




## Faculty Details proforma for DU Web-site

(PLEASE FILL THIS IN AND Email it to [websiteDU@du.ac.in](mailto:websiteDU@du.ac.in) and

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Title		First Name	<b>R K</b>	Last Name	<b>Singh</b>	Photograph
Designation	<b>Professor</b>					
Address	<b>Department of Commerce Delhi School of Economics University of Delhi Delhi-110007</b>					
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Residence Mobile	<b>9910970870</b>					
Email Web-Page	<b><a href="mailto:rkvisen1@gmail.com">rkvisen1@gmail.com</a></b>					
Educational Qualifications						
Degree	Institution				Year	
B Com	<b>University of Allahabad</b>				<b>1988</b>	
M Com	<b>University of Delhi</b>				<b>1990</b>	
M Phil	<b>University of Delhi</b>				<b>1992</b>	
Ph D	<b>University of Delhi</b>				<b>2011</b>	
Career Profile						
<ul style="list-style-type: none"><li>• Reader at Shri Ram College of Commerce, University of Delhi since 2001</li><li>• Lecturer at Shri Ram College of Commerce, University of Delhi since 1995</li><li>• Lecturer at Jamia Millia Islamia 1994-1995</li><li>• Lecturer at Shaheed Bhagat Singh College (Evening), University of Delhi 1993-1994</li><li>• Lecturer at Sri Aurobindo College, University of Delhi 1991-1993</li><li>• Lecturer at Shaheed Bhagat Singh College (Evening) 1991</li></ul>						
Administrative Assignments Held						
<ul style="list-style-type: none"><li>• Deputy Dean, Academic Activities &amp; Projects, University of Delhi, Delhi-110007</li><li>• Nodal Head, Grievances, heading a team to handle grievances of students, teachers and staff of the University of Delhi</li><li>• Convener, Taskforce, University of Delhi, constituted for academic reforms at undergraduate level</li><li>• Co-convener Students Empowerment Committee, University of Delhi</li><li>• Convener Empowered Committee, University of Delhi entrusted with the responsibility to redefine business education</li><li>• Member Empowered Committee, University of Delhi to look after interest of PWD students</li></ul>						
Areas of Interest / Specialization						

Human resource management, spirituality
<b>Subjects Taught</b>
Human Resource Development, Training and Development, Organizational Behaviour, Human Resource Management, Group Dynamics, Business Organization and Management, Principles of Management
<b>Research Guidance</b>
Supervising Seven Ph D and four M Phil scholars at Department of Commerce, Delhi School of Economics, University of Delhi.
<b>Publications Profile</b>
<ul style="list-style-type: none"> <li>• The Adoption of Balanced Scorecard: An exploration of its antecedents and consequences, Benchmarking: An International Journal, Vol. 25(3), 2018, ISSN: 1463-5771</li> <li>• Stakeholders Influence on Sustainability Disclosures: An Empirical Investigation, Business Analyst, Vol. 38(1), 2018, 131-152, ISSN 0973-211X</li> <li>• Exploring notion of Spirituality using Grounded Theory: Young adult's perspective, Decision, Vol. 44(3), 2017, 171-178, ISSN 0304-0941</li> <li>• Incidence And Adoption of GRI Framework for Sustainable Reporting by Indian Organisations: A Preliminary Analysis, ZENITH International Journal of Business Economics &amp; Management Research, Vol.7 (9), SEPTEMBER (2017), 84-102 ISSN 2249- 8826</li> <li>• The Balanced Scorecard: Churning the Existing Literature. Amity Global Business Review, Vol. 12(2),September (2017), 20-31, ISSN 0975-511X</li> <li>• Impact of Organisational Culture on Employee Commitment: A Review, Ramanujan International Journal of Business and Research, Vol.-II, 2017, ISSN: 2455-5959</li> <li>• Stakeholders Influence on Sustainability Disclosures: An Empirical Investigation, Business Analyst, Vol. 38(1), 2017, 131-152, ISSN 0973-211X</li> <li>• Organisational Culture: an independent or moderating variable?, IMPACT- International Journal of Research in Humanities, Arts and Literature, 5(6), 14-150,</li> </ul>

