sandip University, Nasik on July 2022.

5. A paper “**The Dilemma of Non-Performing Assets in Selected Leading Indian Banks**” presented in an online conference **Management Metamorphosis: Living With The Pandemic** organized by **IIM Indore** on June 2021
6. A paper “**Covid -19 Outbreak: A Paradigm Shift in Food and Beverage Industry with Context to Delhi-NCR**” presented in an International Conference **Re-Inventing the Future of Work And Business: Challenges, Opportunities and the Path Ahead** organized by KIIT Bhubaneswar and selected among **top 10 best papers** on Feb 2021
7. A paper “**Keys to Resolve the Problems faced by Small Scale Industries- A Literature Review**” presented in an international conference **Industry 4.0: Global Transformational Changes in Business & Management** organized by Jaipuria Institute of Management, Indirapuram in Feb 2020 which is also published in International book “**Industry 4.0: Global Transformational Changes in Business & Management**” ISBN: 9789388630
8. A paper “□□□□ □□□ □□□ □□□□□□□□ □□ □□□□ □□□□□□ □□□□ □□□ □□□□□□ □□□ □□□□ □□□□ □□□□□□□□ □□□□□□□□” presented in a national conference **Applications of Technical Terminology in Modeling, optimization and Computing in Science and Technology** organized by Ministry of HRD at SRM Institute of Science & Technology, NCR Campus in April 2019.
9. A paper “**Sustainable Competitive Advantage: Application of Intellectual Capital in Improving the Productivity**” in International Conference **Envisioning India 2.0 Economic Policies: Prospects & Challenges** organized by Jaipuria Institute of Management, Indirapuram in Dec 2018

WORKSHOP, FDP ATTENDED AND AWARDS

- FDP total- 13
- -Five days and more- 7
- PDP,RDP, Webinar- 1 each

Honored as:

- Honored to **chair** the HR Technical session in an online International conference on “**Sustainable Business Practices-2022**” conducted by **Galgotia College** on **8th-9th March 2022**.
- Honored as a resource person in “**Code of Conduct and Anti-Harassment Policy**” conducted by **Institute of Management Studies Ghaziabad (University Courses Campus)** on **16th May 2022**.
- Honored and Felicitated by The Institute of Company Secretaries of India (**ICSI**) on **9th Sept 2023**
- Honored as a **Guest Editor** in an international Journal “**International Journal of Economics, Finance and Management Sciences**” special issue **Start-up Businesses Cultivating Entrepreneurial Success: Fostering Innovation and Leadership in Start-up Businesses** in **September 2023**.

<https://www.sciencepublishinggroup.com/specialissue/specialissueinfo?specialissueid=173028&journalid=173>

- Honored as a registered reviewer for the **International Journal of Productivity and Performance Management**, listed in **EMERALD Publishing Scopus** indexed, with a 2022 citation score of **6.3**.

TRAINING PROJECTS UNDERTAKEN

- **ENTERPRISE NAME** : **SHRI RAM PISTON & RINGS PVT LTD.**
 - **1st Project Title** : “A Study of Recruitment & Selection process in SPR”.
- **ENTERPRISE NAME** : **MOTHERDAIRY.**
 - **2nd Project Title** : “A Study on Employee Motivation in Mother Dairy”
- **Documentary on Rural Management:** Documentary film over Rural Production Companies namely “Haji UPC” and “Jai Bharat Khadi Bhandar” (Bed Sheet Printing).

COMPETENCIES AND HOBBIES

- Perfectionist with a sense of time management.
- Management of material and manpower resources
- Student mentoring, mental well being counseling and assessment
- Interested in attending research conferences & workshops
- Playing Table Tennis.