



# CURRICULAM VITAE

Vijay K SHROTRYIA – Professor (Commerce)

Title	Dr	First Name	Vijay Kumar	Last Name	Shrotryia	Photograph
Designation	Professor					
Address	Department of Commerce, Faculty of Commerce & Business, Delhi School of Economics, University of Delhi, DELHI – 110007 [Residence: B 80, Gujranwala Part I, Block B, Delhi - 110009]					
Phone No	Office					
	Residence	27428285				
	Mobile	9436335581				
Email	<a href="mailto:vkshro18@gmail.com">vkshro18@gmail.com</a> ; <a href="mailto:vkshrotryia@commerce.du.ac.in">vkshrotryia@commerce.du.ac.in</a>					
Web-Page						
Educational Qualifications						
Degree	Institution				Year	
Ph D	MJP Rohilkhand University, Bareilly				1997	
LL B	(Bareilly College, UP)				1992	
M Com					1989	
Career Profile						
Institution		Designation	Period		Role	
University of Delhi		Professor	24-07-2015 onwards		Teaching, Research & Administration	
North-Eastern Hill University, Shillong, Meghalaya		Professor	01-11-2010 to 23-07-2015		Teaching, Research & Administration	
		Associate Professor	01-01-2006 to 31-10-2010		Teaching, Research & Administration	
		Reader	13-05-2002 to 31-12-2005		Teaching & Research	
Sherubtse College, Bhutan (University of Delhi)		Senior Lecturer	11-08-2001 to 12-05-2002		Teaching & Research	
		Lecturer	11-08-1993 to 10-08-2001		Teaching & Research	
Administrative Assignments						
<ul style="list-style-type: none"><li>Member Coordinator and member for several Peer Team visits on behalf of NAAC, Bangalore [NAAC trained assessor]</li><li>M Com Admission Coordinator, M Com Program Coordinator (2015-18); PG Exam Coordinator (2016-18); Convener – Ad-hoc Grievance Committee (2015-18), Admission Grievance Committee (2015-17); Member – Departmental Purchase Committee, at Department of Commerce DU</li></ul>						

- Member of several expert committees of UGC for assessing Major/Minor research projects
- Member - UGC expert committee for designing CBCS syllabus for B Com
- Member - UGC expert committee for granting permission to a private university
- Head, Department of Commerce, NEHU (20th Aug 2008 to 15th Dec 2011)
- Head, Department of Commerce, NEHU (19 Feb 2015 to 22 July 2015)
- Warden, Symper Halls of Residence, NEHU (Nov 2007 – May 2009)
- Chairman - Board of Post Graduate Studies, Board of Under Graduate Studies and Board of Studies at NEHU Shillong
- Member (at University Level) Academic Council, Board of Research Studies, University Court, Sub-committee for Administrative Reforms in NEHU, University Discipline Council, IQAC Sub-committee.
- Member of many Department level committees at NEHU Shillong
- Member - Board of Under Graduate Studies in Commerce, Mizoram University, Aizawl.
- Member - Board of Post Graduate Studies in Commerce, Tripura University, Agartala.
- Member - Board of Post Graduate Studies in Commerce, Assam University, Silchar.

#### Areas of Interest / Specialization

Study of Individuals and Organisations, Satisfaction, Happiness and Well-being, Corporate Strategy

#### Subjects Taught

Organizational Behaviour, Human Resource Management, Strategic HRM, Training & Development, Organizational Development, Strategic Management

#### Research Guidance

4 students have been awarded doctoral degrees in the area of HRM, Customer Satisfaction and CSR & Work-Life Balance  
 1 student has given her M Phil Dissertation  
 2 students are pursuing M Phil and 3 student are pursuing Ph D

