



Dr VijayLakshmi Singh

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Current employment:

Assistant Professor of HRM at the Institute of Management Technology, Ghaziabad.

Teaching Interests:

Human Resource Management, Performance Management, Recruitment & Selection, Training & Development, Employee Relations & Wellbeing, Talent Management, HR Analytics, Diversity Inclusion & Culture, Leading & Managing Change

Research Interests:

Job Design, Diversity and Inclusion, HR in Entrepreneurship, Social Issues in Management, Indian Leadership and Management, Emotional Intelligence, Ethical Leadership

Education

Indian Institute of Management Ahmedabad *Ahmedabad, Gujarat*
Fellow Program (PhD) in Management from the Personnel & Industrial Relations area,
2016.

Thesis advisor: Prof Manjari Singh Ghosh.

Thesis title: "Exploring & Examining Job Crafting among Managers in India."

International Institute for Population Sciences *Mumbai, Maharashtra*
M. Phil in Population Science, December, 2007

1st class division

Thesis advisor: Prof Shri Kant Singh.

Thesis title "Gender concerns in India: Evidences from NFHS-III."

Banaras Hindu University. *Varanasi, Uttar Pradesh*
M.Sc. in Geography, May, 2006 (specialization Population Studies).

1st class division, 1st rank in Department.

Thesis advisor: Prof Sarfaraz Alam.

Thesis title: "International Migration Trends in the Pilgrim City of Varanasi."

University of Calcutta - Gokhale Memorial Girls' College
B.Sc., June, 2004.
1st class division, 2nd rank in Department

Kolkata, West Bengal

Calcutta Girls' High School
Higher Secondary (XII), I.S.C. Board, 2001.
1st class division

Kolkata, West Bengal

Calcutta Girls' High School
High School (X), I.C.S.E. Board, 2001.
1st class division

Kolkata, West Bengal

Honours and Awards

Won the “*Best Student Paper Award*” – at the HR International Conference (organized by the Academy of Management’s HR Division) in Beijing, China, June, 14-16, 2014.

Awarded “*Outstanding Reviewer*” by the Organization Behavior Division of the Academy of Management, USA, June, 2013.

Received the Junior Research Fellowship (*UGC-JRF*) and Lectureship Eligibility (*UGC-NET*) in 2007.

Received GOI fellowship at IIPS Mumbai to pursue MPhil course in 2006.

Teaching Experience

Full Time

IMT Ghaziabad
[Aug 2018 – present] *Assistant Professor of HRM*

Ghaziabad, NCR

IIM Rohtak
[Sep 2017 – May 2018] *Assistant Professor of HRM & OB*, responsible for the design, delivery and evaluation of the courses in HR & OB

Rohtak, Haryana

Bennett University (The Times Group)
[April 2016 – Aug 2017] *Assistant Professor of HRM & OB*, responsible for the design, delivery and evaluation of the courses in HR & OB.

Greater Noida, Uttar Pradesh

Part Time

Nirma University *Ahmedabad, Gujarat*
[August 2015 – September 2015] *Visiting Faculty* for “Industrial Psychology”, a 3 credit course for second year integrated MBA program. Was responsible for the design, delivery and evaluation of the course.

Central University of Gujarat *Gandhinagar, Gujarat*
[August 2014 – October 2014] *Visiting Lecturer* for “Organization Development & Change Management”, a 1.5 credit course for second year MBA students. Was responsible for the design, delivery and evaluation of the course.

Professional/Industrial Experience

Full Time

International Institute for Population Sciences *Mumbai, Maharashtra*
[December 2007 – May 2008] *Research Officer* under the direction of Dr. Shri Kant Singh for “CHARCA Project” funded by the Bills and Melinda Gates Foundation, for improving the health status of women in BIMARU states of India. Was involved in the data management, analysis and reporting of the project using Anthropic and SPSS software packages.

Part Time

UNICEF, India *Ahmedabad, Gujarat*
[August 2012 – July 2013] *Consultant* for projects related to Census reports, and knowledge management.

Miscellaneous *Online/multi-location*
April 2001-May 2004
July 2004 – April 2006
Sep. 2006 – Nov 2007
July 2012 – Feb 2016
May 2018 – July 2018

Courses Taught:

Executive level:

Negotiation Skills (2018)

Post Graduate level:

Negotiation Skills (2020)

Talent Management (2018, 2019, 2020)

Human Resource Management (2017, 2018, 2019, 2020)

Business Ethics (2018)
Communication (2017)
Employee Branding, Recruitment and Selection (2017)
Interpersonal Dynamics through Transaction Analysis (2017)
Organizational Behaviour (2016)
Organizational Development (2016, 2018)
Change Management (2014)

Under-Graduate level:

Industrial Psychology (2015)

Received on an average 8+ teaching feedback on a scale of 10..

