

CURRICULUM VITAE



Dr. JYOTI

Associate Professor, School of Business,

Shri Mata Vaishno Devi University, Katra, J&K. India.

Email: 2jyotisharma@gmail.com; ijyotisharma@yahoo.com

Academic Qualification

- Ph.D. on the topic “Industrial Disputes in India with Special Reference to Punjab’ under the supervision of Prof. A.S.Sidhu, University Business School, Guru Nanak Dev University, Amritsar in February, 2005.
- M.Com with Distinction from Guru Nanak Dev University, Amritsar (Punjab).

Professional Qualifications

- Passed National Eligibility Test conducted by University Grants Commission (both for JRF and Lecturership).

Specialisation

- Industrial Psychology, Stress Management, Performance Management, Negotiation & Dispute Handling at Workplace

Administrative Experience

- Worked as Director, SoB, SMVDU, from August, 2015 to October, 2016
- Member of IQAC Cell, SMVDU from 2015 till date
- Worked as Member Secretary, Internal Quality Assurance Cell, SMVDU, Katra Since October, 2015 to July 2016
- Coordinator, Administrative Affairs Committee of IQAC, SMVDU since July, 2016 till date.
- Working as Associate Dean of Students (Girls’), SMVDU University from 16th July, 2012 till date.
- Member Secretary of SMMSS Committee since 2013.
- Member Secretary of Equal Opportunity Cell at Shri Mata Vaishno Devi University, Katra since 2015.
- Worked as one of the members of Gender Sensitization against Sexual Harassment committee in SMVDU, Katra from May 2012 to May 2013.
- Worked as Warden of Vaishnavi Girls Hostel, SMVD University, from 4th August, 2005 till July 2007.
- Worked as a part of the Summer Training & Placement Team for Management Students, Faculty of Management, SMVD University, Kakryal, Distt. Udhampur from 2005-2008.

PhD Supervised/Supervising

- Ms. Arti Devi on Role Stress: A Comparative Study of Public and Private Sector Banks (Awarded). (Co-Supervisor) (2012)

- Ms. Parul Sharma on Dynamics of Workaholism: A Study of Jammu & Kashmir State (Awarded) (Supervisor) (2014).
- Ms. Irbha Magotra Dimensions of Technological Changes and Customer Value Analysis: A Study of Banking Sector (Awarded). (Supervisor) (2015).
- Ms. Vibha Mahajan on Knowledge Sharing Behaviour among Employees of Service Sector in the State of J&K (Pursuing) (Registered on September, 2014)
- Ms. Poonam Mehta another Ph.D. research scholar is pursuing research work on Employee Wellbeing and Emotional Work: A Study of Civil Aviation Industry in North India. (Supervisor) (Registered in August, 2015).

Publication of Books:

- Sharma, Jyoti and Suparn K. Sharma (2016), Technological Changes in Manufacturing Organizations: A Study of North-West States of India, Himalaya Publication House with ISBN 9789352623907 (Published with financial support of ICSSR, New Delhi).

Selected Publications

- Sharma, J. (2017), Workaholism and Bank Employees' Well-being: An Inside Look (co-authored Parul Sharma), accepted for publication in International Journal of Business Excellence, UK (Inderscience Publisher) Indexed in ABDC Journal Ranking List
- Sharma, J., (2017), Journey into the heart of Workaholism with Cross-Cultural Perspective,(Co-authored Parul Sharma and Abhilasha Singh) accepted for publication in International Journal of Human Resources Development and Management, Inderscience Publications. Indexed in Scopus
- Sharma, J. (2017) A Composite Index to Measure Technology Adoption Behavior of Individuals, (Co-authored Irbha Magotra and Supran Sharma) IIMS Journal of Management Science, Shillong, Vol. 8(1), pp 29-51. Indexed in Indian Science Abstract, Indian Citation Index and EBSCO
- Sharma, J. (2016), Assessing Personal Disposition of Individuals towards Technology Adoption, (Co-authored Irbha Magotra and Supran Sharma) Future Business Journal, Vol. 2, pp.81-101. Indexed in Elsevier
- Sharma, J. (2015), Strategies for Talent Management: A Study of Select Organizations in the UAE, (Co-authored Abhilasha Singh) International Journal of Organizational Analysis, Vol. 23 (3), pp.337-47. Emerald Publications
- Jyoti (2014), What Determines Intensity of Technology Orientation? A Study of Manufacturing organisations with firm-level data', (Co-authored Supran Sharma) Decision, IIM, Kolkatta, Vol. 41(4), pp. 425-38. Springer
- Jyoti (2013), Investigating Role Stress in Frontline Bank Employees: A Cluster Based Approach (co-authored Arti Devi) IIMB Management Review Bangalore, Vol. 25 (3), September, pp.171–178. Elsevier
- Jyoti (2013), A Confirmatory Factor Analysis of Dutch Work Addiction Scale (DUWAS), Global Business Review New Delhi, (Co-authored Parul Sharma), Global Business Review, New Delhi, Vol. 14(2) Sage Publications

