

# Alka Sharma

Contact No: - +919971933860

E-mail: [alnic.sharma@gmail.com](mailto:alnic.sharma@gmail.com)

Educational Qualification: **MBA, UGC-NET, Ph.D.**

Specialization: Human Resource Management & Organizational Behavior



To excel in the field of teaching with the help of consistently improved skills and updated knowledge and performing research activities in the management discipline.

## Academic Credentials:

- ⇒ Ph.D. from Himachal Pradesh University titled “Impact of Organizational Culture on Employee Commitment: A Comparative study of Public and Private Sector Telecom Companies in India under the supervision of Dr. Shashi Verma (Professor HPU) in 2016.
- ⇒ Passed University Grants Commission Examination (UGC-NET) New Delhi in Management in June 2008.
- ⇒ Passed Master of Business administration (MBA) degree from Institute of Management Studies, Shimla, Himachal Pradesh University, in 2008 with 74% marks.
- ⇒ Passed Bachelor of Science (BSc. Non Medical) degree from DAV College, Himachal Pradesh University in 2006 with 75% marks.
- ⇒ Passed Senior Secondary Examination from MCM DAV College, Himachal Pradesh Board in 2003 with 76.4% marks.
- ⇒ Passed Secondary Examination (High School) from HP Board in 2001 with 82% marks.

## Experience:

*Assistant Professor*                      *University College of Business Studies, Aalodge*  
*Himachal Pradesh University Shimla* .  
*(March 2021 to present)*

*Associate Professor*                      *Galgotias University, Greater Noida*  
*(Human Resource Management)*  
*(January 2019 to March 2021)*

*Assistant Professor*                      *Galgotias University, Greater Noida*  
*(Human Resource)*  
*(June 2017 to December 2018)*

- ⇒ Teaching almost all the subjects of Human Resource Management to Undergraduates and post graduate students.
- ⇒ Handled the responsibilities of Program Chair for Diploma in Business Administration Program.
- ⇒ Guiding 4 research scholars of Phd. Program.
- ⇒ NAAC- Criterion Co-ordinator at School level.
- ⇒ International Relation Connect Co-ordinator at School of Business
- ⇒ HR Club Co-ordinator

*Assistant Professor (HR & OB)*                      *Institute of Innovation in Technology and Management, affiliated to*  
*Guru Gobind Singh Indraprasatha University, New Delhi*  
*(July 2011 to April 2014)*

- ⇒ Teaching Human Resource Management, OB, Business policy and strategic management, Principles of Management and Values and Ethics, Talent Management, Performance Management, Human Values and Professional Ethics and Business Ethics and Corporate Governance to the students of BBA and MBA.

- ⇒ Mentoring students of BBA, MBA and PGDM in their various business projects.
- ⇒ Worked as coordinator of Library committee and Cultural committee.
- ⇒ Worked as class coordinator of BBA and MBA and resolving various queries and handling various issues of students.
- ⇒ Worked as Examination In charge and Chief Examiner for examination paper of BBA and MBA.
- ⇒ Worked as a Co-coordinator for 'Anugoonj' at university level.
- ⇒ Worked as a core team member for organizing the first ever held National Conference in the Institute.

*Lecturer*

Lovely Professional University, Lovely Institute of Management,  
Jalandhar, Punjab  
(August 2008 to July 2011)

- ⇒ Teaching Business Mathematics and Business statistics to BBA students.
- ⇒ Teaching Human Resource Management, Compensation Management, Principles of Management, Operation research, Managerial effectiveness and Training and Development to MBA students.
- ⇒ Worked as Chief Examiner for examination paper of Business Statistics, HRM, Managerial Effectiveness and Quantitative techniques.
- ⇒ Handled the various assignments and projects on various topics of HR and OB.
- ⇒ Continuously providing the feedback to higher management on various practical activities of examination, to assist in decision making for enhancing standard and stature of study for development of students.
- ⇒ Worked as a Course planner (syllabus and IP designer).

#### **Research Interests:**

Organizational culture, Employee commitment, organizational effectiveness, Recruitment and selection, Human Resource Management, Organizational behavior.

#### Publications:

"10 Cs and its Effect on Employee Engagement – Findings among the Generation Y IT Employees from Bangalore". International Journal of Psychosocial Rehabilitation, Scopus indexed, January 2020, ISSN:1475-7192.

"From Curbing Pollution to Restoring Spaces: A study on the Consequences of COVID-19 on Mother Nature". International Journal of Creative Research Thoughts, Vol-8, issue 10, October 2020, ISSN: 2320- 2882.

"COVID-19 Payoff on the Employment in Public and Private Sector." Mukd Shabd Journal (UGC Care) , Vol 9, Issue 8, August 2020 ISSN: 2347-3150.

"Management of Information Technology and Support Covid-19 Footprints" International Journal of Science, Technology and Management, Vol 9. Issue8, August 2020, ISSN: 2394-1537.

"The Role of Employee Engagement in an Organization: Evidence from COVID-19" Book Chapter Published in a book titled Industry 4.0: Exploring New Horizons and Challenges for New Normal Post COVID-19 in 2020 with ISBN No. 978-93-5407-414-1.

"Talent Acquisition via Social Media Sites: A Critical Review", JETIR, June 2018, Vol 5, Issue 6, ISSN- 2349-5162.

