

CURRICULUM VITAE

DR. LATA BAJPAI SINGH



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I am an energetic and passionate academician working towards remarkable contribution, in academics through academic and research skills and in corporate industry with my active involvement in Training and Consulting assignments.

ACADEMIC STRENGTHS:

- UGC- NET (JRF) qualified in June 2010 from the subject HRM/ Personnel Management.
- Published an Edited Book
- **Actively involved in Management Development Programs on Behavioral Issues**
- **Actively involved in Consultancy Assignments**
- Won Best Research Paper award at Banaras Hindu University, Varanasi, U.P.
- Reviewer of Journal of General Management Research
- Editorial review Board Member of Annual Journal ‘Amity Global HRM Review
- Certified Psychometric Testing Professional & NLP Practitioner

ACADEMIC QUALIFICATION:

- Doctor of Philosophy (Ph.D.) in 2013 from M.J.P. Rohilkhand University, Bareilly on the topic of “*Significance of HRM in the changing environment (Socio-cultural & technological), with special reference to NTPC Dadri, Gautam Budh Nagar*”.
- UGC- NET (JRF) qualified in June 2010 from the subject HRM/ Personnel Management.
- M.B.A. (HR) in 2001 from Sherwood College of Management, Lucknow, affiliated to Dr. R.M.L. Avadh University, Faizabad, U.P.
- B.Sc. in 1999 from Feroze Gandhi Degree College, Raebareli, affiliated to C.S.J.M. Kanpur University, Kanpur U.P.

PROFESSIONAL QUALIFICATION:

- International Certification on “NLP” From Dr.Richard Bandler in Dec. 2013
- Certified Psychometric Testing Professional from Udai Pareek HR Labs, 02- 04 May’12

TOTAL WORK EXPERIENCE: 15 YEARS

Institute of Management Studies, (IMS) Lal Quan, Ghaziabad, U.P. (From 6th July 2015 – Till Now)

Associate Professor and Area Chairperson - HR: Currently working with IMS, Ghaziabad and dealing with the subjects Organizational Behavior, HRM, Industrial Relations & Labour Legislation, Compensation Management. Apart from it I handle Area Chairmanship of HR specialization as well.

Manav Rachna University (Formerly Known As Manav Rachna College Of Engineering), Faridabad (From 15 July 2013- 30 June 2015)

Assistant Professor: Worked with Manav Rachna University and handled the subjects Organizational Behavior, HRM, Industrial Relations & Labour Legislation. Apart from it I served as Head- MDP cell and handled the profile of General Secretary of IQAC

INMANTEC, Ghaziabad (24 July 2006- 10 July 2013)

Assistant Professor: Worked with INMANTEC in both academic and administrative profile. I have undertaken various subjects in PGDM such as OB, HRM, IR&LL, and Reward Management. I also handled the profile of Asst. Dean- Mngt. for a period of 3 years with them and Program Coordinator –PGDM for a period of 2 years.

Institute of Hotel Management, Meerut (06 August 2003 - 10 December 2005)

Lecturer: was responsible for taking the subjects HRM and principles of management for the students of Diploma in Hotel Management and student's participation in inter college events.

World Bank Project (24 July 2001- 31 March 2003)

Supervisor: To help & guide rural community and groups of women in various income generation activities during a project of Find Your Feet and To counsel the people in their family disputes and liaison with the Govt. Authorities

PROJECTS / CONSULTANCY UNDERTAKEN:

1. Currently involved in a **Consultancy project of Organizational Climate at Kalindee Rail Nirman (Engineers) Ltd.**
2. Completed a Project on “SWOT Analysis of Manav Rachna College of Engineering, Faridabad” as General Secretary of Internal Quality Assurance Cell.
3. Consulting Project on “Feasibility study of Transit (Vehicles based) Promotions in India” for the company “TELXESS CONSULTING SERVICES (P) LTD” during April 2011- May 2011.
4. Consulting Project on “Feasibility study of IT / Technical solution for Power Industry in India ” for the company “TELXESS CONSULTING SERVICES (P) LTD” during Apr. 2011- May 2011