- Jyoti Sharma (2012) Rising Growth Rates and Dipping Employment Numbers (Co-authored Suparn Sharma), The Indian Economic Journal, Special Issue, December, 2012, pp. 44-55.
- Jyoti (2012), Determinants of Role Stress Based on Employee Segmentation: A Multinomial Logit Analysis, (co-authored Suparn Sharma and Arti Devi) Management: Journal of Contemporary Issues, Vol. 17(2), pp. 1-30. Indexed in Scopus.
- Jyoti (2011), Individual Differences and Stress at Workplace (co-authored Arti Devi), Vol. Volume V II, No. 3, Asia Pacific Business Review, New Delhi. Sage Publications.
- Jyoti (2011), A Study of Personal and Organizational Factors as Determinants of Coping Style of Employees (co-authored Suparn Sharma), International Journal of Management Practice, UK, Vol. 4 (4) Indexed in Scopus.
- Jyoti (2011), Work Addiction: A Slow Poison', Journal of Economics and Behavioural Studies, (co-author Parul), Vol. 2(3) Indexed in EBSCO, ProQuest
- Jyoti (2009), Corporate Social Responsibility: The Key Role of Human Resource Management, (co-authored Suparn Sharma and Arti Devi), Business Intelligence Journal, Vol. 2(1), January, UK (Indexed in DOAJ).
- Jyoti (2007), An Empirical Analysis of Growth and Structure of Service Sector in India, (Suparn Sharma), Vision --- The Journal of Business Perspective, Volume 11, No.4, MDI, Gurgaon. Indexed in Scopus
- Jyoti (2007), Technological changes and Employees Perception: A Study of Punjab State, Indian Journal of Social Work, TATA Institute of Social Sciences, Mumbai, Vol. 68(3), pp.392-401. Indexed Social Science Citation Index
- Jyoti (2005), Satisfaction Correlates of Awards/Settlements: A Study of Textile Workers of Punjab, (co-authored A.S.Sidhu), Management and Labour Studies, Vol. 30 No 3 August, XLRI, Jamshedpur Sage Publications
- Jyoti (2004), Workers' Proneness for Strikes: An Application of Discriminant Analysis, (co-authored A.S.Sidhu), Indian Journal of Industrial Relations, Vol.40 (1), Sri Ram Centre for Industrial Relations, New Delhi. Indexed in J-Store
- Jyoti (2003), Workers Participation in Strikes: A Study of Textile Workers in Punjab, (c-authored A.S.Sidhu), Indian Journal of Labour Economics, Vol.46 (4), New Delhi
- Jyoti (2003), Industrial Disputes in Punjab: Emerging Trends, (co-authored A.S.Sidhu), Indian Journal of Industrial Relations, Vol. 39(I), Sri Ram Center of Industrial Relations, New Delhi. Indexed in J-Store

Publication in Edited Books

- Jyoti (2009), Issues and Challenges of Women Empowerment in India, (co-authored Suparn Sharma), In A.K.Mishra, Women Leadership: A Management Perspective, Shree Pub,
- Jyoti (2006), Performance and Prospects of BPO in India, (co-authored Suparn Sharma), In Balram Dogra (ed.) Strategic Outsourcing, Deep and Deep Publications.
- Jyoti (2005), Socio-Economic Background of Management Education Seekers- A Case Study, (co-authored A.S.Sidhu) in P.P.Arya (ed.), Emerging Trends in Management Education, Deep and Deep Publications, New Delhi.

Research Projects

- Training Need Assessment for the Employees of SMVD Shrine Board, Katra, J&K of total amount of 2.80 Lakhs from March, 2016 to September, 2016.