#### Publications Profile (Last 5 yrs)

- Shrotryia, VK (2018, May), A new look at Capability Approach: Strategic HR Perspective. **People Matters**, (<https://www.peoplesmatters.in/article/strategic-hr/a-new-look-at-capability-approach-strategic-hr-perspective-18302>)
- Shrotryia, VK (2018), Livable Cities and Human Well-being. **SME World**, 11(3) (March), [ISSN 2319-1139]
- Shrotryia, VK & Kalra, H (2018, February). Herding in Capital Markets: A Systematic Literature Review. In **Proceedings of National Conference on Rethinking Management Education in Digital Age**. Feb 10, Faculty of Management Studies, University of Delhi, New Delhi Publishers. New Delhi. 139-158
- Shrotryia, VK & Dhanda, U (2018), Trends and Directions of Employee Engagement: Perspectives from Literature Review. **Asian Journal of Management**, 9(1), 69-79.
- Shrotryia, VK & Dhanda, Upasana (2017), Content Validity of Assessment Instrument for Employee Engagement. In **Proceedings of International Conference on Research and Business Sustainability**, December 16-17, Department of Management Studies, IIT Roorkee, 637-643 [ISBN: 978-93-86238-38-2]

- Shrotryia, VK & Aggarwal, Reema (2017), Towards Aware and Driven Minds through Optimism Performance Matrix: Perspectives from Literature Review. In **Proceedings of International Conference on Research and Business Sustainability**, December 16-17, Department of Management Studies, IIT Roorkee, 671-675 [ISBN: 978-93-86238-38-2]
- Shrotryia, VK (2017), Digital Disruption and Human Well-being - a step towards positive politics. **SME World**, 10(9) (Sept), 24-25 [ISSN 2319-1139]
- Shrotryia, VK (2017). Happiness Matters – Yes, it really does! **The Business Manager**, 9(9) (March), 37-39
- Shrotryia, VK & Krishna Mazumdar (2017). History of Well-Being in South Asia. Chapter 11 in **The Pursuit of Human Well-Being – The Untold Global History** (International Handbooks of Quality-of-Life) by RJ Estes & MJ Sirgy (eds), Springer International Publishing Switzerland, 349-380
- Shrotryia, VK (2016). Small is Still Beautiful. **SME World**, 9(9) (Sept), 23
- Shrotryia, VK; Liha Mena and Vicky Sangma (2016). How Would You Express Dissatisfaction - Test of Hirschman's EVLN Model. **The Indian Journal of Commerce**. 69(2) (Apr-June) 12-20
- Shrotryia, VK (2016). Startup India Action Plan: Provisions and Prospects. **Material Management Review** 12(5), (March), 23-24
- Shrotryia, VK (2016). CSR: the way you look at it. **CSR Vision**. 4(11), (March), 48-49
- Saikia, Kasturi & VK Shrotryia. (2016). Corporate Social Responsibility in Petroleum Sector: a study of Beneficiaries' Perception in Oil Refineries in Assam, 2nd chapter in **New Horizons for Leveraging Business** (eds) Kavita Sharma and Sunaina Kannoja, Anmol Publications, New Delhi, 22-44
- Shrotryia, VK (2015). Achchey Din for India and its markets. **SME World**, 8(11) (Nov), 12-13
- Shrotryia, VK (2015) It's Time for SME Malls, **SME World**, Vol 8, No 7 (July issue)
- Shrotryia, VK (2015) Bhutan's Experiments with Gross National Happiness – Leading towards Sustainable Development, Proceedings of **International Forum on Sustainable Happiness and Sustainable Development** held on 20<sup>th</sup> March 2015 at Rangsit University (Economic & Business Research Center for Reforms, Faculty of Economics), Thailand
- Saikia, K & VK Shrotryia (2014) Role of Corporate Social Responsibility in Community Development: A case study of Numaligarh Refinery Limited, Assam, Chapter 23 in **CSR in Community Development** (editor S Rajalakshmi), Shanlax Publications, Madurai, India, p 162-172 (ISBN 978-93-80657-23-3)
- Saikia, K & VK Shrotryia (2014) Role of Corporate Social Responsibility in Societal Development in Assam: A study of CSR Activities in Petroleum Sector, Chapter 8 in **New Approach in Strategic and Operation Management** (eds RS Rawat, Manju & R Dwivedi), Bharti Publications, New Delhi, India, p 48-55 (978-93-81212-81-3)
- Shrotryia, VK (2014) Blue Ocean Entrepreneurship: an idea worth pursuing, **SME World**, Vol 7, No 9 (Sept), p 122-123 (ISSN 2319-1139)
- Shrotryia, VK (2014) General Budget 2014-15 and MSME Sector, **SME World**, Vol 7, No 8 (Aug), p 24-25. (ISSN 2319-1139)
- Shrotryia, VK (2014) Gender Based Budgeting for Holistic Development, **SME World**, Vol 7, No 7 (July), p 22-23. (ISSN 2319-1139)

