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BINDU GUPTA

Education

Ph.D. (1999) Psychology IIT Kanpur, India. Area - Organizational Behavior

M. Phil (1992) Psychology

M.A. (1990) Psychology

Research Papers

Gupta, Bindu., Wang, Karen, & Cai, Wen. J. (2020). Interactional Justice and Willingness to Share Tacit Knowledge: Perceived Cost as a Mediator, and Respectful Engagement as Moderator. *Personnel Review*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/PR-08-2019-0436>

Kataria, A., Kumar, S., Sureka, R. and Gupta, B. (2020), "Forty years of Employee Relations – The International Journal: a bibliometric overview", *Employee Relations*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/ER-10-2019-0410>

Gupta, Bindu, Singh Rakesh, & Puri, Sandeep. (2019). Thought Self-leadership & Performance: Examining the Role of Work Engagement, *Indian Journal of Industrial Relations*, Vol. 55, No. 1, 121-134

Gupta, Bindu & Singh, Ajay. (2017). Predicting Employee Engagement, Knowledge Sharing, and OCB. *Indian Journal of Industrial Relations*, Vol. 52, No. 4, 675-688

Li, Hiding; Gupta, Bindu; Loon, Mark; Casimir, Gian. (2016). Combinative aspects of leadership style and emotional intelligence. *Leadership and Organizational Development Journal*. Vol. 37, Issue 1, 107-125. (Emerald Publication)

Singh, Ajay & Gupta, Bindu. (2015) Job Involvement, Organizational Commitment, Professional Commitment, and Team Commitment –A Study of Generational Diversity. *Benchmarking: An International Journal*, Vol. 22, No.6, 1192-121 (Emerald Publication)

Gupta, Bindu & Bartaria, S. (2015) Training for Innovation: Creating competitive advantage. 'Growth' Journal of the training management institute, SAIL, Ranchi.

Gupta, Bindu & Singh, Ajay. (2014). Strategy and Structural Dimensions – A Comparative Study of Four Industries. *Indian Journal of Industrial Relations*, Vol. 50, No. 1, 180-192.

Gupta, V.K. & Gupta, Bindu. (2014) Flexible strategic framework for managing innovation from perspective of continuity and change: A study of SMEs in India *Business Process Management Journal*, Vol. 20, No. 3. (Emerald Publication)

Gupta, Bindu & Gupta, V.K. (2014) Innovation in SMEs in India: A Study of Drivers, Barrier, and Sources of Innovation and its Impact in Auto Ancillary SMEs. *International Journal of Business Innovation and Research*, Vol. 8, No. 3, 333-351

Gupta, Bindu, Singh, D., Jandhyala, K., & Bhatt, S. (2013) Self-Monitoring, Cultural Training and Prior International Work Experience as Predictors of Cultural Intelligence – A Study of Indian Expatriates. *Organizations and Markets in Emerging Economies*, Vol. 4, No. 1(7).

Gupta, Bindu. (2012) Can PMS drive the workforce in PSBs. *UPKRAM*, (A quarterly magazine on and for Public Sector Undertakings), Vol. 18, Oct.-Dec.

Gupta, Bindu, Joshi, S., & Agarwal, M. (2012) The effect of Expected benefit and perceived cost on employees' knowledge sharing behavior: A study of IT Employees in India, *Organizations and markets in emerging economies*, Vol. 3, No. 1(5)

Gupta, Bindu. (2012) The role of emotional intelligence in employees' Organizational citizenship behaviors. *International Journal Indian Culture and Business Management*, Vol. 5, No. 4, 458-471.

Gupta, Bindu. (2012) Fostering creativity through emotional intelligence. *Growth*, Vol. 39, No. 5

Gupta, Bindu, Agarwal, A., Samaria, P., Sarda, P., & Bucha, R. (2012) Organizational commitment and psychological contract in knowledge sharing behavior. *Indian Journal of Industrial Relations*, Vol. 47, No. 4, 737-749.