MDP's/ FDP's UNDERTAKEN:

1. Delivered 06 training sessions on the theme of Team Building, Conflict Management & Negotiation Skills, 11th & 12th November 2017 during 11 days Executive development program (6th – 16th November 2017) organized by **L&T- PT&DIC**.
2. Delivered a training session on Time Management on 20 May 2017 during 05 days supervisory development program organized by **L&T- PT&DIC**.
3. Delivered 03 training sessions Negotiation Skills, Changing Dynamics of Management & Functional Interdependence and Leadership & Motivation on 19th & 18th November 2016 during 05 days supervisory development program (14th – 19th November 2016) organized by **L&T- PT&DIC**.
4. Delivered 02 days training sessions on 'Effective Communication Skill' for executive and supervisory level employees of **L&T Construction** on September 20- 21, 2016.
5. Delivered 02 training session to police officers on the topic of 'Time Management' and 'Better Communication Skills' on September, 15, 2016 during a three days workshop on 'Self development and Conflict Management' organized by the institution of the **Ministry of Home Affairs**.
6. Delivered training session on "Stress and Time Management, Communication Skill, communication with various sections including media, women, children and other weaker sections" during an advance course on Investigation and detection of crime for **Police Officers** on 29th August 2016
7. Delivered training sessions on Self Awareness & Effectiveness, Conflict Management, Time Management & Building Ownership among all on 22nd January 2016 during **MDP for Kalindee Rail Nirman Engineers Ltd.** (21st 23rd January 2016)
8. Delivered training sessions on Self Awareness & Effectiveness, Conflict Management, Time Management & Building Ownership among all on 11th December 2015 during **MDP for Kalindee Rail Nirman Engineers Ltd.** (10- 12th December 2015)
9. Delivered sessions on Self Motivation, Leadership, Team Building & Time Management for **Woman Police Officers** during their 3 days training program on Self development and Conflict Management from 18th Nov. 2015- 20th Nov. 2015.
10. Delivered sessions on Self Awareness and Effectiveness, Conflict Management, Building Ownership among the team, on 6 August 2015 during **MDP for the Kalindee Rail (Poddar Group)** 6th – 8th August 2015

11. Delivered sessions on Self Awareness and Effectiveness, Conflict Management, Building Ownership among the team, on 23-24th July during **MDP for the Kalindee Rail (Poddar Group)** from 23rd - 25th July 2015
12. **Coordinated MDP** on “Efficient Self & Relationship Management” dated 23rd May 2014, organized by MRCE in collaboration with FIA. **Delivered Training sessions** on the topic of “Interpersonal Effectiveness” & “Managing Conflict & Handling Relations” **for 25 participants from different organizations** (Biltech Building Elements, Blulux Fine, Bright Brothers, Century Metals, Class India, Consolidated Coin, Creative Dyeing, Goodyear, India Forge, Joneja Bright, L.R. Foods, Oswal Casting, Plasser (India), Shree Sai Associates, Sterling Tools, Tecumseh Products and Star Wires)
13. **Coordinated MDP** on “Effective Leadership & Winning Attitude” dated 9th April 2014, organized by MRCE in collaboration with FIA. **Delivered Training sessions** for the participants from 16 different companies on the topic of “Managing Teams” & “Appreciative Leadership”.
14. **Coordinated & Delivered training sessions** on the topic of Managing Teams, Managing Relations & Handling Differences during “MDP on Effective Managerial Skills” at Manav Rachna College of Engineering, Faridabad from 16-17 January 2014.
15. Delivered a training session on Effective Interpersonal relationship, Motivation, Team building & communication during Supervisory Development Program **for L&T** from 2nd – 6th march 2013.
16. Delivered a workshop on Case study as “Session Facilitator” at Ideal Institute of technology, Ghaziabad on 30 august 2011
17. Delivered a training session on “Building Appreciative Leadership” at INMANTEC, Ghaziabad.