2017

- Measuring relationship between spirituality and personality, International Education and Research Journal, 3(6), 282-287, 2017
- A Review of World Social Science Report 2010:Emerging Challenges in Contemporary Context, Indian Journal of Life Long Learning & Educational Guidance, 3(1), 115-124, 2016
- Constructs of Training And Organizational Effectiveness: A Proposed Model, MAIMS Journal of Management, 10(1), 2015
- Organizational Commitment, Shree Kala Prakashan, Delhi, India, 2015
- Need for ethical governance to eliminate corporate frauds in Corporate Governance-A paradigm shift, Excel Publishing Services, ISBN 978-93-84869-53-3, 2015
- Spirituality and Organizational Commitment, Journal of Management Review, 1(2), 21-39, 2014
- Spirituality at Workplace: Narrative Analytic Approach to study Spirituality interface with self-efficacy, work motivation and coping with stress, The Journal of Business Administration, 10, 47-58, 2014.
- A Qualitative Inquiry of Spirituality Among Practitioner, Midas Touch International Journal of Commerce, Management and Technology 2(8), 1-7, August- 2014.
- Notion of Spirituality at individual and organizational level, Journal of Management Review, 1(1), 107-120, January 2014.
- Improving Quality of Education Through Participant Centered Learning-Grounded Theory Approach to Study Faculty View, in Imparting Quality Education: Role of Performing &Reforming Leaders, Bharati Publication, 22-36, 2014.

- An Investigation into Notions of Spirituality Using Qualitative Research Approach, Primax International Journal of Commerce and Management Research, 2(2), 1-6, September 2014.
- Managing Talent: A research agenda, MAIMS Journal of Management, 9(2), 83-88, October 2014.
- Coping with uncertainty: Ambiguity Aversion Strategies, in Coping with Uncertainty, Vikas Publishing House Pvt Ltd, Noida, India, 23-32, 2014.
- ManavSansaadhanPrabandh in 'Vyavsaayudyamitaurprabandhan', Pearson, Delhi, India, Chapter in Book, 171-182, 2014.
- Managing Human Resources in Business Entrepreneurship and Management', Pearson, New Delhi, India, 151-159, 2014.
- Service Quality in Indian Government Online Banking: A Servqual Instrument, Utthan - The Journal of Management Sciences, 2(2), 57-68, August 2014.
- Impact of Mergers and Acquisition on Return of Equity and Cost Functions in Emerging Economies, Primax International Journal of Finance, 1(1), 1-12, July-Dec, 2013.
- Managing Talent- A Review, Amity Business Review, 14(2), 49-53, July-December, 2013.
- Transformational Leadership and Beyond, Excel India Publishers, Delhi, India, 2013
- Predicting Probability of Default, Primax International Journal of Commerce and Management Research, 2(3).
- R&D Expenditure and Stock Market Returns, ASBM Journal of Management, 7(2), 1-9, July 2014.
- Constructing Work Reward Preference For Commitment: A canonical analysis, MAIMS Journal of Management, 8(2), 1-23, October-March 2013-2014.

- Dimensions of Organizational Commitment for library professionals, Journal of Indian Library Association, 49(1), 32-39, January-March, 2013.
- Envy at Work Place: Predictor Models, CPJ Global Review, 6(1), 1-8, July 2014.
- Work-Life Balance: Revisited, Business Analyst, 33(1), 55-64, 2013
- Work-Life Balance: A review, Journal of Indian Library Association, 48(3), 24-30, July-September, 2012
- Spirituality: A Review Article, Journal of Indian Library Association, 48(4), 5-9, October-December, 2012.
- Introduction to Human Resource Management – e-lesson, National Mission on Education, MHRD project, Uploaded by ILL, University of Delhi, Delhi, India.
- Role of Government in Business - e-lesson, National Mission on Education, MHRD project, Uploaded by ILL, University of Delhi, Delhi, India.