Gupta, Bindu. (2011) Organizational culture and Creative behavior: The moderating role of Creative Style Preference. *International Journal of Innovation and Learning*, Vol. 10, No.4 pp. 429 - 441

Gupta, Bindu. (2011) A comparative study of Organizational Strategy and Culture across Industry. *Benchmarking: An International Journal*. Vol. 18, Issue 4.

Gupta, Bindu (2011) "Employees' knowledge sharing behavior and Work Engagement: The Role of organizational politics", *International Journal of Business Excellence*, Vol. 4, No.2.

Gupta, Bindu & Mishra, Sita. (2011) Effect of Emotional Labour on Emotional Exhaustion: A Study of Retail Sector in India. *International Journal of Indian Culture and Business Management*, Vol. 4, No. 1

Kwan, C.M., and Gupta, Bindu (2011) "Facilitating and Inhibiting Factors of Innovation: A Study of Small and Medium Enterprises in Hong Kong", *Singapore Management Review*, Vol. 33 No.1, pp. 1-16.

Gupta, Bindu, & Tyagi, A. (2009). Employees' Perception of workplace stressors and their attitude towards work and organization: A Study of Indian Managers, *International Journal of Indian Culture and Business Management*, Vol. 2, No.6

Gupta, Bindu, (2009) Understanding the Preferences of Creative and Non-creative Employees. *Indian Journal of Industrial Relations*, Vol. 45, No. 2

Gupta, Bindu (2009). Impact of compliance with superior's bases of power on subordinates' satisfaction and performance. *Malaysian Management Review*, Vol. 44, No. 1, 41-56

Mishra, Sita, & Gupta, Bindu. (2009) Work Place Motivators and Employees' Satisfaction with Organization: A Study of Retail Sector in India, *Indian Journal of Industrial Relations*, Vol. 44, No. 3, 509-519

Gupta, Bindu., Sharma, N.K., & Ganesh, C. (2009) The Influence of Organizational Cultural Values, Reward, Time, Self-Esteem and Job Security on Knowledge Sharing Intention Among Managers. *International Journal of Indian Culture and Business Management*, Vol. 2, No.2.

Gupta, Bindu, Singh, S., & Singh, N. (2008) Self-Monitoring and Perceived Job Security and Use of Sanctioned and Non-sanctioned Political Tactics. *Vilakshan XIMB Journal of Management*, Vol. V, Issue 2, pp. 15-32.

Gupta, Bindu (2008) Role of Personality in Knowledge Sharing and Acquisition Behavior. *Journal of the Indian Academy of Applied Psychology*, Vol. 34, No. 1.

Gupta, Bindu & Sharma, N.K. (2008) Compliance with Bases of Power and Subordinates' Perception of Superiors: Moderating Effect of Quality of Interaction. *Singapore Management Review*, Volume 30, No 1.

Gupta, Bindu. (2007). Role of Individual Values and Organizational Cultural Values in Knowledge Sharing and Acquisition in Organizations. *Review of Business Research*, listed in Cabell's Directory 2003-2008 Editions and Ulrich's International Periodicals Directory since 2003, ISSN:1546-2609, Vol. VII, 5, 73-77.

Gupta, Bindu. (2007) Managing knowledge through 'OCTAPACE' Organizational culture: A conceptual framework. *The Business Review*, Vol. 12, 2, 59-68.

Gupta, Bindu, & Sharma, N. K. (2003). Bases of power as a function of organization type and managerial level. *Behavioural Scientist*, 4 (2), 73-78.

Gupta, Bindu. (2001) Who Knows the Best: Employees' Opinions of and Preferences for Different Sources of Performance Appraisal? *Indian Journal of Psychol. Issues*, Vol. 9 (2), 106-113.

Sharma, N.K., and Gupta, Bindu. (2000). Reasons for compliance: Leaders' bases of power and subordinates' perceptions. *Psychological Studies*, 45 (No. 1&2), 51-57.

Sharma, N.K., and Gupta, Bindu. (2000). Positioning Psychology in the Minds of People: What is Missing? What needs to be done? *Pracchi Journal of Psycho-Cultural Dimensions*, 16,2, 85-90.

