


Standard template for Faculty Profile for University Website						
Title	Professor	First Name	Puja	Last Name	Khatri	Photograph
Designation		Professor				
School /Dept. Name		University School of management Studies				
Address:		DFR-103, D-Block				
Phone No.		Office	011-25302619			
		Residence	(optional)			
		Mobile	(optional)			
Email		1. pujakhatri@ipu.ac.in 2. pujakhatri12@gmail.com				
Web Page (if any)						
Subjects Taught		Organizational Behavior, Human Resource Management, Business Communication, Managerial Skill Development, Business Research, Organizational Development, Training and Development, Behavior Testing & Counselling				
Areas of Interest/Specialization		Organizational Behavior, Psychometric Testing, Behavior Testing and Assessment, Higher Education, Management through Positivity, Management through Optimism, Relational Civility, Happiness at Work, Well-being, Organizational Attachment, Emotional Intelligence, Diversity Management, Organizational Politics, Alumni Citizenship Behavior, Alumni Giving Behavior, Spirituality and Management, Leadership in Higher Education, Servant Leadership, Resonant Leadership, Employability Skills and Students' Performance, Perceived Employability, Faculty Engagement, Work-life Fulfilment, Relational Civility, Digital Nomadism.				
Experience (in years)		Total	22			
		Industry	1			
		Teaching	21			
		Research	20			
Educational Qualifications		UG	Bachelor of Computer Applications (BCA), Kurukshetra University			
		PG	Master of International Business (MIB), Kurukshetra University			
		Doctorate	In the area of Higher Education and Management, from Department of Business Management, Guru Jambheshwar University, Hissar			
		Any other				
Research Publications in Journals (last 5 years)		1. Khatri, P. & Duggal, H. (2022, <i>in press</i>). Well-being of higher education consumers: A review and research agenda. <i>International Journal of Consumer Studies</i> (ABDC-A ranked Journal, Publisher: Wiley) 2. Khatri, P., Raina, K., Dutta, S., Pahwa, H., & Kumari, P. (2021). Reaction to COVID-19, social media engagement and well-being: a mediation analysis. <i>Labour & Industry: a journal of the social and economic relations of work</i> , 1-28. https://doi.org/10.1080/10301763.2021.1966293 (ABDC-B ranked journal; Publisher: Taylor & Francis Publications; ISSN: 1030-1763; e-				

ISSN: 2325-5676)

3. Khatri, P., Dutta, S. (2021, *in press*). Development and Validation of Positive Organizational Behavior Scale: A Reflective Measurement Model. *Thailand and the World Economy* (SCOPUS Indexed journal)
4. Khatri, P., Dutta, S., & Kaushik, N. (2021). Changing patterns of the teacher as a servant leader in Asia Pacific: a review and research agenda. *Asia Pacific Business Review*, 27(2), 301-330.
<https://doi.org/10.1080/13602381.2020.1857562> (SCOPUS and ABDC-B ranked Journal; Publisher: Taylor & Francis Publications; ISSN: 1360-2381)
5. Khatri, P., & Raina, K. (2021). Education and equal opportunity: a study of state initiatives towards gender sensitisation for sustenance of a responsible society. *International Journal of Economic Policy in Emerging Economies*, 14(3), 269-287.
DOI: [10.1504/IJEPEE.2021.114951](https://doi.org/10.1504/IJEPEE.2021.114951) (SCOPUS and ABDC ranked Journal; Publisher: Inderscience Publications; ISSN: 1752-0452; e-ISSN: 1752-0460)
6. Khatri, Puja & Debnath, Sumit (Jan 2021) Interpersonal relationship inventory scale for registered nurses: EFA and Scale development, *International Journal of Business Excellence*,
DOI: [10.1504/IJBEX.2020.10035226](https://doi.org/10.1504/IJBEX.2020.10035226) (SCOPUS Indexed; Publisher: Inderscience Publications; ISSN: 1756-0047; e-ISSN: 1756-0055)
7. Verma, N., & Khatri, P. (2021). The nomological network of organizational attachment: a systematic review approach. *Journal of Decision Systems*, 1-22.
<https://doi.org/10.1080/12460125.2021.2002507> (ABDC- B ranked Journal; Publisher: Taylor & Francis Publications; ISSN: 12460125; e-ISSN: 21167052)
8. Khatri, P., & Gupta, P. (2021). Validation of spirituality at work scale in Indian context. *JIMS8M: The Journal of Indian Management & Strategy*, 26(1), 34-44. DOI:[10.5958/0973-9343.2021.00004.1](https://doi.org/10.5958/0973-9343.2021.00004.1)
9. Khatri, Puja & Dutta, Sumedha. (2020, *in press*). Next generation leadership skill – set for Industry 4.0, *International Journal of Public Sector Performance Management*, Special Issue on: ICBM-2019 Disruption in Business (SCOPUS Indexed; Publisher: Inderscience Publications; ISSN: 1741-1041)
10. Khatri, P. & Verma, N. (2020). The Organizational Attachment Survey: Instrument Development and Exploratory Factor Analysis. *International Journal of Psychosocial Rehabilitation*, 24 (8). (SCOPUS Indexed Journal; Publisher: Hampstead Psychological Associates; ISSN: 1475-7192)
11. Debnath, S., & Khatri, P. (2020). Review of Emotional Intelligence, Interpersonal Relationship and Wellness of Nurses: Scope and Avenue for Further Research. *International Journal of Business and Globalisation*. DOI: [10.1504/IJBG.2020.10032094](https://doi.org/10.1504/IJBG.2020.10032094) (SCOPUS Indexed Journal; Publisher: Inderscience Publications; ISSN: 17533627; e-ISSN: 17533635)
12. Khatri, P. & Debnath, S., (2020, *in press*). Interpersonal relationship

