

**Name and Designation of Faculty Member: Dr. Arti Maini, Assistant Professor**

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**Academic Qualification-----Graduation onwards :**

- **Ph.D.** on “Role Stress: A Comparative Study of Public and Private Sector Banks” from School of Business, Faculty of Management, Shri Mata Vaishno Devi University, 2012
- **MBA** (Human Resource Management), University of Jammu [2001-03] Marks Secured: 73%
- **B.COM**, GCW, Parade, University of Jammu [1999-2001] Marks Secured: 69%

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Specialization: Human Resource Management

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**Ph. D Thesis Pursuing**

Ms. Sonali Heera pursuing Ph.D on ‘Disability Inclusion at Workplace: A Study of Jammu and Kashmir State’, 2014.

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**Publications in Research Journals**

1. Heera Sonali, Maini, Arti (2017), ‘Factors Influencing Inclusion of People with Disabilities at Workplace: The Unheard Voices’, paper in Conference Proceedings of International Conference on Strategies in Volatile and Uncertain Environment for Emerging Markets – 2017 held at DMS IIT Delhi on 14-15 July, 2017
2. Heera Sonali, Maini, Arti (2017), “Disability Inclusion: An Analysis of Annual Reports of NIFTY Companies in India”, *The IUP Journal of Management Research*, XVI (3), 30-45.
3. Heera Sonali, Devi Arti. (2016). Employers’ Perspective Towards People with Disabilities. *The South East Asian Journal of Management*, 10 (1), 54-74.
4. Mishra, Sanjay Kumar, Devi, Arti and Gupta, Archana. (2015). Voluntary Disclosure of Human Capital: Evidence from India. *The IUP Journal of Corporate Governance*, XIV(4), 47-62.
5. Devi, Arti and Sharma, Suparn. (2014). The Role Stress of Frontline Bank Employees: A Study in Jammu and Kashmir. *ASBM Journal of Management*, VII(1), 82-96.
6. Devi, Arti and Sharma, Jyoti. (2013). Investigating Role Stress in Frontline Bank Employees: A Cluster Based Approach. *IIMB Management Review* (Elsevier), 25, 171-178.
7. Devi, Arti. (2012). Coping Strategies adopted by Bank Employees to manage Role Stress: A Study. *The IUP Journal of Management Research*, XI(4), 21-36.
8. Sharma, Suparn; Sharma, Jyoti and Devi, Arti. (2012). Role Stress Among Banking Sector Employees: A Logit Approach. *The IUP Journal of Organizational Behavior*, XI(3), 41-63.

9. Sharma, Suparn; Sharma, Jyoti and Devi, Arti. (2012). Determinants of Role Stress based on Employee Segmentation: A Multinomial Logit Analysis. *Management: Journal of Contemporary Management Issues*, Croatia, 17(2), 1-30.
10. Sharma, Jyoti and Devi, Arti. (2011). Role Stress among Employees: An Empirical Study of Commercial Banks. *Gurukul Business Review*, Haridwar, 7(Spring), 53-61.
11. Sharma, Jyoti and Devi, Arti. (2011). Individual Differences and Stress at Workplaces. *Journal of Asia Pacific Business Review*, VII(3), 198-207.
12. Sharma, Suparn, Sharma, Jyoti and Devi, Arti. (2009). Corporate Social Responsibility: The Key Role of Human Resource Management. *Business Intelligence*, 2(1), 205-213.
13. Sharma, Suparn and Devi, Arti. (2008). An Empirical Study of Factors Causing Stress Among Banking and Insurance Sector Employees. *Gumbad Business Review*, 3(2), 1-11.
14. Arti. (2006). Know Yourself: Applying the Johari Window. *Arth Anvesan*, 1, 18.

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### **Research Projects/Consultancies Completed**

- Principal Investigator in MRP titled “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.

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### **Editorial Contributions** (Reviewer of Research Journals & other Publications)

Reviewer of IIMB Management Review

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### **Workshops/Seminars/MDP/EDP Organized**

- 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 25<sup>th</sup> January, 2012 to 31<sup>st</sup> 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 13<sup>th</sup> March, 2010.

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### **Keynote Addresses/ Special Lectures Delivered**

- Behavioural games conducted at MSME Development Institute, Jammu under Entrepreneurship Skill Development Programme, on 24<sup>th</sup> 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 12<sup>th</sup> March, 2011.
- Lecture delivered on “Transactional Analysis” in MDP organized by MSME in collaboration with COM, SMVDU for DMS Petrochemicals Private Ltd., Jammu on 28<sup>th</sup> January, 2012.
- Team Building exercises conducted in MDP organized by MSME in collaboration with COM, SMVDU for DMS Petrochemicals Private Ltd., Jammu on 30<sup>th</sup> 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 20<sup>th</sup> 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 20<sup>th</sup> March, 2012.
- Lecture delivered on “Conflict in Communication” at S.P.M.R College of Commerce, Jammu on 7<sup>th</sup> 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 29<sup>th</sup> 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 17<sup>th</sup> 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 25<sup>th</sup> May to 5<sup>th</sup> September 2015 Lecture Dated: 11<sup>th</sup> and 12<sup>th</sup> 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 Skills Development” for Office Assistants, SMVDU held from 1-5 May, 2017.

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### **Conferences/Seminars Paper Presented**

- 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 2<sup>nd</sup> 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*, 28-29<sup>th</sup> 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.

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### **Workshops Attended / Participated**

- 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 13<sup>th</sup>-28<sup>th</sup> 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 15<sup>th</sup> June, 2012 to 09<sup>th</sup> July, 2012.
- Attended General Orientation Course at Academic Staff College, University of Jammu from 15<sup>th</sup> December, 2010 to 11<sup>th</sup> 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.
- Attended one day FDP conducted by ICFAI, National College, Jammu on 10<sup>th</sup> January, 2007
- Participated in two day National workshop on Neuro Linguistic Programming at SMS Banaras on 9<sup>th</sup> & 10<sup>th</sup> September, 2006
- 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.

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### **Membership in Professional Societies**

- 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)

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### **Administrative Experience**

- Warden Girls’ Hostel from July 2007 to December 2008.
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