- Completed one Major Project entitled An Evaluation of Advertisement Effectiveness in India (AICTE Sponsored) as Co-Investigator of total amount sanctioned of Rs. 5.75 Lakh from April 2012 to March 31, 2016.
- Completed one major Research Project entitled, Technological Changes in manufacturing Organizations: A Study of North-West States of India as Principal Director sponsored by ICSSR, New Delhi of total amount sanctioned 4,46,125 from 15th March, 2011 to 15th March, 2013.
- Completed Major research Project entitled Dynamics of Stress at Workplaces: An Empirical Study of J & K State sponsored by AICTE New Delhi as Principal Investigator of total amount sanctioned Rs.4.50 lakh for the duration of April, 2008 to March, 2010.

Editorial Contributions and Other Activities

- Member of Editorial Committee of the research journal *Arth Anvesan* with ISSN 0973-8193 of SMVD University, Katra.

Reviewer of Research Journals

- Personnel Management (Emerald Publication)
- International Business Research
- International Journal of Human Resource Management (Taylor & Francis)
- IIMB Management Review (Elsevier)

Organization Skill

- Programme Coordinator of Five Day Training Programme with Financial Support of Ministry of Environment and Climate Change, GoI on Creating Sustainable and Motivated Organization from 21 to 25th November, 2016.
- Organized one day workshop on Enhancing Computer Skills for Non-Teaching Staff of SMVDU on 15th October, 2016.
- Organized Two day Training Programme with financial support of Ministry of Environment and Climate Change, GoI on Crafting Individuals as Effective Leaders for IFS officers from 19-20 May 2016 at Shri Mata Vaishno Devi University, Katra, J&K.
- Organized Two-Week AICTE sponsored FDP on Carving Human Resources: Approaches and Procedures from 21 December, 2015 to 3rd January, 2016 at SMVDU, Katra, J&K.
- Organized SIDBI Sponsored short term certificate course SIMAP from 25th May to 5th September, 2015 at Shri Mata Mata Vaishno Devi University, Katra, J&K.
- Organized Five-Day Training Programme with financial Support of Ministry of Environment and Climate Change, GoI on Embedding Managerial Excellence from 22nd-26th June, 2015 at Shri Mata Vaishno Devi University, Katra, J&K.
- Co-Convener of three-Day Case Study Conference Workshop from 24th-26th April, 2015 at Shri Mata Vaishno Devi University, Katra, J&K.
- Organized Two-Day Workshop on Individuals as Catalyst for Organization Excellence for Indian Forests Officers from 18-19 September, 2014 sponsored by Ministry of Environment, Forests and Climate Change, GoI.

- Organized Two-Day In-house MDP for Sun Pharma at Baribrahma on Crafting Individuals as Catalysts for Organization Excellence during 18th 19th April, 2014.
- Organized one-day Students' Seminar on Emerging Business Environment: Issues & Concerns, 2nd February, 2008 at Shri Mata Vaishno Devi University, Katra

Lectures Delivered

- Delivered Key note address on Happening Haryana: HR Issues and Concerns in valedictory ceremony of Conference on 'Haryana & its Role in Economic Growth', in National Conference at Vaish Arya Kanya Mahavidyala, Bahadurgarh, Haryana on 22nd March, 2017.
- Expert Session on Factor analysis and Cluster Analysis in Workshop on Research Methodology organized by Mohan Lal Sukhadia University from 23rd June to 28th June 2017.
- Delivered Expert Lecture on Motivation-A Tool for Enhancing Individual Excellence in Organization in Management Development Programme on Individual as Instrument for Enhancing Organization Excellence from 10-11 September, 2016 at Shri Mata Vaishno Devi University, Katra, J&K.
- Chaired one session in 2nd International Conference on Applied Economics and Business at SMVDU from 28th- 29th July, 2016 in collaboration with The Indian Econometric Society.
- Delivered Expert Lecture on Applications of Cluster Analysis in Research in workshop on Research Methodology and Data Analysis for Research Scholars' from 26-28th September 2016 at Shri Mata Vaishno Devi University, Katra, J&K.
- Delivered one session on Team Building in Two day Training Programme with financial support of Ministry of Environment and Climate Change, GoI on Crafting Individuals as Effective Leaders for IFS officers from 19-20 May 2016 at Shri Mata Vaishno Devi University, Katra, J&K.
- Delivered one Expert lecture on Swadeshi Mantra and Economic Development in Shaheed Udham Singh Government College, Matak Majri, Karnal (HR) on 27th February, 2016
- Conducted session on Strategies for Work-Life Balance, in Two-Week AICTE sponsored FDP on Carving Human Resources: Approaches and Procedures from 21 December, 2015 to 3rd January, 2016 at SMVDU, Katra, J&K.
- Conducted session on Linguistic Programmig, in Two-Week AICTE sponsored FDP on Carving Human Resources: Approaches and Procedures from 21 December, 2015 to 3rd January, 2016 at SMVDU, Katra, J&K.
- Conducted session on, Conflict Management in Two-Week AICTE sponsored FDP on Carving Human Resources: Approaches and Procedures from 21 December, 2015 to 3rd January, 2016 at SMVDU, Katra, J&K.
- Conducted session Motivation Techniques in Two-Week AICTE sponsored FDP on Carving Human Resources: Approaches and Procedures from 21 December, 2015 to 3rd January, 2016 at SMVDU, Katra, J&K.
- Chaired one session in International Conference Challenges in Inclusiveness of the Fourth World from 17-18 December, 2015 at SMVDU, Katra, J&K