RESEARCH PAPER PUBLISHED:

1. Singh, L. B., (2017). Job Satisfaction as a predictor of Employee Engagement. Amity Global HRM Review. Volume 7, ISSN 2250-060X, (**Accepted for Publication**).
2. Singh, A., & Singh, L. B. (2018). Determinants of Job Satisfaction and Its Impact on Affective, Continuance, and Normative Commitment of Employees: An Empirical Study. In Multidisciplinary Perspectives on Human Capital and Information Technology Professionals (pp. 268-289). IGI Global.
3. Singh, A., & Singh, L. B. (2017). E-Learning for Employability Skills: Students Perspective. Procedia Computer Science, 122, 400-406. (**Scopus Indexed**)

4. Singh, L. B., Jain, S. (2017). Maximizing Tendency and Decision Making Among 'To Be' Professionals. International Conference on Strategies in Volatile and Uncertain Environment for Emerging Markets. New Delhi. pp.266-274
5. Singh, L.B., Singh A., (2017). Skill Gap Analysis: A case of Faridabad Industries in India. Cases in Management (GSMC 2017). (pp. 139-150). ET Cases, Times of India Group. (ISBN: 978-81-931001-5-8) **(also uploaded at The Case Centre, UK)**
6. Gupta, V., Singh, L.B. (2016). Perception of IT Professionals towards Root Causes of Software Bugs. International Journal of Computer Applications. pp. 26-30.
7. Gupta, V., Singh L., (2016). Perception of IT Professionals towards root causes of Software bugs. National Conference on Next Generation Technologies for e-business, e-Education & e-Society (NGTBES-2016) (pp.117-122). New Delhi. (ISBN: 978-81-928380-9-0)
8. Saxena, M., Singh, L.B. (2015). Customer Loyalty through Employee Engagement: A conceptual Model. IRACST- International Journal of Research in Management & Technology (IJRMT), pp. 289-297. Vol. 5, No4, August 2015 ISSN: 2249-9563
9. Singh, L.B., Agrawal, B.,(2015). Study of Students' Attitude towards Skills Development from the Professional Courses at Faridabad, Haryana. *Gurukul Business Review*, Vol. 11, Spring 2015, pp. 11-18 ISSN: 0973-1466 **IMPACT FACTOR 1.223** (IIFS)
10. Singh, L.B., Dutch, M.A. (2014). Changes in Socio-Cultural Environment and Human Resource Practices. *Amity Global Business Review*. Vol. 9 ISSN0975-511X pp. 09- 14
11. Singh, L., Mehra, S., Singhal, R.K. (2013). Study of Employee Retention at Senior/ Top level of Management in India Aviation Sector. *Aayam*. Vol. 3 No.1 & 2, Page 14- 22.
12. Singh, L., Subramanian, A.R., (2013). A Study on Practices of Outsourcing and Contract Labour in India. *Amity Global HRM Review*. Volume 3, ISSN 2250-060X, pp. 45- 51
13. Singal, R.K., Singh L., Uppal A., (2013). Work Life Balance and its effectiveness in Global Perspective. *International Conference on Changing dynamics in the Global village* (pp. 459- 467). New Delhi: Bloomsbury Publishing India Pvt. Ltd. (ISBN: 978-93-82563-59-4)
14. Singh, L., Dutch, M.A., (2012). Organization Culture as Indicator of Organization's citizenship behavior. *Amity Global HRM Review*. Volume 2, ISSN 2250-060X, pp. 9-14
15. Bansal, R.K., Bajpai, L, (2012). Changing Socio-Cultural environment & its impact on Working Professionals. *Amity Global Business review*. Vol. 7, ISSN 0975-511X. pp. 102-107