Publications

Peer reviewed articles published in Journals

Singh, V.L. & Ghosh, M. Singh, (2018). A Burnout Model of Job Crafting: Multiple Mediator Effects on Job Performance. *IIMB Management Review*, 30(4), 305-315. [ABDC-B]

Singh, V.L. & Ghosh, M. Singh. (2016). Techniques of Job Crafting: An Exploratory Study on Management Consultants. *South Asian Journal of Management*, Vol 23(2), 25-50. [ABDC-C]

Singh, V.L., Manrai, A. & Manrai, L. (2015). Sales Training: A State of Art and Contemporary Review. *Journal of Economics, Finance & Administrative Science*, 20, 51-74. [Scopus – Q2]

Articles under Journal Review

Singh, S.K. & Singh, V.L. (2020). Does Productivity Really Matter for Profitability? (*Under Review in A-category journal*)

Peer reviewed articles published in Conference Proceedings

Paper titled, 'Job Crafting: A Burnout Model', (with Prof. M. Singh) in the proceedings of 75th Academy of Management Annual Meet, Toronto, Canada. 3-8 August, 2015.

Paper titled 'Job Crafting: A Context of Consultant Dejobbing', (with Prof. M. Singh) in the proceedings of the 74th Academy of Management Annual Meet, Philadelphia, USA. 1-5 August, 2014.

Book Chapters

Singh, V.L. & Singh, S. K. 2008. 'The Reproductive Health Problems of Women in Slum Areas: A context of Mumbai.' in Ranjan, A. (Ed.), *Population & Health- India, Annual Series*, Bhopal

Singh, V.L. & Singh, S. K. 2007. Does Perceived Rights Affect Violence against Women in India? A Cross Cultural Analysis, in Balaiah Donta et al (Eds.) *Strengthening Linkages between Reproductive Health and HIV/AIDS*, p. 377-402.

Peer Reviewed Conference Presentations/Acceptances

International

Paper presented, titled, 'Societal impact of HRM' at the 11th Biennial Conference of the Dutch HRM Network, Tilburg, The Netherlands. 14-15 November, 2019.

Paper accepted/presented (in absentia), titled, 'Ethical HR and Sustainability' at the 15th International HRM Conference, Madrid, Spain. 13-15 June, 2018.

Presented paper titled 'Job Crafting: A Context of Consultant Dejobbing', (with Prof. M. Singh) at the 74th Academy of Management Annual Meet, Philadelphia, USA. 1-5 August, 2014.

Presented Paper titled, 'Crafting Jobs beyond Job Descriptions', (with Prof. M. Singh) at the 1st Human Resource International Conference (of AOM-HR Division), Beijing, China. 14-16 June, 2014.

Paper titled, 'Job Crafting: A Burnout Model', (with Prof. M. Singh) accepted at the 75th Academy of Management Annual Meet, Toronto, Canada. 3-8 August, 2015.

Paper titled, 'Barriers to Innovative Work Behavior', (with Prof. M. Singh) accepted at the 27th British Academy of Management Annual Conference, Aintree Racecourse –Liverpool, Britain. 10-12 September, 2013.

Paper titled, 'Ground Realities of Changes in the Labor Policy: Insights from the Work-Life of Construction Workers', accepted at the 12th International Conference on Knowledge, Culture and Change in Organizations, Vancouver, Canada. 2012.

Paper titled, 'Talent Management in the Health Sector: Indian Insights', accepted at the IFSAM- 2012 Conference, University of Limerick, Limerick, Ireland. 26-29 June, 2012.

National

Presented Paper titled, 'Job Redesign Approaches and Effectiveness', at the 6th Conference on Excellence in Research & Education, IIM-Indore, India. 8-11 May, 2014.

Presented Paper titled, 'Exploring Job Crafting Process in India', at the 7th IIMA Doctoral Consortium, IIM- Ahmedabad, India. 9-11 December, 2013.

Presented paper titled, '*Age discordance and health implications among marital partners in India*', (with Prof. S.K. Singh) at the 30th Annual Conference of the Indian Association for Study of Population, Dehradun, India. 5-6 June, 2008.

Presented paper titled, '*The reproductive health problems of women in slums*', (with Prof. S.K. Singh) at the Population Development & Health Conference, Bhopal, India. 6-7 January, 2008.

Presented paper titled, '*Violence against women in India*', (with Prof. S.K. Singh) at the 29th Annual Conference of the Indian Association for Study of Population, Varanasi, India. 26-28 October, 2007.

Paper titled, '*Generational work values: A reality?*' accepted at the Biennial ISSWOV- 2012 Conference, Goa, India. 24-27 June, 2012.