inventory scale for registered nurses in India: EFA and scale development. *International Journal of Business Excellence*. DOI: 10.1504/IJBEX.2020.10035226 (SCOPUS Indexed Journal; Publisher: Inderscience Publications; ISSN: 1756-0047; e-ISSN: 1756-0055)

13. Khatri, P., Raina, K., Wilson, C., & Kickmeier-Rust, M. (2020). Towards mapping competencies through learning analytics: real-time competency assessment for career direction through interactive simulation. *Assessment & Evaluation in Higher Education*, 45(6), 875-887. <https://doi.org/10.1080/02602938.2019.1689382> (SCOPUS Indexed Journal; Impact Factor: 2.473; Publisher: Taylor and Francis Publications; ISSN: 0260-2938; e-ISSN: 1469-297X)
14. Khatri, P., & Raina, K. (2019). Education, state, and psychology: A study of students' pre-and post-perceptions of training intervention. *Prabandhan: Indian Journal of Management*, 12(12), 38-48. (SCOPUS Indexed Journal; ISSN: 0975-2854)
15. Khatri, P., & Raheja, N. (2019). Scale Development & Validation of Alumni Satisfaction in the Context of Indian Higher Education. *DIAS Technology Review*, 16(2), 9-16. (UGC and Cabell's Directory Listed, ISSN 0972-9658)
16. Khatri, P., & Gupta, P. (2019). Development and validation of employee wellbeing scale—a formative measurement model. *International Journal of Workplace Health Management*. (SCOPUS Indexed Journal; Publisher: Emerald; ISSN: 1753-8351)
17. Khatri, P., & Gupta, P. (2019). Significance of demographic variables in the study of Workplace Spirituality. *UNNAYAN: International Bulletin of Management and Economics*, Vol. 11, 340-450. (Impact Factor: 4.55; ISSN: 2349-7165)
18. Khatri, P., & Dutta, S. (2018). Psychological Ownership: Journey of Past towards a Promising Future..., *Research Review International Journal of Multidisciplinary*, 3 (8), pp. 286-96. DOI: [10.31305/rrijm](https://doi.org/10.31305/rrijm) (UGC Listed Journal No. 44945, Impact Factor: 4.184, e-ISSN:2455-3085)
19. Khatri, P., & Dutta, S. (2018). Servant Leadership and Psychological Ownership: Curtailing Resistance to Change. *IOSR Journal Of Business And Management (IOSR-JBM)*, 20(3), 5-12. DOI: [10.9790/487X-2003120512](https://doi.org/10.9790/487X-2003120512) (UGC Listed Journal No. 46879, Impact Factor: 3.5, ISSN 2319-7668)
20. Khatri, P. & Dutta, S. (2017). Empirical Evaluation of Values of Servant Leader in ITES Sector. *DIAS Technology Review*, 14(2), 48-56 (UGC and Cabell's Directory Listed, ISSN 0972-9658)
21. Khatri, P., & Dutta, S. (2018). Divergent Thinking- It's Time to Change the Box! *Research Review International Journal of Multidisciplinary*, 3 (10), DOI: [10.5281/zenodo.1884416](https://doi.org/10.5281/zenodo.1884416) (UGC Listed Journal No. 44945, Impact Factor: 4.184, e-ISSN:2455-3085).
22. Khatri, P., & Raheja, N. (2018). Empirical evaluation of dimensionality of alumni giving behaviour in the Indian context. *International Journal of Management Concepts and Philosophy*, 11(1), 82-93.