Gupta, Bindu, and Sharma, N.K. (1999). Effectiveness of bases of power: An experimental study. *Psychological Studies*, 44 (No. 1 &2), 35-42.

Cases

Puri, S., Singh, R., Agnihotri, R., Gupta, B. Sarva pharmaceuticals in cambodia: fight or fold? with Product Number: 9B20A060 is published with Ivey case Publishing (July 2020)

Gupta, Bindu, "James at Joppusa Coatings: Career in Crisis" with Product Number 419-0075-1 is published with Case Centre (Teaching note: Reference no. 419-0075-8) (August 2019)

Puri, S. & Gupta, B, "Laurs and Bridz: Human resource practices for sales personnel" with Product Number: 9B18A006 is published with Ivey case Publishing (Jan. 2018)

Gupta, B, and Puri, S, "ICICI Bank: Aligning Corporate Culture with Strategy" with Product Number: case 5-166-569 is published with WDI Publishing (University of Michigan). (August 2017)

Gupta, Bindu & Ganesh, C. Focus Design Consultancy. Case Centre CASE, Reference no. 415-049-1 (TEACHING NOTE: Reference no. 415-049-8)

Gupta, Bindu., Saxena, R.P., & Bagati, Rakesh. (2006). Bharti Airtel in Sahay, B.S., Staugh, R., & Sardana, G.D. (Eds), *Cases in Business Management*. 175-190. New Delhi, India.

Publication in Edited Volumes/Proceedings

Gupta, Bindu, Singh Rakesh, Puri, Sandeep, Rawat, Pankaj. Psychological Capital and Performance: Examining the Roles of Thought Self-leadership, Work Engagement and Performance Feedback. Published Online in AOM Proceedings:29 Jul 2020, <https://doi.org/10.5465/AMBPP.2020.19263abstract>

Gupta, Bindu., & Gupta, V.K. (2013) Enablers and Barriers of Innovation in Indian Manufacturing SMEs in Singh, A., Mitra, J., & Awasthy, N. *Sustainability & Development: Paradigm Shift in Knowledge Creation and Innovation*, 3-20, Bloomsbury Publishing India Pvt. Ltd.

Gupta, Bindu, Sharma, G., Malhotra, A., Agarwal, S. (2011). Employer Branding-How to attract Top MBA Brass of India in Chopra, R., Ranjan, J., Puri, S., & Mitra, J. *Facets of Business Excellence*, 1-11, Macmillan, India

Gupta, Bindu & Singh, S. (2009) What Motivate Creative Employees: An Empirical Study of Designer and Non-Designer Professionals in Gupta, Bindu & Singh, S.K. (Eds), *Building blocks of Organizational Creativity*, 86-98, Macmillan, India

Kwan, C.M. Peter, & Gupta, Bindu (2009). Facilitating and inhibiting factors of innovation in small and medium enterprises in Hong Kong in Singh, S.K. & Gupta, Bindu (Eds.) *Innovation Management*, 237-250.

Arora, V., Kharbanda, A., Mandloi, A., & Gupta, Bindu (2009) Understanding corporate identity: A Qualitative Analysis in Gupta, Bindu & Singh, S.K. (Eds), *Building blocks of Organizational Creativity*, 330-352, Macmillan, India

Gupta, Bindu (2008). Relationship of Managers' self-esteem and job security with knowledge sharing behavior in organizations: A study of Indian Managers in Goyal D.P., Ram M. P & Gautam, T. (Eds), *Business and Competitive Dynamics: Survival and Growth Strategies*. 270-277. Macmillan, India.

Gupta, Bindu; Saxena, R.P.; and Bagati, Rakesh Presented a paper 'Bharti Airtel' at the International Conference on Management Cases (ICMC 2006), jointly organized by IMT-Ghaziabad and George Mason University, held at IMT campus, Ghaziabad, during 4-5 December 2006.

Paper Presented At Conferences

Gupta, Bindu, Singh Rakesh, Puri, Sandeep, Rawat, Pankaj. Psychological Capital and Performance: Examining the Roles of Thought Self-leadership, Work Engagement and Performance Feedback. Paper presented at AOM 2020 scheduled during 7-11 August 2020.