#### Conference Organization/ Presentations

- Corporate Social Responsibility and Organizational Commitment: A Meta-Analysis at Academicsera International Conference, Oxford, UK, on 19-20<sup>th</sup> June 2018
- Exploring workplace spirituality: A grounded theory approach, (absentia) at 6th European conference on religion, spirituality and health and 5th International conference of the British Association of the study of Spirituality at Coventry University, UK, 17 -19<sup>th</sup> May 2018
- Employee's Perception of Performance Management System's Effectiveness and Its Impact on Organisational Effectiveness" at 30<sup>th</sup> Association of Psychological Science, Annual Convention, May 24-27, 2018, in San Francisco, CA, USA
- An examination of Self-Efficacy and Learning on Academic Achievement of students" Presented at 30<sup>th</sup> Association of Psychological Science, Annual Convention, May 24-27, 2018 in San Francisco, CA, USA
- 'Spirituality and Commitment: A Grounded Theory Approach' in 'International

Conference on CSR in Globalized World: Emerging Issues and Challenges', organized by Indian Institute of Management, Calcutta on February 26-27, 2016.

- 'Spirituality: A Sustainability Anchor' in International Conference on 'Sustainable Business Models: Innovative Strategies and Practices', organized by ShyamLal College, University of Delhi, on 16-17 March 2016.
- Spirituality: being vs becoming' National Conference on Strengthening Values & Ethics for Sustainable Growth: Role of Indian Philosophical Traditions" on September 22-23, 2016 at MDI Campus, Gurgaon.
- 'Stakeholder Saliency and Quality of Sustainability Disclosures: An Empirical Analysis Using GRI Framework' presented in National Conference on "Strengthening Values & Ethics for Sustainable Growth: Role of Indian Philosophical Traditions" MDI Gurgaon on 22nd and 23rd September, 2016.
- 'Sustainability Reporting Practices of Indian Organisations: Comparing Perceptions of Readers and Preparers' presented at 5th Annual International Commerce Conference on Startup to Sustainability: Initiatives and Challenges on organised by Department of Commerce, Delhi School of Economics, University of Delhi on 4-5 November, 2016.
- 'The Balanced Scorecard : The Global Performance Management Tools' at 69th All India Commerce Conference held at University of Lucknow on 11-13, November 2016
- 'Organisational culture and innovation: A critical review of literature' at Amity INBUSH world summit, Noida held on 8-10 February 2017.
- 'Exploring the meaning of spirituality-a review of literature" presented at INBUSH World Summit 2017" held on 9th Feb 2017 in Amity university, NOIDA
- 'The Balanced Scorecard: An exploratory study of its effectiveness as Performance Management System' presented at International Conference on "Comprehension, Commitment, Courage& Collaboration (4 C's): Converting ideas into logical outcomes for creating world class organizations" at NOIDA campus as part of the INBUSH ERA WORLD SUMMIT– 2017, on 8-10, February 2017.
- 'Predicting Probability of Default and Different Method: A Review of Literature' in ICSSR Sponsored National Seminar on 'Reforms for Transforming India: A

Road Ahead’ at Sri Aurobindo College, University of Delhi on 17-18 February 2017

- ‘Stakeholder Influence on Quality of Sustainability Disclosures: An empirical Analysis’ presented at National seminar on Reforms for Transforming India: A road Ahead, by Sri Aurobindo College, University of Delhi on 17-18 February, 2017.
- ‘Understanding Contemporary Issues in Sustainability Reporting: Narrative Analysis using Grounded Theory’ presented at International Research Conference held at Jawaharlal Nehru University, New Delhi by International Association of Research and Development Organisation (IARDO) on 26 February, 2017.
- ‘Managing Performance Through Balanced Scorecard: An Exploration of its Effectiveness’ at National Conference held at Maharaja Agrasen College, University of Delhi on April 24,2017.
- ‘Creativity and Innovation in Higher education’ in National conference on Innovation and challenges in Indian economy held at Maharaja Agrasen college, University of Delhi on 24th April’ 2017
- Corporate Sustainability Reporting Practices: A Primary Survey of Stakeholders Perceptions’ presented at National conference held at Maharaja Agrasen College, University of Delhi on 24 April, 2017
- The Balanced Scorecard: A conceptual Underpinning. 11<sup>th</sup>National conference "Carving of novel India"-Shaping India for 21st century, BhartiyaVidyapeeth Institute of Management and Research, 19th Aug, 2017
- Culture and creativity in education. 11th National conference "Carving of novel India"-Shaping India for 21st century, BhartiyaVidyapeeth Institute of Management and Research, 19th Aug, 2017
- Stakeholder Perception of Corporate Sustainability Reporting Practices:Narrative Analysis Using Grounded Theory. 11th national Conference at BVIMR on “Carving of Novel India: Shaping India for 21st Century, BhartiyaVidyapeeth Institute of Management and Research,19th Aug, 2017
- The impact of culture on creative potential of students in Indian varsities. All India commerce association conference, IIS University, Jaipur, 13th Oct, 2017