"Impact of Organizational Culture on Employee Commitment: A Comparative study of public and private sector Telecom Companies in India." IJETS, Vol. 4 Issue12, December 2017, ISSN2394-3386.

"Reverse brain drain: A demographic dividend" Book Chapter published in the book Demographic dividend of India, Jan 2012, ISBN No- 978-93-80752-58-7.

"Role of culture on Recruitment and selection practices: Study of Indian and Western culture". IITM Journal of Management, Vol.1, Issue. 1.

### Participation in Seminars/Conferences:

- ⇒ Presented paper titled “Talent Acquisition via Social Media Sites: A Critical Review” in International Conference on Innovative Trends in Engineering, Applied Science and Management at Osmania University Hyderabad on 24<sup>th</sup> June 2018.
- ⇒ Presented paper titled “Impact of Organizational Culture on Employee Commitment: A Comparative study of public and private sector Telecom Companies in India”. In the International Conference on Advancement and Innovation in Engineering, Technology and Management held in Jawaharlal Nehru Technological University Hyderabad on 28-29 Dec, 2017.
- ⇒ Presented a paper titled “Reverse brain drain: A demographic dividend” in the National conference in IITM New Delhi, January 21, 2012.
- ⇒ Presented a paper titled “Role of culture on Recruitment and selection practices: Study of Indian and Western culture” at the International conference organized by JIMS Kalkaji and PHD CCI held on February 17, 2012.
- ⇒ Participated in National Conference on “Innovative Trends in Science, Technology and Management – II” (MNCITSTM-2015) organized by Sri Sai University Palampur, H.P. on June 19, 2015.
- ⇒ Participated in National conference on Emerging Trends in Information Technology, 2012 at Institute of Information Technology & Management, New Delhi.
- ⇒ Participated in National Seminar on Dynamics and Developmental Changes in Business Practices: Innovations, Globalization and Policies held at Institute of Information Technology & Management.
- ⇒ Attended National Seminar on “Strategy for sustainable development of HP with special emphasis on Industry, Tourism, Biotechnology and IT”, Department of Management, Himachal Pradesh University, November 6-7 2006.

### Workshops, FDP's and MDP's:

- ⇒ Participated in 5 days Faculty development program on “Case based method of teaching and writing cases” organized from 23-27 January 2020 at Jaipuria Institute of Management Indirapuram, Ghaziabad.
- ⇒ Participated in 5 days Faculty development program on “Research Methodology: Tools and Techniques” organized from 18-22 May 2020 at IILM College of Engineering and Technology.
- ⇒ Participated in 3 days Faculty development program on “Qualitative Research: Perspectives and Practices” organized from 15-17 May 2020 at Jaipuria Institute of Management Indirapuram, Ghaziabad.
- ⇒ Participated in Four day Faculty Development Program on Universal Human Values and Ethics from December 4 to 7, 2017 Organized by Galgotias University.
- ⇒ Participated in the two-day Workshop on “Stress and Anger Management” organized by Management Society, Central University of Himachal Pradesh held during April 28-29, 2014.
- ⇒ Participated in Faculty Development Program on Data Analysis on SPSS and Excel Conducted by LPU on January 17-19, 2010.
- ⇒ Attended Management Fest held in IMS Shimla, May (4-5), 2007

### Refresher Certification Courses

- ⇒ Marketing Research & Analysis organized by IIT Roorkee through NPTEL from 1-08-18 to 30-9-18.
- ⇒ Principles of HRM organized by IIT Kharagpur through NPTEL from 2-2-19 to 30-3-19.
- ⇒ Teaching and Learning organized by IISc. Bangalore through Swayam from 2-2-19 to 31-3-19.

Projects done:

- ⇒ Project on “Evaluating Training Effectiveness” in ‘NHPC’ Corporate Office Faridabad.
- ⇒ Project on “Managing Motivated Workforce” in Private sector banks in Shimla region.

Other Achievements:

- ⇒ Secured 37<sup>th</sup> rank in Matriculation Examination in all over Himachal held in March 2001.
- ⇒ Secured 61<sup>st</sup> rank in Senior Secondary Examination in all over Himachal held in March 2003.
- ⇒ Won Prizes in Sports activities, quiz and declamation etc. at school and college level.
- ⇒ Won 2<sup>nd</sup> prize in Essay writing competition at State level.
- ⇒ Green belt Six Sigma Certified.
- ⇒ Won first prize in Collage making in Management Fest held on May 2008.

Competencies:

- ⇒ Perfect knowledge about the common job duties of an instructor and ability to perform them effectively.
- ⇒ Highly innovative in depicting the subject matter to the students, using traditional methods as well as modern aids.
- ⇒ Proficiency at computer aided teaching and research tools and the web search engines.
- ⇒ A result oriented Professional.
- ⇒ A little familiarity with the general administrative environment at educational institutes and idea about their practices.
- ⇒ Self-motivated and excellent team player.
- ⇒ Ability of understanding and speaking French language.

**Personal Details:**

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|----------------|---|---|
| Name           | : | Dr. Alka Sharma                                       |
| Date of Birth  | : | July 8, 1986  |
| Marital Status | : | Married   |
| Husband's Name | : | Vishal Awasthi  |
| Address        | : | House No. 8 Ram Saran Das Building Boileauganj Shimla |
| Nationality    | : | Indian  |
| Category       | : | General   |
| Language Known | : | English, Hindi and French                             |

**Alka Sharma**