- Conducted one Session on Dynamics of Team Building in Two-Day Workshop on Individual as a Catalysts for Individual Excellence for Indian Forests Officers sponsored by Ministry of Environment, Forests and Climate Change, Gol on 18th September, 2014 at SMVDU, Katra, J&K
- Conducted one session on Competency Building with HR in Three-Day workshop on Competency Building in Food Processing on 19th April, 2015 from 17-19 April, 2015 at Shri Mata Vaishno Devi University, Katra.
- Co-Chair one session in 1st National Case Study Conference on 24th-26th April 2015 at School of Business, in Faculty of Management, Shri Mata Vaishno Devi University.
- Conducted one session on Time Management for Individual Excellence at Workplace in Five-Day training programme on Embedding Managerial Excellence for IFS officers sponsored by MoEF, Gol from 22nd-26th June, 2015 at Shri Mata Vaishno Devi University.
- Conducted one Session on HR Selection and Induction in SIDBI sponsored Small Industries Management Programme from 25th May to 5th September, 2015 at SMVDU
- Conducted one Session on Performance Appraisal in SIDBI sponsored Small Industries Management Programme from 25th May to 5th September, 2015 at SMVDU
- Conducted one Session on Industrial Relations and Labour Laws in SIDBI sponsored Small Industries Management Programme from 25th May to 5th September, 2015 at SMVDU
- One session on conducting oneself in Team in Shrine Board Sponsored Executive Development Programme on Communication Skills for Effective Performance from 22nd-26th July, 2015 at SMVDU
- One session on Handling Difficult Situations: a Case Study Approach in Shrine Board Sponsored Executive Development Programme on Communication Skills for Effective Performance from 22nd-26th July, 2015 at SMVDU
- Co-Chair in ICSSR sponsored International Conference on Shifting Paradigms in Applied Economics and Management: Course Correction held on 1-2 August, 2014 at Shri Mata Vishno Devi University, Katra, J&K.
- Conducted Two Session on Use of Discriminant Analysis in ICSSR sponsored workshop on Research Methodology on 24th March, 2014 at Department of Economics, University of Rajasthan, Jaipur
- Conducted Two Session on Use of Cluster Analysis at ICSSR sponsored workshop on Research Methodology on 25th March, 2014 at Department of Economics, University of Rajasthan, Jaipur
- Conducted two sessions on Managing Time means Managing Life Inhouse MDP on 18th April, 2014 at Sun Pharma, Baribrahma in Jammu
- Conducted Two sessions on Team Building: An Approach to enhance Organisation Excellence in Inhouse MDP on 19th April, 2014 at Sun Pharma, Baribrahma, Jammu
- Conducted One Session on Motivated Employees: An Asset for Organization in Inhouse MDP on 19th April, 2014 at Sun Pharma, Baribrahma, Jammu
- Conducted one session on Sampling Fundamentals in Guest Lecture Series on 11th October, 2013 at School of Agriculture and Business Management, Sher-E-Kashmir University of Agricultural Sciences and Technology of Jammu
- Conducted two Sessions on Application of Factor Analysis in ICSSR sponsored workshop on Research Methodology for Ph.D Students on 22nd June, 2013 at Department Economics and Financial Management, University of Rajasthan, Jaipur