- Shrotryia, VK (2014) Five Challenges the New Regime Faces for the Growth of MSMEs in India, **SME World**, Vol 7, No 6 (June), p 14-15. (ISSN 2319-1139)
- Shrotryia, VK (2014) Attaining Organizational Happiness through Value-Based Management – a conceptual framework, **Advances in Management**, Vol 7, No 6 (June), p 7-11. (ISSN No.: 2278-4551)
- Shrotryia, VK (2014) Challenges for Entrepreneurship in Rural India, **SME World**, Vol 7, No 5 (May), p 38-39. (ISSN 2319-1139)
- Shrotryia, VK (2014) Successful Unrelated Diversification Strategy: story of a *Chai vala* (tea vendor) in Agartala, **SME World**, Vol 7, No 4 (April), p 48-49. (ISSN 2319-1139)
- Shrotryia, VK (2014) Individuals and Organizations: Who work for whom, **SME World**, Vol 7, No 3 (Mar), p 26-27. (ISSN 2319-1139)
- Shrotryia, VK (2013) Focusing on Organizational Happiness: A winning strategy for sustaining, **SME World**, Vol 6, No 12 (Dec), p 16-20.
- Shrotryia, VK (2013) Innovation and Entrepreneurship is the key, **SME World**, Vol 6, No 8 (Aug), p 30-32.
- Shrotryia, VK (2013) Culture, Gross National Happiness and Disasters: Strategies for preparedness and Management of Disasters in Bhutan, **Journal of Integrated Disaster Risk Management**, Vol 3, No 1, June, p 1 – 14, (ISSN: 2185-8322)
- Shrotryia, VK (2013) Reconfiguring Priorities – Agenda Well-Being, **SME World**, Vol 6, No 4, (Apr), p 19.

#### Conference Organization/ Presentations (in the last three years)

International Conference at India International Centre, Shastri Indo-Canadian Institute, New Delhi, on 8-9th, June, 2018 (Income Inequality and Human Well-being: Why Do We Need to Shift Our Focus?). Paper presented by the Coauthor Shashank Vikram Pratap Singh.

National Conference on Rethinking Management Education in Digital Age at Faculty of Management Studies, University of Delhi, Delhi on 10th Feb 2018 (Herding in Capital Markets: A Systematic Literature Review). Paper presented by the Coauthor Himanshi Kalra.

Keynote address on Demonetization and Human Well-Being during National Conference on Demonetization: Demystified organized by Delhi Technical Campus (IP University, Delhi) Knowledge Park, Greater Noida, on 9th Feb 2018.

4th National Conference on Contemporary Reforms in Management, Economy and Applied Business at Sri Guru Gobind Singh College of Commerce, University of Delhi, Delhi on 9-10 Feb 2018, (Inter-relationship between Employee Well-Being dimensions: A Study of Select Organizations). Paper presented by the Coauthor Sonam Narula. Best Paper Award

Co-Chair in a Technical Session held on 12th Jan 2018, in 6th Annual International Commerce Conference organized by Department of Commerce, University of Delhi, in collaboration with Academy of Indian Marketing on Digital Outreach and Future of Marketing Practices held during January 11-12, 2018 at Delhi School of Economics, University of Delhi.

Chaired Technical Session I (concurrent 2) on Demonetization: Issues and Challenges with special reference to Accounting and Finance on 18th Nov 2017 during 40th All India Accounting Conference and International Seminar held at ML Sukhadia University, Udaipur, Rajasthan during 18-19 Nov 2017.

Chaired Technical Session III – Employment and Entrepreneurship – changing paradigms during 70th All India Commerce Conference 2017 held at IIS University, Jaipur during 12–14, Oct 2017.

