

## DR. Rashmi Maini

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### Educational Background

- Ph.D. on **“Correlates of women’s participation in trade unions in India”** from **Faculty of Management Studies, University of Delhi, Delhi** (Thesis awarded on 04.11.2019).
- Qualified UGC National Eligibility Test for JRF and SRF in the field of Labour Welfare (December 2010).
- Qualified UGC National Eligibility Test in the field of Management (June 2006).
- **PGDBM(HR)**, Centre for Management Development, Modinagar, UP
- **Masters in Labour Management (MLM)**, Annamalai University, Tamilnadu.

### Other Qualifications

- Certified as an Executive Coach. Completed 80 hrs. of ACC level ICF training and 200 hrs. of client coaching practice.
- Completed OD certification program for HR Professionals, organized by FICCI
- Completed BLHP (Behavioural Lab for Human Processes) from ISABS (Indian Society for Applied Behavioural Science)

### Work Experience – 15 years

- Faculty at Jaipuria Institute of Management, Ghaziabad (2018 – till date).
- PhD scholar at FMS, University of Delhi, (2012-2018)
- Faculty at Institute of Technology and Science, Ghaziabad (2009 – 2012).
- Faculty at SASIITR, Mohali (2008).
- Faculty at CMD, Modinagar (2007).
- Faculty at BLS Institute of Management, Ghaziabad (2006).
- Faculty at IIMS, Meerut (2003-2005).

### Publications Research Papers

1. Maini, R & Thakur M (in press) Voicing the voiceless: Experiences of **Indian women Trade Union Leaders**, **Indian Journal of Industrial Relations** ('C' category Journal as per ABDC ranking)
2. Maini, R., Sehgal, S., & Agrawal G (2021) Today's **Digital Natives**: an exploratory study on **students' engagement and satisfaction towards virtual classes** amid covid-19 pandemic, **International Journal of Information and Learning Technology**, (Scopus indexed) <https://doi.org/10.1108/IJILT-03-2021-0055>
3. Sehgal, S., Agrawal G., Maini, R., & Chitkara R (2021). Effects of **trusting beliefs on intentions to buy online**: evidence from online grocery and essential retail during a crisis. **South Asian Journal of Management** 28(3), ('C' category Journal as per ABDC ranking)
4. Maini, R., Sachdeva, S., & Mann, G. K. (2021). Unveiling **Business school interns' satisfaction toward online Summer Internship Program** amid COVID-19. **Higher Education, Skills and Work-Based Learning**. <https://doi.org/10.1108/HESWBL-10-2020-0226> ('C' category Journal as per ABDC ranking)
5. Maini, R. (2019) **Models of Union Participation**: A summary of the literature, **Indian Journal of Industrial Relations** 55(2), 618-629. ('C' category Journal as per ABDC ranking)
6. Thakur, M., Bansal, A., & Maini, R. (2018). **Job sharing** as a tool for flexible work systems: **Creating opportunities for housewives** in the Indian labor market. **Gender in Management** 33(5) 350-366 ('C' category Journal as per ABDC ranking)  
<https://doi.org/10.1108/GM-08-2016-0149>
7. Maini, R. (2018) **Participation of Women in Trade Unions**: A Study of Centre of Indian Trade Unions (CITU). **Indian Journal of Industrial Relations** 53(4), 285-291 ('C' category Journal as per ABDC ranking)
8. Maini, R and Thakur, M, (2017) **Impact of demographic factors on Participation of Women in Trade**

**Unions:** Evidence from Indian PSUs *International journal of social sciences* (3)1,209-212

9. Thakur. M, and Maini. R (2016) Unravelling the Reasons for Low Participation of **Women in Indian Trade Unions**. *International journal of social sciences* (2)1,173- 177

## Conferences

### International

1. Maini, R. and Thakur, M. (2018) **“Employee Relations in Present Scenario: evidence from Indian Companies”**, presented at 68<sup>th</sup> Annual Conference of **BUIRA (British Universities of Industrial Relations)**, on ‘The Return of politics to Employment Relations’ held at **Middlesex University, London**, June 27 & 29, 2018
2. Maini, R. and Thakur, M. (2018) **“A Qualitative Study of Lived Experiences of Women’s Trade Union Leaders: Evidence from Indian Trade unions”**, presented at 68<sup>th</sup> Annual Conference of **BUIRA (British Universities of Industrial Relations)**, on ‘The Return of politics to Employment Relations’ held at **Middlesex University, London**, June 27 & 29, 2018