- Conducted two Sessions on Application of Cluster Analysis in ICSSR sponsored workshop on Research Methodology for Ph.D Students on 23rd June, 2013 at Department Economics and Financial Management, University of Rajasthan, Jaipur
- Conducted three sessions of Application of Multinomial Logit and Discriminant Analysis on 27th May, 2013 in AICTE sponsored FDP at Shri Mata Vaishno Devi University, Katra
- Conducted one session on Fundamentals of Business Statistics in AICTE sponsored FDP on 20th May, 2013 at Shri Mata Vaishno Devi University, Katra
- Conducted session on Factor Analysis; An Overview and Applications in Research Methodology Workshop sponsored by ICSSR from 26th-27th February, 2013 at Department of Economics, University of Rajasthan, Jaipur
- Conducted session on Stress management in MDP at Sun Pharma, Bar Brahma on 8th January, 2013.
- Conducted session on Conflict Management in MDP on Organisational Behaviour on 20th December, 2012 at Sun Pharma, Sambha.
- Conducted session on Cluster Analysis on ICSSR sponsored workshop on Research Methodology for Ph.D Students on 29th November, 2012 at Shri Mata Vaishno Devi University, Katra
- Conducted session on Scale Types, Reliability and Validity in ICSSR sponsored workshop on Research Methodology for Ph.D Students on 29th November, 2012 at Shri Mata Vaishno Devi University, Katra .
- Delivered Lecture as Resource Person on Future Success Factors: Human Resource Competencies Matter Most in UGC sponsored National Seminar on Corporate Growth in India- Challenges and Opportunities on 13th September, 2012 at Doaba College, Jalandhar
- Conducted two sessions on Understanding Entrepreneurial Features through Success Stories in MDP on 28th Sept. 2012 at Govt. Polytechnic for Women, Jammu
- Co-chaired Technical Session of UGC sponsored National Seminar on Strategic Dimensions of Value Chain for Sustainable Development, 1st September 2012 at Shri Mata Vaishno Devi University, Katra.
- Conducted session on Creating Motivated Employees in the Organisation in MDP, 25th January, 2012 at DMS Industries, Jammu.
- Conducted on session Group Dynamics in MDP, 30th Jan, 2012 at DMS Industries, Jammu
- Conducted on session on Work-Life – Family Balance: Strategies for Stress Free life in MDP, 18th Feb., 2012 at Model Institute of Engineering and Technology, Jammu
- Conducted on session on Increasing Performance of People through Change in MDP, 18th Feb., 2012 at Model Institute of Engineering and Technology, Jammu
- Conducted session on How to Create Motivated team in MDP, 19th March, 2012 at Cadila Pharmaceuticals, Samba, J&K
- Conducted two sessions on Basics of Competency Mapping in MDP, 21st March, 2012 at Cadila Pharmaceuticals, Samba, J&K
- Conducted two sessions on How to bring Synergistic Effect in Team in Inhouse MDP, 9th Jan., 2011 at Cadila Pharmaceutical, Jammu
- Conducted two sessions on Get Organised for Peak Performance Through Time Management in Inhouse MDP, 8th March, 2011 at United Pharphorous Ltd., Jammu

- Conducted two sessions on Creativity: An Essential Tool for Entrepreneurial Success in MSME Business Skill Development Programme , September, 2011 at SMVDU
- Conducted session on Strategies for Conflict Management and Negotiation in Management Development Programme, 9th Jan, 2009 at Cadila Pharmaceutical, Jammu
- Conducted session on Basics of Statistics in Faculty Training Programme on Applied Econometrics for Management Research, 10th July, 2009 at SMVD University, Katra
- Conducted session on Perception: All is not as it appears!! In Staff Development Programme, 3rd Oct., 2009 at University of Jammu, Jammu
- Conducted session on Time management: An Effective Tool to increase Performance in Business Skill Development Programme, 22nd Jan, 2008 at SMVD University.
- Conducted session in Business Skill Development Programme held at SMVDU, Katra on Time Management, January, 2006

Conferences/Seminars:

- Paper Presented at National Conference on the critical factors affecting Knowledge sharing behavior among employees at National Conference on Emerging Technology & Innovative Trends in Engineering Technology at Govt. Degree College of Engineering and Technology , Jammu in collaboration with IIT Kharagpur from 11-12 November, 2016
- Paper Presented at International Conference on Challenges in Inclusiveness of the Fourth World on Empowering Dalit Women through Entrepreneurship at SMVDU, Katra J&K from 17-18 December, 2015.
- Talent Management Strategies adopted by Organizations- An Overview at ICSSR sponsored national Seminar on Contemporary Business and Economic Opportunities in North-Western region-issues and challenges at SMVDU, Katra on 6th March, 2015.
- Exploration of Relationship between Wages and Labour Productivity of Indian Manufacturing at Golden Jubilee Conference of The Indian Econometric Society at IGIDR, Mumbai from 22nd to 24th December, 2013.
- Probing Awareness Level of Contract labour: A Study of Jammu Region, 55th Annual Conference of the Indian Society of Labour Economics hosted by Jawahar Lal Nehru University, New Delhi, December 16-18, 2013.
- Antecedents of Workaholism: A Study of Service Sector Employees, International Conference on Management and Behavioural Science, organized by Society of Technical and Management Professionals, New Delhi on 3rd June, 2012
- Cross Cultural Management Practice and Research in HR Conference by International Centre for Cross-Cultural Research and Human Resource Management, University of Jammu, Jammu from February 6-7th 2009
- Trends and Implications of Service Sector Growth in India in National Conference on Emergence of Service sector-led growth myth or reality at SMVD University, Katra held from 6th -7th January, 2007
- A Roadmap for Outsourcing Services in India, National Seminar on Challenges and Opportunities in Services Marketing, 2-3 December, 2006, University of Jammu, Jammu. .

- Emerging Trends of Inter-Sectoral Growth in India with Special Reference to Service Sector in International Conference on Brand India in Lovely Institute of Management, Jalandhar. April 29-30, 2006.
- Performance and Prospects of BPO in India, paper presented in National Seminar on BPO Sector in Apeejay Institute of Management, Jalandhar, December, 17, 2006. .
- Product Patenting Under IPRs- Implications for Indian Pharmaceutical Industry, paper presented in the National Seminar on Intellectual Property Rights in Punjab School of Economics, Guru Nanak Dev University, Amritsar. March 25-26, 2005.
- Intellectual Property Rights in Developing Economies: A Management Perspective in Annual Conference of Indian Economic Associate on Intellectual Property Rights held at School of Economics, Andhra University, Visakhapatnam, AP held from 27-29th Dec., 2005
- Dynamics of Indian Education System- An Evaluation in a National Seminar on Policy Reforms in India: Some Economic and Political Issues, in Punjabi University, Patiala on March 22-23, 2005 .
- Dynamics of Consolidations in Indian Banking Sector- An Analysis in a National Seminar on Developed India: Vision 2020, held at University Business School, Punjab University, Chandigarh on February 22, 2005..
- Child Labour and Social Clause: Boon or Bane?" in a National Conference on Opportunities and Threats to Indian Organizations under WTO regime, sponsored by UGC held at Guru Nanak Dev University, Amritsar on 9-10 March, 2004
- Impact of Mergers and Acquisitions on Workforce: An Evaluation in a National Conference sponsored by ICSSR held at Punjab University, Chandigarh on 26th March., 2002
- Dynamics of Trade Unionism in Punjab: A Time Series Data Analysis" at a National Annual Conference of Indian Society of Labour Economics held at Amritsar on 15th - 17th December, 2002.

Workshop Attended:

- workshop on Research Methodology, December 19-21, 2005 organized by Department of Economic Administration and Financial Management, University of Rajasthan, Jaipur.
- Workshop on Neuro Linguistic Programming, September 9-10, 2006, Organized by School of Management Sciences, Varanasi.
- FTP on Applied Econometrics for Management Research during 10-23 July, 2009 by SMVD University, Katra.
- Staff Development Programme Analytical Techniques for Research : Statistical Methods , Econometrics & Time Series Analysis from 1st December – 8th December, 2009
- one week Short Term Courses on Application of SPSS for Data Analysis from 13-17 September, 2010 at International Institute for Population Sciences, Mumbai.
- MDP on Multivariate Data Analysis from 25th April- 29th April, 2011 at IIM, Kozhikode.
- Short Term Course on Planning and Managing Human Resources: Tools and Techniques from 25th April, 2014 to 9th May, 2014 at IIT, Kharagpur.

Professional Associations:

- Life time member of Indian Society of Labour Economics.
- Life time member of National HRD Network, Jammu Chapter