Gupta, Bindu, Wang, Karen, & Cai, Wenjuan (2020). Interactional Justice and Willingness to Share Tacit Knowledge: Perceived Cost as a Mediator, and Respectful Engagement as Moderator. Paper presented in 6th Biennial Indian Academy of Management Conference organized by IIM, Trichy, January 2020.

Gupta, Bindu, Singh, Rakesh, & Puri, Sandeep. Thought Self-leadership & Performance: Examining the Role of Work Engagement, 3rd international Facets of Business Excellence held at IMT Ghaziabad, Nov 22-23, 2018.

Gupta, Bindu & Singh, Ajay. Linking Organizational Citizenship Behavior, Knowledge Sharing & Employees Engagement with Selected HR Practices: Moderating Role of Organizational Cultural Values. Paper presented at The 4th Ashridge International Conference, UK during 12-14 June 2015

Gupta, Bindu & Singh, Ajay. Employees Commitment: A Comparative Study of Different Generations. Paper Presented at Eleventh AIMS International Conference at IMT Ghaziabad, during 21st -24th December 2013.

Gupta, Bindu. & Gupta, V.K. Enablers and Barriers of Innovation in Indian Manufacturing SMEs. Presented at International Conference on Rural Innovation, Capacity Building, Knowledge Management, Entrepreneurship and Technology held at Institute of Management Technology, India, January 3-4, 2013

Gupta, Bindu. & Gupta, V.K. "Innovation in Indian SMEs: A study of Auto Ancillary sector." 14th Annual Conference on Education held in Athens, Greece, May 21st -24th 2012

Saxena, R.P. & Gupta, Bindu. Flydubai-Moving aggressively to dominate sector. Case presented at 2nd Advances in Hospitality and Tourism Marketing and Management (AHTMM) at Corfu Island, Greece, during 31st May -3rd June 2012

Gupta, Bindu. Fostering Creativity through Emotional Intelligence. Paper Presented at Eight AIMS International Conference at IIM Ahmedabad, during 1st -4th January 2011

Gupta, Bindu. A study of climate for Innovation in Indian organization. Paper Presented at International Conference on Demography, Culture & Marketing at Xavier Institute of Management Bhubaneswar, India during 13th to 17th December 2010

Gupta, Bindu. The role of Organizational culture in Employees' Creative behavior Paper Presented at AIMS International Conference at IIM Bangalore during 20-23 December 2009

Gupta, Bindu "Employees' knowledge sharing behavior and Work Engagement: The Role of organizational politics Paper Presented at Technology Innovation and Industrial Management (TIIM 2009) at Bangkok during 16-20 June 2009.

Gupta, Bindu & Singh, S. What Motivate Creative Employees: An Empirical Study of Designer and Non-Designer Professionals. Presented at International Conference on Managing Creativity and Innovation (ICMCI 2009) at IMT, Ghaziabad in India during 9-10 January 2009.

Kwan, C.M. Peter, & Gupta, Bindu (2009). Facilitating and inhibiting factors of innovation in small and medium enterprises in Hong Kong. Presented at International Conference on Managing Creativity and Innovation (ICMCI 2009) at IMT, Ghaziabad in India during 9-10 January 2009.

Arora, V., Kharbanda, A., Mandloi, A., & Gupta, Bindu (2009) Understanding corporate identity: A Qualitative Analysis. Presented at International Conference on Managing Creativity and Innovation (ICMCI 2009) at IMT, Ghaziabad in India during 9-10 January 2009.

Gutpa, Bindu "Role of Individual and Organizational Cultural Values in Knowledge Sharing and Acquisition in Organization". Presented at International Academy of Business and Economics (IABE-2007) Annual Conference in Las Vegas, USA during 14 -17 October 2007.

Gupta, Bindu & Sharma, N.K. (2006). Impact of Quality of Interaction on subordinates' compliance with Leader's Bases of Power. Paper Published in the Proceedings of *Third AIMS International Conference on Management*, Indian Institute of Ahmedabad, Ahmedabad, India, January 1-4.