- Motivations and Impediments in Sustainability Reporting Practices: The Stakeholder Lens. National conference on “Assessing Myopia in current Economic Dynamics: Challenges for sustainable Growth” Asian Business School, 28th Oct, 2017
- Exploring Workplace Spirituality as sustainability anchor International conference on Research And Business Sustainability, IIT, Roorkee in association with Sheffield Business School, UK, and Waikato Business School, New Zealand, 16th -17th Dec ,2017
- The Impact of Balanced Scorecard as PMS on Organisational Effectiveness. International conference on Research And Business Sustainability, IIT, Roorkee in association with Sheffield Business School, UK, and Waikato Business School, New Zealand 16th -17th Dec ,2017
- Self-efficacy and Approach to Learning. International conference on Research And Business Sustainability, IIT, Roorkee in association with Sheffield Business School, UK, and Waikato Business School, New Zealand, 16th -17th Dec 2017
- Strategizing Marketing Communication Using Sustainability Reporting: Exploring Motivations for Sustainability Reporting from the Lens of Stakeholders.  
Annual International Commerce Convention, Department of Commerce, Delhi School of Economics, 11th – 12th Jan, 2018
- Exploring the relationship between organizational culture and effectiveness in India National Conference on "Rethinking Management Education in the Digital Age" FMS, University Of Delhi, 10th Feb, 2018
- Exploring Motivations and Impediments in Sustainability Reporting From The Stakeholder Lens, National seminar on “Emerging Dimensions of Indian Business and Economy: Pace and Pattern” Aurobindo College, University of Delhi, 23th-24th Feb, 2018
- Environment Sustainability and Consumerism: An Empirical analysis, International conference on “Globalisation and Governance: A Management Perspective”, Asian Business School, March 17, 2018



- Corporate Social Responsibility and Organizational Commitment: A Meta-Analysis at Academicsera International Conference, Oxford, UK, on 19-20<sup>th</sup> June 2018

#### Research Projects (Major Grants/Research Collaboration)

- Major project on Managing Human Technology Interface
- Mentored major research project on Smart Cities

#### Awards and Distinctions

- ✓ Best Business Academic award (Silver Medal), at by All India Commerce Association, Hyderabad 2007
- **Best paper award**
- ✓ Corporate Social Responsibility and Organizational Commitment: A Meta-Analysis at Academicsera International Conference, Oxford, UK, on 19-20<sup>th</sup> June 2018
- ✓ “Motivations and Impediments in Sustainability Reporting Practices: The stakeholder Lens” presented at National seminar held at Asian Business School “Assessing Myopia in current Economic Dynamics: Challenges for sustainable Growth” on 28<sup>th</sup> October, 2017.
- ✓ “The Impact of Balanced Scorecard as PMS on Organisational Effectiveness” presented at International conference on Research And Business Sustainability held at IIT, Roorkee in association with Sheffield Business School, UK, and Waikato Business School, New Zealand on 16<sup>th</sup>- 17<sup>th</sup> Dec, 2017.
- ✓ “Culture and creativity in education” presented at 11<sup>th</sup> national Conference at BVIMR on “Carving of Novel India: Shaping India for 21<sup>st</sup> Century” held at Bhartiya Vidyapeeth Institute of Management and Research on 19<sup>th</sup> Aug, 2017. (third)
- ✓ “Environment Sustainability and Consumerism: An Empirical analysis” presented at International conference on “Globalisation and Governance: A Management Perspective” organized by Asian Business School on March 17, 2018.