	<p>DOI:10.1504/IJMCP.2018.090414 (ProQuest and J-Gate Indexed; Publisher: Inderscience Publications; ISSN: 1478-1484; e-ISSN: 1741-8135)</p> <p>23. Raheja, N., & Khatri, P. (2018). Citizenship behavior, social and financial giving behavior of alumni towards their alma mater-Prospects and areas for research. <i>Asian Journal of Management</i>, 9(1), 23-34. DOI: 10.5958/2321-5763.2018.00005.7. (Proquest Indexed; ISSN: 0976-495X; e-ISSN: 2321-5763)</p> <p>24. Khatri, P. & Raina, K. (2017). Towards Identifying Dimensions of Faculty Job Engagement for Public, Private and Deemed Universities in Delhi NCR. <i>DIAS Technology Review</i>, 14(1), 8-16. DOI: 10.13140/RG.2.2.16033.76640 (UGC and Cabell's Directory Listed, ISSN 0972-9658)</p> <p>25. Dutta, S., & Khatri, P. (2017). Servant leadership and positive organizational behaviour: the road ahead to reduce employees' turnover intentions. <i>On the Horizon</i>, 25(1), 60-82. DOI:10.1108/OTH-06-2016-0029. (SCOPUS Indexed; Publisher: Emerald Publishing; ISSN: 1074-8121).</p> <p>26. Khatri, P., & Gupta, P. (2017). Empirical evaluation of positive organisational politics: an Indian context. <i>International Journal of Management Concepts and Philosophy</i>, 10(4), 392-404. (ProQuest and J-Gate Indexed Journal; Publisher: Inderscience Publications; ISSN: 1478-1484; e-ISSN: 1741-8135)</p> <p>27. Khatri, P., & Gupta, P. (2017). Workplace spirituality: A predictor of employee wellbeing. <i>Asian Journal of Management</i>, 8(2), 284-292. (Proquest Indexed Journal; ISSN: 0976-495X; e-ISSN: 2321-5763)</p> <p>28. Khatri, P., & Raina, K. (2017). A study of protean career orientation and organizational commitment of permanent and contractual faculty teaching professional courses in Delhi-NCR. <i>Prabandhan: Indian Journal of Management</i>, 10(4), 7-18. (SCOPUS Indexed Journal; ISSN: 0975-2854)</p>
Papers Published in Conference Proceedings (last 5 years)	<ol style="list-style-type: none"> 1. Khatri, P. & Shukla, S. (2021). Marching into the Digital Age the Nomad Way: A Study of Digital Nomadism. In Saini, A.K., Dhingra, S. and Prakash, D. (eds), <i>Contemporary Issues in Management Research</i>, International Doctoral Research e-Conference 2021 (pp. 1-12), Delhi, India: Bloomsbury Publishing India Pvt. Ltd., ISBN: 978-93-54351-70-9. 2. Khatri, Puja & Dutta, Sumedha (2020). Twists and Turns in Academic Leadership during COVID – 19. In International Conference on Global Economic Order in the Post-COVID-19 Era: Challenges, Opportunities and Strategies, July 25, 2020 (pp 8 – 15), Delhi, India: Maharaja Agrasen University Publication, ISBN: 978-81-942547-3-7. 3. Khatri, Puja & Dutta, Sumedha (2020). Role of a Servant Leader in Creating an Engaged Workforce, In National Conference on Augmenting Competencies and Strengthening Organizational Strategies: VISION INDIA', (pp.1-8), Delhi, India: Payasum Publications, ISBN: 978-81-927406-9-0. (Conference Proceedings) 4. Khatri, P., Kumar, S., & Pahwa, H. (2020). Correlates of Industry 4.0 Leader