Gupta, Bindu, and Sharma, N.K. (2000) Managing High Level of Performance Through self-awareness. Paper Presented at *National Conference on Behavioural Management in Rural Development*, Haryana Institute of Rural Development, Nilokheri, India, February 03-05.

Sharma, N. K., & Gupta, B. "Positioning psychology in the minds of people: What is missing? What needs to be done?" Presented at the Tenth Annual Conference of National Academy of Psychology (India) on Social Concerns and Psychology: An Agenda for Next Millennium, Lucknow University, December 3-5, 1999

Sharma, N. K., and Gupta, Bindu. (1995). What can mass media do to control environmental pollution? Paper presented at the *Annual Convention of Uttar Pradesh Psychology Association*, P.P.N College, Kanpur, India, Dec 29-30.

Books Published

Gupta, Bindu, & Singh, Sanjay Kumar. *Building Blocks of Organizational Creativity*, Macmillan India, 2009

Singh, Sanjay Kumar, & Gupta, Bindu. *Innovation Management*, Macmillan India, 2009

Jham, Vimi, & Gupta, Bindu, (2009) *Cases in Management: Indian and International Perspectives*, Biztantra

Gupta, Bindu, Mishra, Sita, Routray, Susmi (2013) *Resource Book on Case Studies in Business Management*, Ane Books Pvt. Ltd.

Award Received

Research paper “Combinative aspects of leadership style and emotional intelligence” published in Leadership & Organization Development Journal received the Outstanding Paper in the 2017 Emerald Literati Network Awards for Excellence.

External Expert/Invited Speaker

An external expert of Research Degree Committee (RDC) of Dayalbagh Educational Institute, Agra,

An external expert of the Academic Advisory Committee of GL Bajaj Institute of Management & Research

An external expert of the Academic Advisory Committee of Jaipuria Institute of Management Indirapuram

Guest Speaker at Rouen Business School, France, during the international week with two days conference on the broad theme of “The Geo-Economics of New Worlds”. March 28-29, 2011.

Project Undertaken

“Innovation in Indian SMEs”, Project Directors (Dr. Bindu Gupta & Prof. V.K. Gupta), Sponsored by ‘Cricket’ IMT Ghaziabad

Conference/Seminar Organized

Organized a two day *International Conference on Managing Creativity and Innovation at IMT Ghaziabad* in collaboration with University of Newcastle Australia, 9 -10th January 2009 (Co-chairs- Sanjay, K. Singh; Bindu Gupta; Amitabh Deo Kodwani, and Gian Casimir)

Organized one day HR conclave “Role of HR in creating high-performance organization” at IMT Ghaziabad, 16th Feb. 2008. (Coordinator – Sita Gupta & Bindu Gupta)

Workshops/Training Program Conducted

Program Director for series of program on Managerial Effectiveness for NEXA Training and Development Managers during March 2017 –Till date (August 2018).

Conducted sessions on Team Management for NEXA, Maruti Suzuki, Training and Development Managers during March 2017-September 2018.

Conducted sessions managing self and others for General Managers of ARENA, Maruti Suzuki, during May and July 2018.

Conducted sessions on in General Management Program for Airport Authority, India

Conducted sessions for Middle level leaders of Magicbricks.com on 'High Impact Sales Leadership' Aug 8-10, 2016 (feedback -4.50/5.00)

Conducted sessions on 'MBTI' for sales leaders in Professional Sales Management programs of Magicbricks.com (feedback -4.07/5.00)

Conducted training sessions on Leadership and Team Building for Professionals of NHPC Ltd. Faridabad

Conducted training sessions on Leadership and Team Building for International participants in International Training Programme at The Rafi Ahmed Kidwai National Postal Academy, Ghaziabad International Training

Conducted training sessions for Scientist and non-scientist of CSIR, at HRDC Centre, Ghaziabad

Program Director for One Year 'Executive Program in Business Management' during June 2013-May 2014.