#### Association With Professional Bodies

- Member, Association for Psychological Science, USA

- Life Member Association of Constitution & Parliamentary affairs
- Life Member, All India Commerce Association
- Life Member, All India Library Association

#### Other Activities

- Member, Academic Council, Mahatma Gandhi International Hindi Central University, Wardha, Maharashtra
- Member, Academic Council, Manav Rachna University, Faridabad, Haryana
- Member, Committee of Courses, Department of Management Studies, Jai Narayan Vyas University, Jodhpur
- Member IQAC, Ramanujan College, University of Delhi
- Member, Governing Body, Shaheed Shukhdev College of Business Studies, University of Delhi
- Area Coordinator, Organizational Behavior and Development, Department of Commerce, University of Delhi
- Member, Advisory Council, Geetarattan International Business School, Delhi
- Member, Boards of Studies of Department of Management and Commerce, Mahatma Gandhi International Hindi Central University, Wardha, Maharashtra
- Member, Board of Studies, Department of Statistics, Pondicherry University, Pondicherry
- Member, Expert Committee, ICSSR Doctoral Fellowships
- Former Chairman, Governing Body, Bharati College, University of Delhi
- Former, Member, Governing Body, College of Vocational Studies, University of Delhi
- Established Business Incubation Center at University of Delhi in collaboration with Ministry of Small and Medium Enterprises

#### **Conducted Training workshops for**

- IFS Officers at FRI, Dehradun
- Indian Institute of Public Administration, New Delhi
- Indian Institute of Forest Management, Bhopal

- National Academic for Training and Research in Social Security, New Delhi
- BALCO Korba, Chattisgarh
- Shuchita Publication Pvt Ltd, Allahabad
- DIG and above rank officers of Punjab Police, Chandigarh
- Aricent Technologies Ltd., Gurgaon
- National Hydro Power Corporation, Kolkatta (West Bengal), Uri (J & K), Chamera (HP)
- Steel Authority of India Limited, Rourekela, Orissa,
- J K Cement Ltd. New Delhi,
- Gail Authority of India Limited, Pata, UP
- IFFCO, Gurgaon

#### **Editorial Experience**

- Formerly Editor, Business Analyst, A Bi-annual Journal of Shri Ram College of Commerce, University of Delhi, Delhi
- Member, Editorial Board, Aurobindo College Journal of Research and Studies, ISSN 24555401
- Member, Editorial Board, Indian Journal of Behavioural Sciences, ISSN 24556599
- Member, Editorial Advisory Board, International Journal of Commerce and Management – ASPIRARE, ISSN 2394-0484, e ISSN- 2394-6601

#### **Reviewer**

- Management Decision, Emerald Publishing
- Journal of Organizational Change Management, Emerald Publishing
- International Journal of Organizational Analysis, Emerald Publishing
- Business Analyst, Shri Ram College of Commerce

#### **Invited Lectures/ Chair/Key Note address**

- Speaker in Seminar on ‘The Changing Paradigm of Present Times’ organized by Department of Commerce, Hindu College, University of Delhi, Delhi, 10<sup>th</sup> August, 2018
- Speaker as Chief Guest, International Conference on Research in Business-2018, on ‘Modern Age Interventions in Business and Economies: Catches and Keys’, India International Center, New Delhi, 20<sup>th</sup> May 2018
- Resource person, Pedagogic Techniques, MHRD initiated Induction Training Program for Faculty in Universities/Colleges at Ramanujan College, University of Delhi, Delhi, 14<sup>th</sup> April 2018.
- Resource person, Experiential Learning – A pedagogical tool at UGC-Human Resource Development Centre, DDU Gorakhpur University, Gorakhpur, 27<sup>th</sup> March 2018
- Key Note address and Chairperson, National Seminar on ‘Fostering Entrepreneurship in Global Context- Issues & Challenges’, Department of Commerce, DDU Gorakhpur University, Gorakhpur, 26-27<sup>th</sup> March, 2018
- Resource Person, national seminar on, " Human Development: Research Trends, Applications and Possibilities", Department of Psychology, DDU Gorakhpur University, Gorakhpur, 23-24<sup>th</sup> March, 2018
- Speaker, National Seminar On “Inclusion, Growth and Development: The Indian Experience” Organised By Sikkim Government College, Burtuk, in collaboration with Department of Commerce, Sikkim University and sponsored by Rashtriya Uchchattar Shiksha Abhiyan (RUSA), Ministry of Human Resource Development Department, Govt. of India. Gangtok, Sikkim, 12-13<sup>th</sup> March 2018
- Entrepreneurship: Risks and Rewards, national seminar on “Emerging Dimensions of Indian Business & Economy: Pace & Pattern” organized by the Department of Commerce, Sri Aurobindo College (Evening), University of Delhi, Delhi, 24<sup>th</sup> February, 2018
- Extension lecture, Human Technology Interface: Changing Paradigm, Faculty of Management and Commerce, Chaudhary Ranbir Singh University, Jind, Haryana, 17<sup>th</sup> February, 2018
- Main speaker, Jagran Youth Parliament Program, 2017-18, Delhi, 11<sup>th</sup> Feb 2018
- Chief Guest, Valedictory Function, Shyam Lal College, University of Delhi,

