

CURRICULUM VITAE

NAVJOT KAUR

Business Address School Of Management Studies
Punjabi University, Patiala.

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EDUCATION

Ph.D. December 2001, Punjabi University, Patiala, Punjab.
Dissertation Title “Impact Of Electricity Interruptions On Commercial Consumers in the State of Punjab”
Thesis Advisor Dr. Gurdeep Singh, Dr.M.S. Bedi

M.B.A. 1988, Punjabi University, Patiala.
Specialization Human Resource Management, Marketing Management

POST DOCTORAL RESEARCH

Major Research Projects funded by University Grants Commission

2007- 2010 Evaluation of Customer interruption Cost for Reliability Planning of Power Systems in India: A Study of Commercial, Industrial, Agricultural and Domestic Sectors

Aug 2015- Jul 2018 Leadership style in relation to Gender, Gender identity and Emotional Intelligence: A study of Indian Government Sector

TEACHING EXPERIENCE

Mar 2012- Present **Professor**, School of Management Studies, Punjabi University, Patiala.

Mar 2009- Feb 2012 **Associate Professor**, School of Management Studies, Punjabi University, Patiala

Mar 2006- Feb 2009 **Reader**, School of Management Studies, Punjabi University, Patiala

Feb 1997- Dec 2006 Sr. Lecturer/Lecturer, Punjab School of Management Studies, Punjabi University, Patiala.

Courses M.B.A., PhD Course work- Contemporary Issues in Human Resource Management.

Papers Strategic Management, Industrial Psychology, Management of Human Resources, Management Practices and Organizational Behavior, Marketing Research, Marketing Management, Consumer Behavior.

Feb 1995- Feb 1997 Research Scholar, Punjabi University, Patiala.

Courses M.B.A., M.T.A.

Papers Marketing Research, Organizational Behavior.

Sep 1993- Feb 1995 Lecturer ,M.M.ModiCollege, Patiala.

Courses B.Com Parts I, II & III.

Papers Company Law, Management Theory, Labour Laws.

Sep 1989- Mar 1990 Lecturer , Govt.College for Girls, Patiala.

Courses B.A.

Papers Management of Office Practices

PUBLICATION RECORD

2019 Navjot Kaur, Harshdeep Kaur- *Gender Identity and its relationship with Leadership Style: a study of civil services officers of Punjab* RIMT Journal of Strategic Management and Information Technology Vol 16 No. 1 to 4

2018 Navjot Kaur, Yiheyess Aregu- *Human resource management practices as predictors of job satisfaction in tourism industry of Ethiopia* International journal of research in Commerce, IT and Management Vol 8 No. 3

2018 Navjot Kaur, Harshdeep Kaur- *Effect of corporate ethical values on ethical behaviour of Punjab Civil Service officers* Indian Management studies journal Vol 22 No. 1

2018 Navjot Kaur, Harshdeep Kaur- *Effect of age, gender and educational level of Punjab Civil Service officers on ethical decision making* International journal of research and analytical reviews Vol 5 Issue 3

2018 Navjot Kaur, Harshdeep Kaur- *Spiritual intelligence of Civil Servants of Punjab and Chandigarh in relation to their ethical behaviour* International journal of management studies Vol. V Issue 3

2018 Navjot Kaur, Harshdeep Kaur- *Ethical ideology and ethical behaviour: a study of civil servants of Punjab and Chandigarh* Journal of emerging technologies and innovative research Vol 5 Issue 6