### National

1. Maini, R and Sanandi, S (2021) e-Internship and enhancement of employability skills- A three-factor framework, presented at, International Management Conference, *IIM Bodh Gaya*
2. Maini, R & Khanum F (2019) Evolving Trends in HR in the Era of Digitalisation’ presented at AGBA 16th world congress ‘Academy for Global Business Advancement’ on held at *Indian Institute of Technology, New Delhi* on July 2-4,
3. National conference, NCBME'2019 at *Dyal Singh College* on ‘Transformation in Business, Management and Entrepreneurship’ on Jan, 2019
4. Maini, R & Saluja K (2018) “Patriarchy and its Impact on Gender Mainstreaming: Evidence from Indian Workers’ Trade Unions”, presented at International Conference on ‘Envisioning India 4.0’ held at *Jaipuria Institute of Management, Indirapuram* on Dec 1, 2018. **(Best Paper Award)**
5. Maini, R. and Thakur. M, (2017) “Impact of demographic factors on Participation of Women in Trade Unions”: Evidence from Indian PSUs presented at International conference on ‘Women Studies and Social Sciences’ at IMRF Chandigarh chapter, Chandigarh, 9th -11th March, 2017
6. Thakur. M, and Maini, R. (2017) “Sexual Harassment of women in Trade Unions and its impact on union participation” presented at international conference on ‘Women Studies and Social Sciences’ at IMRF Chandigarh chapter, Chandigarh, 9th -11th March 2017
7. Maini, R. and Thakur, M. (2016) “Unravelling the Reasons for Low Participation of Women in Indian Trade Unions” presented at International conference on ‘Women Studies and Social Sciences’ at Carmel college, Goa, 3rd and 4th March, 2016
8. Maini, R. (2016), “From exclusion to Inclusion: women participation’ in Indian unions” Presented at the international conference on “Developments in Management, Technology and Business” held at Institute of Technology and Science on 1st and 2nd April 2016
9. Maini, R. (2014), “Women Participation in Trade Unions in India: A case of CITU, presented at 6<sup>th</sup> National Industrial Relations Conference on ‘Changing workforce and the transforming IR scenario’ conducted by the forum for Industrial Relations at XLRI, held at XLRI, Jamshedpur on 11<sup>th</sup> and 12<sup>th</sup> of Jan, 2014. **(Best Paper Award)**

### MDPs, FDPs and Training Sessions Conducted

- Training session conducted on “Understanding values for self-development” for HR officials of Damodar Valley Corporation, Kolkata at V.V Giri National Labour Institute, Noida (Jan 21, 2022).
- Training session conducted on “Self-coaching for self-development” for HR officials of Damodar Valley Corporation, Kolkata at V.V Giri National Labour Institute, Noida (Jan 20, 2022).