	<p>Traits & Sustained Employability: A Study of Manufacturing Sector in Delhi-NCR, India. In Agrawal, S.K., (Ed.), <i>Seventeenth AIMS International Conference on Management</i> (pp. 211-216), ISBN: 978-1-943295-14-2.</p> <ol style="list-style-type: none"> 5. Khatri, P. & Debnath, S (2019). Interpersonal Relationship at Workplace in Healthcare Sector: Review and Scope for Further Research. In Nanda, S. & Bhatnagar, V. (Ed.), <i>New Age Business Practices</i>, (pp 70-77), Bloomsbury Publishing India Pvt. Ltd. New Delhi (ISBN: 978-93-89351-53-8). 6. Khatri, P. & Raina, K. (2019). Changing face of faculty in Higher education: Gender roles and disparities. In Singh et al. (Ed.), <i>HEALM 2019</i>, pp 49-53. (International Proceedings) 7. Khatri, P. & Raina, K. (2019). The Saga of Indian Higher Education: Paradigm Shifts and Road Ahead. In Batra et al. (Ed.), <i>Quality enhancement and employability in Higher education Institutes: A holistic Approach</i>. ISBN: 978-81-937926-2-9 8. Saini, A. K., Khatri, P., & Raina, K. (2018). Towards understanding preference of use of emoticons for effective online promotion: A study of national capital region of Delhi, India. In A. Saini, A. Nayak, & R. Vyas (Ed.), <i>Advances in Intelligent Systems and Computing</i> (pp. 219-231), Singapore: Springer. 9. Khatri, P. & Dutta, S (2017). Impact of HRIS on Functioning of Human Resource Management. In Mittal, S., Prakash, D. & Sharma A. (Ed.) <i>Embracing the Digital Era – Management Perspectives</i> (pp. 183-191). Bloomsbury Publishing India Pvt Ltd. 10. Khatri, P. & Raina, K. (2017). Digitizing Indian Economy through e-kranti: A new paradigm. In Mittal, S., Prakash, D. & Sharma A. (Ed.), <i>Embracing the Digital Era : Management Perspectives</i> (pp. 175-182). Bloomsbury Publishing India Pvt Ltd. 11. Khatri, P. & Verma, N. (2017). Transforming HRM in Digital Age. In Mittal, S., Prakash, D. and Sharma, A. (Ed.) <i>Embracing the Digital Era – Management Perspectives</i> (pp. 183-191). Bloomsbury Publishing India Pvt Ltd. 12. Khatri, P., & Raina, K. (2017). Towards a more positive living: A study of effects of positive psychology on Job satisfaction of SME employees of Delhi NCR Region. In P. Rawat (Ed.), <i>Building Organizations of Tomorrow: Leadership Challenges of Human Capital in a Digital Workplace</i>. ELK Publishers. 13. Khatri, P., & Raina, K. (2017). Paradigm Shift in Career Management: A study of Protean Career, Boundaryless Career and Kaleidoscope Career in Global Work Places. In Mittal, R. K., Dhingra, S., & Kumar, A. (Ed.) <i>25 Years of Globalization and Indian Economy</i>, (pp. 110-119). Bloomsbury Publishing Pvt Ltd. 14. Khatri, P., & Verma, N. (2017). Organizational Socialization in the Era of Globalized Workforce Diversity. In Mittal, R. K., Dhingra, S., & Kumar, A. (Ed.) <i>25 Years of Globalization and Indian Economy</i>, (pp. 225-233). Bloomsbury Publishing Pvt Ltd.
Books Authored/Book	1. Edited book on Management by optimism, 2016, through Bloomsbury