- 2018 **Navjot Kaur, Degu Setegn-** *Effect of firm characteristics on export performance* **International Journal of Management studies** Vol. V Issue 1
- 2018 **Navjot Kaur, Yiheyese Aregu-** *Employees' job satisfaction and organizational commitment in tourism industry: a study of selected hotels in Ethiopia* **International journal of research in Management, Economics and Commerce** Vol 8 issue 1
- 2017 **Navjot Kaur, Girmay Zereabruk-** *Mediating role of personality traits on relationship between leadership style and business performance* **International Journal of Research** in Economics and Social Sciences Vol. 7 issue 12
- 2017 **Navjot Kaur, Asmamaw Argeta-** *Sustainability of banking industry in Ethiopia: review of financial sector* **International journal of multi disciplinary educational research** Vol 6 issue 4
- 2017 **Navjot Kaur, Tamru Y.-** *Service quality in relation to emotional intelligence in commercial banks of Ethiopia* **Indian management studies journal** Vol 21 No.1
- 2017 **Navjot Kaur, Alemayehu-** *The mediation role of organizational commitment and job satisfaction in perception of organizational justice* **International journal of science and research** Vol 6 issue 1
- 2017 **Navjot Kaur, Nidhi Sharma-** *Personality in Relation to Job Satisfaction- An Empirical Study of Indian Aviation Industry* **Asian Journal of Multi dimensional Research** Vol. 6 August 2017
- 2016 **Navjot Kaur, Tesfaye Erpasa-** *Effect of ethical leadership perception on turnover intention: mediating role of organizational commitment* **Indian management studies journal** Vol 20 No.1
- 2016 **Navjot Kaur, Ahmed Kelil-** *Perceived equity, job satisfaction and affective commitment in Ethiopian public higher education institutions* **International journal of research in organizational behaviour and Human resource management** Vol 4 No. 1
- 2015 **Navjot Kaur, Shavina Goyal-** *Impact of Personality on International Adjustment of Indian Expatriates in USA* **Indian Management Studies Journal**, October, 2015.
- 2015 **Navjot Kaur, Habtamu Regassa Lemma, Rajwinder Singh-** *Determinants of supply chain coordination of milk and dairy industries in Ethiopia: a case of Addis Ababa and its surroundings* Springer Plus , **4**:498 doi:10.1186/s40064-015-1287-x
- 2014 **Navjot Kaur, Nidhi-** *Personality in Relation to Occupational Stress- A Study of Indian Aviation Industry* **Effective Management** Vol 3 No. 1 January- March 2014.

- 2013 Navjot Kaur, Shivinder Phoolka- Adversity Quotient in Relation to Change Readiness of Executives Working in Mobile Service Sector *Indian Journal of Management Science Online* ISSN: 2231-279X, Print ISSN: 2249-0280 volume-II, Issue-1, January-2013 pp.18-25**
- 2012 Navjot Kaur, Shivinder Phoolka- Adversity Quotient: A new Paradigm in Management to Explore *The International Journal's Research journal of Social Science & Management* ISSN: 2251-1571 Volume-2, Number-7, November-2012 pp.109-117**
- 2011 Navjot Kaur, Parminder Walia- Work Life Balance Programmes in IT and ITES Industry. *Indian Management Studies Journal*, October, 2011: 53-64**
- 2011 Navjot Kaur, Deepika Jindal- Existence of Glass Ceiling and Discriminatory Attitude in the Service Sector *Indian Management Studies Journal*, volume- 15 No. 1, April 2011: 119-128**
- 2010 Navjot Kaur, Parminder Walia- Emotional Intelligence as a Factor in Creating Work Life Balance *Indian Management Studies Journal*, volume -14, No. 2, October 2010: 43-53**
- 2009 Navjot Kaur, Simranjit Kaur - Occupational Stress in Relation to Organizational Design and Hierarchical Levels: A Study of PSEB *Indian Management Studies Journal*, Vol.13, No.2, October,2009: 61-72**
- 2009 Navjot Kaur, Deepika Jindal- Female Executives and the Glass Ceiling in Service Sector *PCMA Journal of Business*, vol. 1 No.2, 2009:172-187**
- 2008 Navjot Kaur, Ratinder Kaur- BusinessProcess Reengineering (BPR): A Tool of Change Management *RIMT Journal of Strategic Management & Information Technology*, vol. 5 No. 1 to 4, 2008**
- 2008 Navjot Kaur, Deepika Jindal- Creative Talent as an Innovative Function of Global Business *PCMA Journal of Business*, vol.1, 2008: 73-78**
- 2008 Navjot Kaur, Haneet Kaur and Parveen Gill- Changes in Technology in Public Sector Banks *PCMA Journal of Business*, vol.1, 2008: 120-128**
- 2006 Navjot Kaur, Haneet Kaur and Parveen Gill- Changes in Human Resource Management in Public Sector Banks *Apeejay Journal of Management & Technology*, vol.1, 2006: 61-68**
- 2006 Navjot Kaur, Haneet Kaur and Parveen Gill- Management of Change in Banks(A study of Public & Private sector banks) *IMS Manthan*, vol.1, 2006: 47-64**