15th International Conference of International Society of Quality of Life Studies held Management Centre Innsbruck, Innsbruck University, Austria during 28-30 Sept, 2017 (Human Well-Being in South Asia: where we go from here in TRACK 1 - History of Wellbeing from Ancient to Modern Times on 28th Sept 2017).

Moderated a Panel Discussion on Human Resource Management: The Changing Paradigms of Talent Acquisition during Annual Business Symposium [ReThink' 17] of MBA (IB) students of Department of Commerce, Delhi School of Economics, University of Delhi on 9th Sept 2017 at Vallabhshai Patel Chest Institute, Delhi University.

Participated in 5th International Conference on Issues and Challenges in Doctoral Research (ICICDR-2017) Organized by ITM University Gwalior under the Aegis of Global Network of Doctorates at JNU, New Delhi on “World Doctorates Day - August 25, 2017”

Resource Person for a Workshop on Envisioning Commerce Education – Present and Future organized by Indian Commerce Association in collaboration with Guru Govind Singh College of Commerce, University of Delhi, on 6th May 2017.

Chief Guest for Workshop on Research Methodology and Data Analysis using SPSS, organized by Department of Commerce, Kirori Mal College, University of Delhi on 27th April 2017 [Delivered a lecture on Research – What, Why and How].

Keynote address on Innovation, Business and Well-Being – Challenges for India during a National Conference on Innovation and Challenges in Indian Economy, organized by Maharaja Agrasen College, Vasundhara Enclave, University of Delhi, Delhi on Jan 24th April 2017.

Panelist for ENACTUS, Deptt of Commerce, Univ of Delhi on 1st Young India Summit on Road Safety held on 26th March 2017 at Vallabhshai Patel Chest Auditorium, North Campus, University of Delhi.

Attended ICEGOV 2017 organized by National e-Governance Division, Ministry of Electronics and IT, Govt of India during 7-9 March 2017 (As Academic Partner on behalf of Univ of Delhi).

Chairman for a Technical session for the Track Theme: Human Resource Management (Feb 13, 2017) during an International Conference on Corporate Governance: Retrospect and Prospects, February 12-13, 2017 organized by Institute of Management Studies, Ghaziabad.

Keynote address on Transforming India through Make in India: well-being perspective during a National Haryana Swarna Jayanti National Conference on "Make in India: Initiatives and Challenges" on Jan 27, 2017 at CRS University, Jind, Haryana.

69th All India Commerce Conference 2016 held at Lucknow University, Lucknow between 11 – 13, Nov 2016 (Balanced Scorecard: Global Performance Management Tool - an Empirical Study of its Effectiveness coauthored with RK Singh and Simple Arora).

4th Annual Conference of Indian Society for Indic Studies (InSIS) on Ancient Wisdom and Multimedia Learning to Transform Modern Education at Delhi School of Management, Delhi Technological University, Delhi on 14-15 Oct 2016. [Ancient Indian Fables and Modern Management: Some Insights from Panchatantra coauthored with RK Singh during a session on Applied Ancient Wisdom for Modern Education].

Keynote Address entitled Agenda Well-being - Challenges for South Asian Region during the Inaugural session of an International Seminar on Emergence of SAARC Economies – 20 Years Perspective

organized by the Faculty of Management, Invertis University, Bareilly on 17-18th Sept 2016.

Moderated a panel discussion on Challenges for Social Development in South Asian Region during an International Seminar on Emergence of SAARC Economies – 20 Years Perspective organized by the Faculty of Management, Invertis University, Bareilly on 17-18th Sept 2016.

Delivered Inaugural address on Economic Progress, Development and Well-being during a National Seminar on Economic issues and challenges in present scenario, organized by the department of commerce and management of Maharani Laxmi Bai Government College of Excellence, Jiwaji University, Gwalior on 21st Aug 2016.

Panel Discussion on Growth Prospects in South Asia and made presentation on Bhutan's Economy and its experiment with Gross National Happiness during an International Seminar on Changing Economic Parameters and Prospects of Growth in India and South Asia organized by the Department of Economics, University of Lucknow, UP during 5–7 Feb, 2016.