Delhi, 9<sup>th</sup> February 2018

- Resource Person, MHRD sponsored Teaching Learning Week, Centre for Ethics and Values, Ramanujan College, University of Delhi, Delhi, 20<sup>th</sup> December, 2017
- Keynote address on Human Resource Management at National Conference is “Global Information and Business Strategies”, Geetaratan International Business School, Delhi, 9<sup>th</sup> December, 2017.
- Talk at National Conference on Economic Transformation Agenda for Higher Sustainable Growth, Greater Empowerment and Better Quality of Life, sponsored by NITI Aayog, Government of India, Aishwarya College, Udaipur, Rajasthan, 17-18<sup>th</sup> November, 2017.
- Lecture on Qualitative Research at Shri Ram College of Commerce, University of Delhi, Delhi, 29<sup>th</sup> July 2017
- Address on Conflict Management, Two-Week Senior Management Course for MES Executive Engineers at The Indian Institute of Public Administration (IIPA), New Delhi, sponsored by MES, Ministry of Defense, 29<sup>th</sup> June 2017
- Key –note speaker, national seminar, Women in Management and leadership, Grow, Inspire and Lead, Maharani Kishori Jat Kanya Mahavidyalay, Rohtak, Haryana, 7<sup>th</sup> March 2017
- Resource Person, workshop on Changing paradigm of pedagogy at Delhi College of Arts and Commerce, University of Delhi, Delhi, 29<sup>th</sup> December 2016
- National Seminar on Culture and Human Behaviour, organized by Department of Psychology, DDU Gorakhpur University, Gorakhpur, 15-16<sup>th</sup> September, 2016
- Chair, Valedictory function, One week Workshop on Skill Development for Career Enhancement, ShyamLal (evening) college, University of Delhi, Delhi, 13<sup>th</sup> April 2016
- Panelist, International Conference on Ethics, Ramanujan College, University of Delhi, Delhi, 12<sup>th</sup> March 2016
- Chair, Emerging Management Practices and Digitalization of India, organized by the Department of Commerce, Sri Aurobindo College, University of Delhi, Delhi, 27<sup>th</sup> February, 2016

- Experiential & Participant Centered Learning, at Teaching Pedagogy & Qualitative Research Workshop, Ramanujan College, University of Delhi, Delhi, 19<sup>th</sup> November 2015
- Chair, national seminar, on Emerging Challenges & Opportunities in Business : Economic Environment organized by Zakir Hussain (evening) College, University of Delhi, Delhi, 4<sup>th</sup> November 2015
- Guest of Honor, national Seminar on Stress Management, organized by Department of Psychology, Hira Lal Ramniwas Post graduate College, Khalilabad, Uttar Pradesh, 18<sup>th</sup> September 2015
- ‘Leadership Development’, Department of Business Administration, DDU Gorakhpur University, Gorakhpur, 17<sup>th</sup> September 2015
- Guest of Honor, national seminar on Recent trends in social science research, by Department of Psychology, Buddha PG College, Kushinagar, Uttar Pradesh, 16<sup>th</sup> September 2015
- Keynote Speaker, National Conference on "Management: Changing Perspectives, Paradigms and Challenges, Department of Business Administration, JNV University, Jodhpur , Rajasthan, 7<sup>th</sup> February 2014
- Resource person, Experiential Learning A pedagogical tool, UGC-ASC, organized by Department of Management, JNV University, Jodhpur , Rajasthan, 17-18<sup>th</sup> October, 2013
- Resource person, Resonant Leadership, at ‘Organizational Behavior: Issues and Challenges’ at UGC-ASC, organized by Department of Psychology DDU Gorakhpur University, Gorakhpur, Uttar Pradesh, 23-29<sup>th</sup> August, 2013