- 2006 Navjot Kaur-** *'Managing Power Systems'* Book published by Deep & Deep Publications Pvt. Ltd., New Delhi.
- 2004 Navjot Kaur,** Gurdip Singh, M.S. Bedi and Tejpal Bhatti – *Evaluating Customer Interruption Cost for Reliability Planning of Power Systems in Developing Economies.* Paper published in proceedings of **8th International Conference on Probabilistic Methods Applied to Power Systems** held at **Iowa State University, USA** from 12th- 16th Sept 2004.
- 2003 Navjot Kaur,** Rajeev Kansal and M.S.Bedi- *Job Involvement in Bank Managers (A comparative study of commercial and cooperative bank Branch managers in Patiala District)* **Indian Management Studies Journal**, vol.7, 2003: 169-176
- 2003 Navjot Kaur,** Rajeev Kansal- *Occupational Role Stress: study of bank Managers.* **Shimla Management Journal**, vol.III no.1-2, May 2003:31-38.
- 2002 Navjot Kaur,** Gurdip Singh, M.S. Bedi and Tejpal Bhatti - *Customer Interruption Cost Assessment: An Indian Commercial Survey.* Paper published in proceedings of **PowerCon 2002, an International conference on power system technology** sponsored by **IEEE-PES/CSEE**, held at **Kunming, China** in October 2002: 880-884
- 2001 Navjot Kaur,**Gurdip Singh and M.S. Bedi - *Power Failures and Use of Back-up Systems by Commercial Organisations in Punjab.* **Indian Management Studies Journal**, vol.5, 2001: 39-51.

PAPERS PRESENTED AT NATIONAL/INTERNATIONAL CONFERENCES

- 2018 Navjot Kaur,** Harshdeep Kaur- *Leadership style in relation to gender identity: a study of public sector of Punjab, India* paper presented at **31st annual COPE Conference** held in Jakarta, Indonesia, **5th to 12th July, 2018**
- 2016 Navjot Kaur,** Shavina Goyal- *Personality and non work factors in Expatriate Adjustment* **International Labour Process Conference** held at WZB, Berlin, Germany, **4th to 6th April, 2016.**
- 2014 Navjot Kaur,** Nidhi- *Personality Factor in relation to work Attitudes in Aviation Sector* National Seminar on **Problems and Challenges of Micro, Small and Medium Enterprises** organized by School of management Studies, Punjabi university, Patiala **27th to 28th April, 2014.**
- 2014 Navjot Kaur-** *A study of organizational competencies for engaging employees in change management,* paper presented at **National seminar on innovations in**

banking and financial markets: issues and challenges organized by University School of applied Management, Punjabi University Patiala on 8th Dec, 2014