16. Singh, L., Singal, R.K., (2012). Transformational Leadership: in a contemporary Higher education Era. *Industry Academia Summit: Economic Development through Educational Excellence* (pp. 87- 96). New Delhi: Excel India Publishers. (ISBN: 978-93-82062-62-2)
17. Vashisht, A., Singh, L., (2012). Outdoor advertising in New Age Marketing. *National Conference: New Age Marketing: Changing Paradigms* (pp. 214- 219). Noida: IMS Publication House. (ISBN:978-81-921148-1-1)
18. Bajpai, L., (2011). Changing Socio-Cultural environment & its effect on Working Professionals. *International Journal of Commerce and management*. Vol. 1.1, Issue 2, 2011 July- Dec., ISSN 2231-587X, pp. 79- 84.
19. Tiwari, S., Rana, H., Singh, L., (2011). Going Green in a real estate: a step towards value creation. *National Seminar: Creating and Sustaining Customer Value: A path to glory*, (pp. 137- 155). New Delhi: Macmillan Publishers India Ltd. (ISBN: 023032275-1)
20. Rana, H., Singh, L., Chander, S., (2011). Innovation and its management in FMCG Sector: An Indian Perspective. *National Conference: Success Mantra for 21st Century Business* (pp. 235- 239). New Delhi: Excel India Publishers. (ISBN:978-93-81361-13-9)
21. Singh, D., Singh, L., (2011). Innovations at Indian Railways. *National Conference: Success Mantra for 21st Century Business* (pp. 280- 285). New Delhi: Excel India Publishers. (ISBN:978-93-81361-13-9)
22. Singh, L., (2009). Tata Nano: A journey from West Bengal to Gujarat. *Journal of Management Development and Information Technology*. Vol. 7, pp. 52 – 59.
23. Singh, L., Bhawna, (2012). Downsizing with Dignity: Indian Corporations. *Case study in Management: Creating & Sustaining Business*. New Delhi: Wisdom Publications' ISBN:978-93-81505-38-0, pp. 15-23
24. Singh, L., Pandey, R., (2012). A Bitter Story: Unrest at Bosch. *Case study in Management: Creating & Sustaining Businesses*. New Delhi: Wisdom Publications' ISBN:978-93-81505-38-0, pp. 37-43
25. Singh, L., Bajpai, C., (2012). CEO Murder at Oerlikon Graziano, Greater Noida. *Case study in Management: Creating & Sustaining Businesses*. New Delhi: Wisdom Publications' ISBN: 978-93-81505-38-0, pp. 44-52.
26. Singh, D., Singh L., (2010). Going Green: A cutting strategies in service Industry. *International Conference: Green Business Strategy* (pp. 358- 367). Gurgaon: J.K. Business School Publishing. (ISBN: 978-81-909387-1-6)

27. Bajpai, C., Singh, L., (2010). Global Meltdown & Human Resources. *National Conference: Managing HR Challenges in the emerging Global Scenario* (pp. 179- 184). New Delhi: Wisdom Publications. (ISBN: 978-81-89547-74-5)
28. Vashisht, A., Singh, L., (2010). Indian ethics & value systems in TV ad likeability among perspective consumers. *National Conference: Challenges for Management & Technology in Knowledge Millennium* (pp. 324- 335). Moradabad: Teerthanker Mahaveer Publications.
29. Bajpai, C., Singh, L., (2010). CSR: issues & Challenges. *National Conference: Corporate Social Responsibility: not just a payback* (pp. 9- 15). New Delhi: Wisdom Publications. (ISBN: 978-81-89-547-75-2)
30. Singh, L., Singh, D., (2010). CSR: introspection of the Corporate Practices. *National Conference: Corporate Social Responsibility: not just a payback* (pp. 79- 91). New Delhi: Wisdom Publications. (ISBN: 978-81-89-547-75-2)
31. Singh, D., Singh, L., (2009). Subhiksha- the Survival Strategies. *International Conference: New Global Economic order: Challenges & Opportunities* (pp. 602- 606). New Delhi: Research India Publications. (ISBN: 978-81-904362-9-8).