Chaired Technical Session I (B) on the theme of Emergence of South Asian Economies on 5th Feb 2016, during International Seminar on Changing Economic Parameters and Prospects of Growth in India and South Asia, Department of Economics, University of Lucknow, UP.

Keynote Address on Physical Infrastructure Vs Non Physical Infrastructure, on 23rd Dec 2015, in technical session on Infrastructure Sector, National Seminar on Financial Inclusion and Inclusive Growth, 22-23 Dec 2015, University of Rajasthan, Jaipur, Rajasthan.

Co-chaired a session on CSR: A New Horizon to a Better India and a Better World on 19th Dec 2015 during Annual International Commerce Convention, 18-19 Dec 2015, Department of Commerce, University of Delhi, Delhi.

Keynote Address on Role of Accounting in Nation Building and Well-Being, on 5th Dec 2015, in Technical Session I on Role of Accounting in Nation Building during 38th All India Accounting Conference of Indian Accounting Association, 5-6 Dec 2015, University Business School, Panjab University, Chandigarh.

Inaugural address on the theme of Rethinking on Commerce as a discipline – where do we go from here, on 3rd Dec 2015, during 5th Refresher Course in Business Studies, UGC-Human Resource Development Centre, The University of Burdwan, Burdwan, West Bengal.

Keynote Address on Higher Education in India: Myth and Reality on 21st Nov 2015, in a Technical Session, during National Seminar on Higher Education in 2025: Growth Challenges and Opportunities, 20-21 November, 2015, IIS University, Jaipur, Rajasthan.

International Forum on Sustainable Happiness and Sustainable Development held at Rangsit University, Thailand on 20th March 2015 –International Happiness Day (Bhutan's Experiments with Gross National Happiness – Leading towards Sustainable Development).

Chaired a session on NSS and Nation Building held during National Seminar on Role of NSSS in Nation Building : Scope and Challenges, held at NEHU Shillong on 5-6 March 2015 and delivered a lecture on Strategies for National Well-Being : Role of youth power in India during the Seminar.

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

- Research Project funded by UNFPA - 2000 - '*A Study of Population Quality of the residents of Phongmey and Trashigang: finding derivatives to value Gross National Happiness*' (Follow up study carried out in 2005 and 2011)
- Research Collaboration with Thomas Lange (School of Management, Curtin Business School, Curtin

University, Perth, Western Australia) and Gail Pacheco (School of Business, Auckland University of Technology, Auckland, New Zealand) on the study of HR redesign in India 2009

#### Awards and Distinctions

- Best Paper Award 2018
- Young Researcher Award – 2001 by Indian Accounting Association
- Fellow of Indian Commerce Association 2007
- UGC Visiting Fellow at Department of Commerce, Mizoram University – Oct 2003
- Best Professor 2012, World Education Congress, India (Human Resource Management)

#### Association With Professional Bodies

- Member - All India Commerce Association (National Executive Member 2007-2009)
- Member - Research Development Association
- Member - Indian Accounting Association (former National Executive Member 1997-1998)
- Member – International Society for Quality of Life Studies (ISQOLS) USA (2004-2005 & 2014-15)
- Member – Indian Academy of Applied Psychology

#### Other Activities

- Inclusivity of Business and Well-Being, Udaya 2017, Annual Journal of MBA (IB), Dept of Commerce, Univ of Delhi,
- Why Empower Employees, Jigyasa 2016, Annual Journal of MBA (HRD), Dept of Commerce, Univ of Delhi, 55-56
- Regularly contributed for web portal on leadership (Peoplepal.in)
- Writing blog on contemporary issues and Book Reviews (many book reviews are published in academic journals)
- Member (editorial board) - Journal of Commerce and Information Technology, Review of Management, Indian Journal of Development Research, The Journal of Management Scholars, The Journal of Social Science Today
- Reviewer for Journal of Organizational Effectiveness: People and Performance
- Referee for many journals including - The IIS University Journal of Commerce & Management, International Journal of Indian Culture and Business Management

(VK Shrotryia)  
Faculty Member

Head  
Department of Commerce