- 2011** Navjot Kaur and Ratinder Kaur- *Business Process Re-engineering: An Employee Perspective*, paper presented at '**International Conference on Technological and Management Advancements: Issues and Challenges**', organized by RIMT-Management Campus, Mandi Gobindgarh.
- 2011** Navjot Kaur -*Changing Media Preferences: Cost Perspective*, paper presented at **International Conference on, "Changing Global Paradigms of Mediascape"**, organized by Centre for Advanced Media Studies, Punjabi University, Patiala, from **October 21 to 23, 2011**.
- 2011** Navjot Kaur- *Gender Bias in Industry: A Study of Private Sector*, paper presented at **International Conference on "Mainstreaming Gender Issues"**, organized by Women Studies Centre, Punjabi University, Patiala from **26th to 27th November, 2011**.
- 2011** Navjot Kaur, Raminder Kaur Sira and Angadvir Singh- *Estimating Power Interruption Cost for Economic Resource Planning*, paper presented at **south Asian Management Forum - 11**, organised by AMDISA at NASC, Kathmandu, Nepal from **16th to 17th May, 2011**.
- 2010** Navjot Kaur and Ratinder Kaur- *HRM Challenges and Solutions to Paddle through Troubled Waters* paper presented at **7th International Management Conference on The Troubled Waters of Global Business** organized by Punjab College of Technical Education on **21st May, 2010**
- 2010** Navjot Kaur and Ratinder Kaur- *BPR in State Bank of Patiala*, **National Conference on Business Process Re-Engineering**, **30th January, 2010** at Bikram College, Patiala.
- 2010** Navjot Kaur- *Organised Retail In India: Present Scenario and Future Challenges, Changing Landscape of Indian Retail Sector: Present and Future Vision*, **National Seminar, 12th and 13th November, 2010** at Punjabi University, Patiala.
- 2010** Navjot Kaur, Deepika Jindal- *Female Executives and the Glass Ceiling- A Study of Discriminatory Attitudes in Service Sector of India* Paper Presented at **International Labour Process Conference held at Rutgers University, New Jersey, USA from 16th to 19th march, 2010**.
- 2009** Navjot Kaur- *Human Resources: A Competitive Advantage in the Service Sector- Making Markets Happen*, **6th to 7th February, 2009**, at Punjabi University, Patiala.

- 2009 **Navjot Kaur-** *The Challenges of Regional Development in South East Asia, PCMA 6th International Conference on "Business Challenges & Opportunities in South Asia", 24th to 25th October, 2009*
- 2009 **Navjot Kaur-** *Problems and Opportunities for Women Entrepreneurs in Punjab, National Seminar on Entrepreneurship Development in India: The Challenges Ahead, 27th to 28th November, 2009, at Punjabi University, Patiala.*
- 2009 **Navjot Kaur-** *Emotional Quotient Factor in Entrepreneurship, National Seminar on Entrepreneurship Development in India: The Challenges Ahead, 27th to 28th November, 2009 at Punjabi University, Patiala.*
- 2008 **Navjot Kaur-** *Issues in the Individual Investment Decision Making Process 5th International Conference on Indian Capital Market: The Way Ahead, 25th-26th October, 2008 at Punjabi University, Patiala.*
- 2008 **Navjot Kaur-** *Business Process Outsourcing Industry in India: Opportunities & Challenges International Conference on Business Challenges & Strategies in Emerging Global Scenario held at Punjab College of Technical Education, Ludhiana on 30th May, 2008.*
- 2004 **Navjot Kaur, Gurdip Singh, M.S. Bedi and Tejpal Bhatti –** *Evaluating Customer Interruption Cost for Reliability Planning of Power Systems in Developing Economies.* Paper presented at **8th International Conference on Probabilistic Methods Applied to Power Systems** held at **Iowa State University, USA** from 12th- 16th Sept 2004.
- 2002 **Navjot Kaur, Gurdip Singh, M.S. Bedi and Tejpal Bhatti -** *Customer Interruption Cost Assessment: An Indian Commercial Survey.* Paper published in proceedings of **PowerCon 2002, an International conference on power system technology** sponsored by **IEEE-PES/CSEE**, held at **Kunming, China** in October 2002: 880-884

Ph.D THESIS SUPERVISION

Simranjit Kaur	Occupational Stress Amongst Engineers in P.S.E.B.	Degree awarded (2006)
Anusha Khurana	A Critical Study of The Performance Appraisal System of the Income Tax Department	Degree awarded (2006)
Harkirtan Kaur	Losses Suffered by Industrial Sector Due To Electricity Interruptions In Punjab	Degree awarded (2007)