- Training session conducted on “Values-based decision making” for Police Personnel at V.V Giri National Labour Institute, Noida (Dec 17, 2021).
- Delivered a session on “Self-Coaching for self-development” for the 2nd Refresher Course organised by UGC, HRDC, University of Calicut (Nov 10, 2021).
- Delivered a session on “Self-exploration via Psychometric Testing” for self-development” for the 2nd Refresher Course organised by UGC, HRDC, University of Calicut (Nov 10, 2021).
- Training session conducted on “Uncovering core values for personal and professional growth” for DMRC officials (Oct 17, 2021).
- Training session conducted on “Self-exploration via psychometric testing to enhance interpersonal relations” at V.V Giri National Labour Institute, Noida (August 26, 2021)
- Organised “e-Rural camp for empowering women through Interpersonal Relations” at V.V Giri National Labour Institute, Noida (August 19, 2021)
- One-day training programme was conducted on “Harnessing Leadership skills for organizational effectiveness” at CHRIST, (Deemed to be University), Delhi NCR (August 4, 2021)
- Training session conducted on “Values-based leadership” at V.V Giri National Labour Institute, Noida (July 29, 2021)
- Virtual Management Development Programme on “Understanding core values for personal and professional growth” at Jaipuria Institute of Management, Indirapuram (July 24, 2021)
- Training session conducted on “Values for building sound culture” at V.V Giri National Labour Institute, Noida (April, 2021)
- Training session conducted on “Self-exploration via psychometric testing to enhance interpersonal relations” at V.V Giri National Labour Institute, Noida (March, 2021)
- Management Development Programme on “Unraveling the importance of Emotional Intelligence skills for organizational effectiveness” at WAPCOS Ltd, GURUGRAM (Feb, 2020)
- Training session conducted on “Self-exploration via psychometric testing to harness interpersonal relations” at V.V Giri National Labour Institute, Noida (Oct, 2020)
- Management Development Programme on “Harnessing Emotional Intelligence skills for organizational effectiveness” at Jaipuria Institute of Management, Indirapuram (Jan, 2020)
- Management Development Programme on “Effectiveness of Interpersonal Relations” at Faculty of Management Studies, University of Delhi for employees of RITES (Dec, 2019)
- Management Development Programme on “Effectiveness of Team building and Interpersonal Relations” at Jaipuria Institute of Management, Indirapuram (Nov, 2019)
- One day Training Programme on ‘Women Empowerment’ for a public sector undertaking SJVN (Satluj Jal Vidut Nigam limited) at Rampur, Himachal Pradesh (Aug, 2019)
- Management Development Programme on ‘Understanding Self through Psychometric Testing’ for Managers and above level at Jaipuria Institute of Management, Indirapuram (July, 2019)
- Two days Training Programme on ‘Emotional Intelligence’ for a public sector undertaking SJVN (Satluj Jal Vidut Nigam limited) at Buxar, Patna (March 2019)
- MDP on ‘Managing effective Interpersonal Relations’ for Managers and above level at Jaipuria Institute of

Management, Indirapuram (Feb 2019)

- Workshop on 'Team Building and Interpersonal Relations' for Delhi University faculty members at Dyal Singh College, University of Delhi, Delhi (Jan 2019)
- Organisational Behaviour Lab conducted for Health Students at IHMR, Dwarka (Jan 2017)
- Workshop was conducted for the women union leaders of Indian Railways on the topic "Strategies for enhancing the participation of women in Trade Unions" (Jan 2016)

### Conference Chaired

Session chaired at AGBA 16<sup>th</sup> world congress 'Academy for Global Business Advancement' on held at Indian Institute of Technology, New Delhi on July 2-4, 2019

### Consultancy Undertaken

- Organisational Behaviour Lab for Health Management Students at IIHMR, Dwarka (Jan, 2017) (Revenue generated: One lakh)
- Prepared HR manuals for the company for the 'CHENAB VALLEY POWER PROJECTS LIMITED', Jammu, (Revenue generated: 5 Lakhs)

### Admin Services

- MDP Area Chair Person
- Alumni Affairs Committee Member
- Member of admission committee
- Member of Editorial Team for JIMQUEST
- Member of 'Student and Faculty Development Plan' Committee

### MDPs, FDPs Attended

- Attended three training sessions on 'Effective Teaching Methodology' organized by JIM, Ghaziabad and delivered by Prof. Srinivasan, IIM Bangalore, (2021)
- Attended FDP on 'Gender Responsive Budgeting' organized by VVGNI, Noida (2020)
- Attended Case Writing Workshop organized by JIM, Ghaziabad (2020)
- Attended FDP on 'Advanced tools and techniques of data analyses organized by JIM, Ghaziabad (2020)
- Attended FDP on 'Human Values' organized by AICTE (2020)
- Attended FDP on Psychometric Analysis organized by AIMT, Gr Noida (2019)
- Certificate of participation by FMS, University of Delhi for participating in one day international Multi-Disciplinary Pitching Research School, Australia and Dr. Geeta Dupatti, Waikato management school Workshop (IMPRW) jointly led by Prof Faff, University of Queensland Business New Zealand organized by Faculty of Management Studies, Delhi University (2016)
- Certificate of participation by AIRF for participating in one day conference on "strategies to enhance active participation of women in unions" (2016)
- Attended a workshop on "How to Write for and Get Published in Scientific Journals and Publish Manuscripts", Conducted by Springer in collaboration with Delhi University Library System, University of Delhi (2015)

### Achievements

- Received 'Best Research Paper' Award at the National Conference on ' organized by XLRI, Jamshedpur (2014)
- Received 'Best Research Paper' Award at the International conference on "organized by Jaipuria Institute of Management, Ghaziabad (2018)
- Received Junior research fellowship (2012-2014) and senior research fellowship (2014-2017) awarded by University Grants Commission.