Working Papers

Singh, V.L. & Tripathi, V.R. 'Societal impact of HRM: A quasi ethnography through hermeneutic approach'

Tripathi, V.R. & Singh, V.L. 'Future of work: An ethnographic and phenomenological inquiry into a social entrepreneurship'

Singh, V.L. & Tripathi, V.R. 'Activism through leisure: A visual analysis'

Singh, V.L. & Ghosh, M. Singh. 'Interpreted Meaning and Conceptualization of Job Crafting'

Raina, P. K. & Singh, V.L. 'Dark Leadership and Workplace Bullying'

Ranjan, S & Singh, V.L. 'Entrepreneurial Leadership'

Singh, V.L. & Singh, M. 'Job Crafting as a Source of Positive Outcomes'.

Unpublished Dissertations

Gender concerns in India: Evidences from NFHS-III. VijayLakshmi Singh. M.Phil Thesis, International Institute for Population Sciences, Mumbai, May, 2008.

International Migration Trends in the Pilgrim City of Varanasi. Master's Thesis, Banaras Hindu University, Varanasi, May, 2006.

Socio-Economic Study of Rural Settlement area. Graduate Thesis, University of Calcutta, Kolkata, 2004.

MDP/Training Experience

Co-Program Director –blended mode MDP

LEAP for GMR-DIAL: Leadership development for GMR-Delhi Airport (15 days, 2020)

Co-Program Director –campus MDPs

Leadership Development for Women Executives – Mecon Ltd. (2 days, 2019)
Communication & Presentation – PowerGrid (5 days, 2017)

Program Director –online certifications/MDPs

Talent Analytics with IMT-Centre for Distance Learning (6 months, 2019-20)

Sessions in customized corporate programs

Quality Manager’s Leadership program – Maruti NEXA (4 days, multiple batches, 2019)
Motivation and Role Models – LIC (3 days, 2017)

Sessions in eMDP programs:

Leadership and Teams –Supply Chain Management program (6 months, 2018)
Creativity and Innovation –Entrepreneurship Management program (4 months, 2018)
Intrapreneurship – Entrepreneurship Management program (4 months, 2018)
Branding analytics – Sales & Marketing program (5 months, 2018)

Received an average of 4+ on a scale of 5 / 9+ on a scale of 10

Administration Experience

Member, Student Affairs & Welfare Committee – current
Chairperson, Admissions– 2019-20
Member, Executive Education Committee – 2019-20
Co-Chairperson, Admissions Committee – 2018-19
Member, Long term MDP Committee – 2018-19
Co-Chairperson, Public Relations Committee – 2017-18
Member, Admissions Committee, 2017-18
Member, Ranking Committee, 2017-18

Student Guidance/Mentorship:

Guided Mr. Himanshu Hemrajani for his MBA dissertation at IMT Ghaziabad on ‘Factors affecting Attrition in the Indian Pharmaceutical context’ in 2019.

Guided summer internships for PG students at IMT Ghaziabad and Bennett University.

Professional service/Association/Miscellaneous

Invited *Reviewer* for various peer reviewed journals and conferences. (AoM, IHRM; JIBR, SAJM, IIMBMR, Vikalpa)

Member, Academy of Management-USA.
Member, SHRM India
Member, National Human Resource Development Network, India.

Nominated by IIMA for *Innovative Teaching Methods* Consortium at the Indian School of Business, Hyderabad, September-2014.

Participated in several workshops at national and international conferences.

Skills/Certifications

Certification in HR Analytics from AIHR, Netherlands.
SPSS, AMOS, AtlasTi, Anthropic,
Census and NFHS data analysis

Personal Information

Father's Name: Sri. Ram N. Singh
Mother's Name: Smt. Vidya Singh (late)
DOB: January 12, 1983
Place of Birth: Varanasi
Marital Status: Married
Husband's Name: Vinod Kumar Singh
Children: Nandika Singh Shrinet
Domicile: Gorakhpur and Kolkata
Current Residence: Ghaziabad (R 21, RajKunj Society, Raj Nagar, Ghaziabad – 201001)

Language Proficiency: Hindi, English, Bengali

Hobbies/Interests: Traveling, Photography, Painting

Professional References

Prof Manjari Singh Ghosh
Professor of HRM, IIM Ahmedabad
Vastrapur, Ahmedabad, Gujarat-380015.
manjari@iima.ac.in

Prof Saji Gopinath
Director, IITM-K and CEO, Kerala Startup Mission
Ex-Dean, Bennett University
Professor of Operations Management, IIM Kozhikode
saji@iimk.ac.in

Prof Asish K Bhattacharya
Ex-Director, IMT Ghaziabad
Professor of Finance & Accounts (retired), IIM Calcutta
asish.bhattacharyya@gmail.com

Prof Sanjay Kumar Singh
Ex-Director, IMT Ghaziabad
Professor of Economics and Business Environment, IIM Lucknow
Prabandh Nagar, Lucknow 226013
sanjay@iiml.ac.in