RESEARCH PAPER PRESENTED:

1. Presented a research paper titled “Job Satisfaction and Employee Engagement: A Study of Indian Organization” during 3rd National Conference on ‘Emerging Trends in HR’ organized by Apeejay School of Management, Dwarka, New Delhi on May 26th, 2017
2. Presented a research paper titled “Human Resource Management practices in small & medium sized enterprises in India” during International Conference on ‘Corporate Governance: Retrospect & Prospects’ organized by IMS Ghaziabad, on February 12-13, 2017.
3. Presented a research paper titled “Need of Employability Skills in Management students” during International Conference on ‘Corporate Governance: Retrospect & Prospects’ organized by IMS Ghaziabad, on February 12-13, 2017.
4. Presented a research paper titled “A study of Emotional Intelligence and job satisfaction among the IT professionals in India” during International Conference on ‘Changing Dynamics in Global Markets’ organized by Symbiosis International University on September 29-30, 2016.
5. Presented a research Paper, ‘Skill Gap Survey at Faridabad Industries’ during International Conference on Skill Development & Technological Innovations for Economic Growth (ICST- 2015) organized by IMS, Ghaziabad on November 28th 2015.

6. Presented a research paper, “Customer Loyalty through Employee Engagement; A Conceptual Model” during International conference on Paradigm Shift in Management and Technology organized by YMCA University of Science & Technology, Faridabad, on April 09th – 10th 2015.
7. Presented a case study entitled, “Energy Efficiency: A case study of Faridabad Small Industries Association” during international workshop on “Bridging Development Divide for Inclusive Growth through Science, Technology and Innovation” organized by DST-Centre for Policy Research, at BBAU Central University, Lucknow, India on 16th – 17th January 2015.
8. Presented a research paper entitled “Changing Environment & Human Resource Practices” During Doctoral Research in International Context (DRIC 2014), organized by National Institute of Food Technology Entrepreneurship & Management, Sonapat Haryana on 29th- 30th August 2014.
9. Presented a research paper entitled “Emerging Changes in Socio-Cultural Environment and its Effect on Human Resource Practices” during International Business School Conference IBSCON 2014, organized by Amity International Business School, on 6th -7th March 2014.
10. Presented a research paper on the topic of “Changes in Socio Cultural Environment and Its Linkages with HR Practices” during National Seminar on “Contemporary Issues and challenges in Commerce, Management and Technologies” sponsored by Directorate of Higher Education, organized by D.A.V. Centenary College, Faridabad, Haryana from 7th-8th Feb. 2014.
11. Presented a research Paper on the topic of “Transformational Leadership: in a contemporary Higher education Era” at Varanasi.
12. Presented a research paper on the topic of “Role of Seamless leadership: in a contemporary Higher education Era” during a National Conference on ‘Transformational Leadership in Higher Education’ organized by IIT New Delhi from 28- 30th June 2012.
13. Presented a research paper in Amity Global HR Summit on the topic of “Significance of HRM in the Changing Environment” on 23rd Sep. 2011
14. Presented a research paper on the topic of “World class service Delivery” during a National Conference organized by Jaipuria Institute of Management studies on April, 17, 2010.
15. Presented a research paper on the topic of “EQ, IQ & SQ: enhancing Competitiveness” during a National Conference organized by Jaipuria Institute of Management studies on April, 17, 2010,

16. Presented a research paper on Global recession & retaining employees: a challenge in National Conference organized by HIMCS Mathura Feb. 2008
17. Presented a research paper on “strategy of survival rural marketing” during National Conference organized by HIMCS Mathura. Feb. 2008
18. Presented a research paper on the topic “HR challenges in retailing: with special reference to Banking Sector” in National Conference organized by HIMCS Mathura, U.P. Feb. 2007

BOOK PUBLICATION:

Singal, R.K., Singh, L. (2012), “Case study in management: Creating and sustaining Business”, Wisdom Publications, New Delhi, ISBN: 978-93-81505-38-0

ACHIEVEMENTS:

- Chaired a technical Session on General management during paper presentation in National Conference on ‘IPR, Future Technology, Optimization and Management’ organized by INMANTEC, Ghaziabad on February, 17, 2017.
- Chaired a session on General Management during paper presentation in International Conference on ‘Changing dynamics in Global Markets’ organized by Symbiosis International University on September 30, 2016.
- Awarded with incentive of Rupees 25,000/- under Research Incentive Scheme for publication of the research paper in EBSCO listed Journal
- Won the Best Research Paper Award during “Industry Academia Summit” at FMS, Banaras Hindu University (BHU), Varanasi, U.P. held on 12- 13 October 2012.
- Won the first prize during paper presentation on National Conference organized by BBDIT, Ghaziabad, U.P.
- Certified Internal Auditor for ISO 9001: 2008.

OTHER PROFESSIONAL ASSIGNMENTS:

- Member of Editorial Review Board of Annual Journal of Amity International Business school ‘Amity Global HRM Review (ISSN2250-060X)
- Reviewer of Journal of General Management Research (ISSN (print): 2348 – 2869, ISSN (online): 2348 - 5434) is a peer reviewed bi-annual journal, published by Symbiosis Centre for Management Studies NOIDA (Constituent of Symbiosis International University, Pune)
- Member of Interview Panel for MBA candidates of Symbiosis International University, at SCMS Noida Feb. 2014, & May 2014.

- Delivered Sessions on Industrial relations & labor laws for video recording (study material) IGNOU- CENTUM.
- Visiting Faculty for the subject O.B. with Hero Mind Mine.
- Panel member for the topic “Attrition: Corporate Nightmare or Competitive edge” during Institute IE organized by INMANTEC.

WORKSHOP/ SEMINARS ATTENDED:

- Attended one week Competency Development Program on “Business Research & Analytics’ during 19-24 June, 2017, organized by ‘Jaypee Business School’ (JIIT, Noida).
- Attended one day FDP on Successful Case Teaching: Bringing Field to Class November 19, 2016 organized by Institute of Management Studies, Ghaziabad
- Attended a workshop on ‘Effective Research’ on September 29, 2016 organized by Symbiosis International University
- Attended 6th HR Conclave on “Role of HR as a Growth Agent” organized by Delhi Management Association on August 09, 2016.
- Participated in one day FDP on Research Methodology, held on July 16th 2016 at IMS Ghaziabad.
- Attended a one week FDP on Participative Learning & Teaching Case Studies from March 31st – April 05, 2016 organized by IIM Lucknow.
- Attended two days ‘FDP on Research Methodology using SPSS’ organized by IMS, Ghaziabad, on February 5th- 6th 2016.
- Attended FDP on “Advanced Research Tools- Structural Equation Modeling” organized by IMS Ghaziabad on Saturday 4th July 2015
- Attended FDP on “Multivariate Data Analysis” organized by IIM Kozhikode from 15th June- 19th June 2015
- Attended a workshop on “Structural Equation Modeling (SEM): Basics & Applications” organized by Centre for Management Development, IBS Hyderabad on 5-6th Feb. 2015.
- Participated in a Faculty Development Program on “Business Communication and Team Work” conducted by INFOSYS Limited at Manav Rachna College of Engineering, Faridabad, from 09th – 12th June 2014.
- Attended a Case Writing Workshop organized by Jaipuria Institute of Management, Noida, on May 01, 2014
- Attended 3day FDP on Research Methodology organized by Bharti Vidyapeeth Institute of Management research, New Delhi from December 13- 15, 2013.
- Attended 2 days Faculty Development Programme on Data Analysis using SPSS on 25th & 26th Feb. 2011, organized by Jaipuria Institute of Management, Noida.
- Attended Faculty development programme on the topic of Statistical analysis using SPSS, organized by IMS Ghaziabad, Nov. 2009.
- Participated in a workshop on the topic “Building Appreciative Leadership” organized by Idam Learning, New Delhi.