Haneet Kaur	Management of change in Banking Sector in Punjab: A study of Ludhiana district	Degree awarded (2007)
Deepika Jindal	Female Executives & the Glass Ceiling- A study of discriminatory attitudes in the service sector	Degree awarded (2010)
Harpuneet Singh	Impact of Power Failures on Steel Industry in Punjab	Degree awarded (2010)
Parminder Walia	Work Life Balance of working Professionals- A study of IT and ITES Industry	Degree awarded (2011)
Nidhi Arora	Personality factor in relation to Work Attitudes of professionals working in Indian Aviation Industry	Degree awarded (2009)
Ratinder Kaur	Business Process Re-engineering in Banking Sector: A case study of State Bank of Patiala	Degree awarded (2009)
Rajpreet Kaur	Teachers as Transformational leaders: A Study of University Teachers.	Degree awarded
Shivinder Phoolka	Adversity Quotient; A study of professionals In Telecom Sector	Degree awarded
Sukhmani Mann	Organizational Justice in Relation to Work Attitudes in the Health Sector	Degree awarded
Kelbishe	Role Of Commodity Exchanges In Promoting Effective Supply Chain Management: Value Creation, Satisfaction And Differential Advantages	Degree awarded
Dejene Adugna	Effect Of Organizational Climate And Organizational Justice On Counterproductive Work Behaviour Among Academic Staff In Ethiopian Universities	Degree awarded
Girmay Zereabruk	Leadership Styles In Relation To Entrepreneurial Orientation And Their Effect On Business Performance (The Mediating Role Of Personality Traits) In Small And Medium Scale Enterprises In Ethiopia In The Case Of Tigray Regional State	Degree awarded
Mulu Aderie	Leadership Styles In Relation To Organizational Commitment Of Academic Employees: Mediating Role Of Emotional Intelligence (A Survey On	Degree awarded

Ethiopian Public Higher Education Institutions)

Asmamaw Argeta Algesso	The Role Of Human Resource Management Effectiveness In Organizational Sustainability, The Moderating Role Of Organizational Competing Value (The Case Of Banking Sector In Ethiopia)	Degree awarded
Tamru Yihun	Role Of Emotional Intelligence In Quality Of Service In Commercial Banks Of Ethiopia	Degree awarded
Alemayehu Shiferaw	The Effect Of Organizational Justice On Employees Intention To Leave: The Mediating Role Of Job Satisfaction And Organizational Commitment (The Study On Textile Industry In Ethiopia)	Degree awarded
Seleshi Girma	Analysis of tourism destination marketing in Ethiopia: (Travel Motivations, Destinations Image & Competitiveness)	Degree awarded
Zerihun Kinde	Impact of Organizational Culture and Leadership styles on Organizational Commitment in Public Hospitals in Ethiopia	Degree awarded
Yiheyis Aregu Yeshanew	Human Resource Management Practices commitment in Tourism Industry: A Study of Selected Hotels in Amhara Region, Ethiopia	Degree awarded
Degu Setegn	Effect of Strategy Adaptation Practices on Agricultural Commodity Export Performance: A Study of Exporting Firms in Ethiopia	Degree awarded

SCHOLARSHIPS AND AWARDS

1986	Roll of Honour for outstanding academic performance, Govt.Collegefor Girls, Patiala.
1986	College Colour for outstanding performance in academics and co-curricular activities, Govt. College for Girls, Patiala.
1985, 1984, 1983	University Merit Scholarship for being placed in the university merit list in B.A. 2 nd year, B.A. 1 st year and pre university resp.

ACADEMIC SERVICE

2018, 2016, 2015, 2013, 2011, 2010, 2009, 2008, 2005, 2004, 2002, 2000, 1997- Member **Administrative Committee** of the Department of BusinessManagement, Punjabi University, Patiala.

Responsibilities Courseware development, course administration including timetable designing, arranging permanent and summer placements of students in various courses

2019, 2016, 2015, 2010, 2009, 2006, 2005, 2003, 2002- Member Editorial Board - 'Indian Management Studies Journal' a biannual publication of Punjabi University, Patiala.

2019, 2018, 2016, 2015, 2014, 2013, 2012- Member Board of Studies in the faculty of Business Studies, Punjabi University.