Volume Chapters	<p>publication.</p> <p>2. Edited book on MIND MANAGEMENT for MANAGEMENT, 2014, through Bloomsbury publication.</p> <p>3. Edited book on MIND and MANAGEMENT, 2013 through Bloomsbury publication.</p> <p>4. Book on Personality Development and Business Communication with Triumph Publishers 2013.</p> <p>5. Edited book on "Enhancing the People Factor: HR Issues and Challenges published by Narosa Publications, INDIA, 2012.</p> <p>6. Edited book on "Strategies and Innovations for Sustainable Organizations" published by MACMILLAN, INDIA, 2011.</p>			
No. of Conferences		Attended	Organized	
	National	16	4	
	International	19		
Research Guidance				
		PG	M.Phil.	Doctorate
	Awarded			5
	Undergoing			6
Research Projects	Completed			1
	Undergoing			
Awards & Distinctions	<ul style="list-style-type: none"> • Best Paper Award for "'Covid -19 Pandemic & the New Normal: A Qualitative Study of Employees Perception Across Select Industries' at INDAM 2022 Conference (IIM Rohtak) • Best Paper Award for "Work Life Fulfillment: A Review, Synthesis and Research Agenda" at Vivekananda International Conference- VINC 2022 jointly organized by Vivekananda Institute of Professional Studies, Delhi and University of Nebraska at Omaha, USA on "Replenish, Restructure and Reinvent: Technology-Fueled Transformation for Sustainable Future" in January 2022. • Awarded Best Professor in Organizational Behavior (2019) by ET Now Star of the Industry awards (academia) and Devang Mehta Foundation. • Featured under "Inspirational Women" league in We are the City, an online centralized hub for professional women in 2019. 			
Administrative Assignments Handled	<ul style="list-style-type: none"> • Chairperson, Skill Development and Life Restructuring Cell • University coordinator, Student Guidance and Counselling Cell, National Assessment and Accreditation Council (NAAC)of India 2018 (NAAC2018) • Certified Behavioral Analyst and counsellor • Faculty Coordinator (academics), National Assessment and Accreditation Council (NAAC) of India 2017 			
Association with Professional Bodies				
Any other Achievements	<p>1. Resource person for workshop on Scale Construction and Validation for ICSSR and Punjab University, Chandigarh (6 January 2022)</p> <p>2. Resource person for 2-Week (10-22 January) Refresher Course in</p>			

	<p>Commerce & Management Studies on “Self-Assessment and Interpersonal Communication Management: The Respondent and Researcher Story” organized by Human Resource Development Centre, Jamia Millia Islamia (18 January 2022)</p> <ol style="list-style-type: none"> 3. Resource Person for 1-day intensive workshop on Scale construction , Validation and Intro to PLS SEM at DIAS in one week online FDP on Bibliometric Analysis and Structural Equation modelling (15 Dec-21Dec2021) 4. Conducted 1-day intensive workshop on Personality Assessment and development HRD Centre (Academic staff college UGC) GNDU Amritsar in 21 Dec 2021 5. Organised One week Workshop on Value Addition: From Campus To Corporate (Dec21-Dec 31, 2021) for MBA Gen and MBA FA IInd year students. 6. Organised One Day Workshop on Data Visualization and Bibliometric Analysis (24 Dec 2021) for Research Scholars. 7. Conducted one day training (online) for Middle and Top Level Managers of IndiaMart in association with FMS, Delhi University on 8th August 2020 covering perspectives of Conflict and Negotiation. 8. Conducted one day webinar at NIT Kurukshetra on 4th April 2020 covering perspectives of AI and HR 9. Conducted 1-day intensive workshop on Personality Assessment and development at Meera Bai Institute of Technology on 12 Feb 2020. 10. Conducted 2-day intensive workshop on Personality Assessment and development at NIT Kurukshetra on 15-16 Feb 2020. 11. Conducted 2-day intensive workshop on Personality Assessment and development HRD Centre(Academic staff college UGC) University of Kashmir in July 2019 12. Conducted 2-day intensive workshop on Personality Assessment and Development Indian Institute of Public Administration 17-12 December 2018 13. Conducted a full day session for Air force officers on stress and motivation in a workshop conducted Air Force welfare association in 2018 14. Conducted 2-day intensive workshop on Personality Assessment and development at NIT Kurukshetra on 20-21 Feb 2017. 15. National Conference on Mind Management for management on 7 Nov 2014 New Delhi Dwarka 16. Seminar for Breast cancer awareness in Association with Yes to Life NGO. 17. MDP on Interpersonal Behaviour and sensitivity Training through Transactional Analysis on 6-7 Sep 2014. 18. Key Resource for Management Development Programme on Personality Development and Transactional Analysis in November 2013 for middle level Managers of Indian Oil Corporation of India. 19. National Conference on Mind and Management on 25 Oct 2014 New Delhi Dwarka 20. One-week Faculty Development Programme on Advanced data Analysis using LISREL in Jan 2013 21. International Conference on strategies and Innovations for sustainable
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	<p>development on 3-5 March 2011Faculty Coordinator for Seminar on Unleashing the power of retail March 2008</p> <p>22. National Conference on Enhancing The people Factor: HR Issues and Challenges on Feb 24-25 2012 at Radisson Blu New Delhi Dwarka</p> <p>23. In house Faculty Development Programme on Research Design on Nov19, Nov 26, 2011.</p> <p>24. Management development program on customer relationship management on 27th March 2004</p>
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