Program Co-Director for the two weeks in a company training program on Skill Development for NonGTs during 7-18 September 2009

Conducted a workshop on "Enhancing performance through self-awareness and teamwork" IIT Kanpur Staff, Feb 26, 2K. (Coordinators and Faculty: Dr. Bindu Gupta and Prof N.K. Sharma)

Ph.D./ DBA Guidance

External supervisor for a student registered with Department of Management Studies (DMS), MNIT, Jaipur

External supervisor for a student registered with AIMA and AMU

Two students of DBA program from Newcastle University, Australia have completed their DBA.

Training / Workshops/ Seminars Attended

Attended “Qualitative Research Methods” Summer School – A focus on management and governance, at the Officine Garibaldi, University of Pisa, during the period 20th – 24th May 2019.

Certified trainer FIRO-B Anahat Organization Development Consultancy Pvt Ltd during July 2018

Attended ‘Impact Seminar’ Organized by AACSB at Hong Kong (May 2018)

Attended “Continuous Improvement Review” Seminar Organized by AACSB at Hong Kong (May 2018)

Attended ‘Human Interaction Lab’ organized by NTL Institute USA during 2-7th April 2017

Attended BGS chapter Seminar at Hong Kong during September, 2016

Certified trainer MBTI, Completed Step 1 and Step 2 MBTI certification from Anahat Organization Development Consultancy Pvt Ltd during April 2016

Participated in AACSB ICAM 2016 during 3-5 April 2016 at Boston USA

Participated in three days workshop on “A general approach to construct development and testing” by Prof. Naresh Malhotra during November 29 – December 1, 2015

Organized and Participated in three days’ workshop on “Conducting Qualitative Research & Navigating the Publishing Process” by Prof Dennis Gioia and Prof E.A Ramaswamy during March 02-04, 2015

Participated in four days’ workshop on “Structural Equation Modelling’ By Prof. Joe Hair and Prof Marko Sarstedt during 8-11th Dec. 2014, organized by IMT Dubai

Participated in AACSB International ‘Business Accreditation Seminar’ during 3-4 June, 2013 at Singapore.

Participated in AACSB International ‘Assurance of Learning Seminar’ during Feb. 4-5, 2013 at Goa, India

Attended workshop on ‘Advanced Data Analysis’ during 11 -12 January, 2013

Attended workshop on Introduction to SAP ERP during 4th June to 8th June 2012

Completed a **MBTI QUALIFICATION PROGRAMME** conducted by Manasayan in collaboration with Association of Psychological Type, U.S. April 12 -16th 2004.

Administrative Experience

Coordinator –AACSB at IMT Ghaziabad (2013 onwards)

Member of MDP committee at IMT Ghaziabad

Professor In charge Accreditation at IMT Ghaziabad (May 2016 to January 2018)

Chapter Advisor of Beta Gamma Sigma Society at IMT Ghaziabad (June 2016 to May 2020)

Member of Grievance Redressal Committee at IMT Ghaziabad (November 2016)

Member of ranking committee at IMT Ghaziabad (November 2016)

PGP Full Time Committee at IMT Ghaziabad (June 2016 – May 2017)

Professor In-Charge Accreditations at IMT Ghaziabad (June 2016)

Area Head –HRM (From March 2012 –April 2015)

Program Coordinator – Executive Program in Business Management (EPBM)

Work Experience

Professor, Institute of Management Technology, Ghaziabad, Since 1st September 2014

Associate Professor, Institute of Management Technology, Ghaziabad, Since 1st July 2009 to August 30, 2014

Assistant Professor, Institute of Management Technology, Ghaziabad, Since 31st Jan 2003 to June 30, 2009

Assistant Professor, CMD, Modi Nagar, India, July 2001 to Jan 30, 2003

Research Associate, Department of Humanities and Social Sciences, IIT Kanpur, April 1999 to April 2000.

Project Fellow (Part Time), “Event Memory: Temporal organization of Social Action Sequences about Personality”, IIT Kanpur, Sept. 1997 to July 1998.

Project Fellow, Industry Institute Partnership Cell, IIT Kanpur, June to July 1996.

Memberships

Academy of Management

Indian Science Congress Association.

Praachi Psycho-cultural Research Association.

Indian Academy of Applied Psychology

All India Management Association