


Standard template for Faculty Profile for University Website						
Title	Dr.	First Name	Shilpa	Last Name	Jain	Photograph
Designation		Assistant Professor				
School /Dept. Name		USMS				
Address:		D104, USMS				
Phone No.		Office	011-25302621			
		Residence	(optional)			
		Mobile	(optional)			
Email		1. shilpajain@ipu.ac.in 2. shilpajain.usms@gmail.com				
Web Page (if any)						Photograph
Subjects Taught		Organization Development, Business Analytics, Research Methodology, Business Communication, Industrial Relations, Team Building				
Areas of Interest/Specialization		Behavior Testing, Organization Development, Business Research, Organizational Behavior, Team Building, Leadership, Employee Engagement, Metacognition (Mindfulness), Individual and Group Behavior, and Strategic Internal Communication				
Experience (in years)		Total				
		Industry	Nil			
		Teaching	15 Years			
		Research	22 Years			
Educational Qualifications		UG	BA with Psychology and English Honours			
		PG	MSc. Applied Psychology			
		Doctorate	PhD. (Organizational Behavior)			
		Any other				
Research Publications in Journals (last 5 years)		1. Jain, S. & Bajaj, B. (2021). How does emotional intelligence impact employee performance? Validation of WEIP-S among Indian professionals, <i>Journal of Contemporary Issues in Business and Government</i> 27(2), 4011-4020. 2. Shukla, A., Singh, B., Lather, A.S., & Jain, S. (2021). Impact of interpersonal needs on performance and creativity of millennial managers in national capital region, India, <i>Psychology and Education</i> , 58 (1), 5940-5948 3. Lather, A.S., Jain, S., & Verma, Y.C. (2021). Perception of employees about select HR dimensions pre and post major change interventions and its impact on employee productivity: Study of a PSU in India, <i>Pacific Business Review International</i> , 13 (8), 87-105 4. Jain, S. & Bajaj, B. (2021). Adaptation and validation of the				

	<p>tromoso social intelligence scale (TSIS): a study of Indian working professionals, <i>Psychology and Education</i>, vol 58 (3), 2433-2443.</p> <ol style="list-style-type: none"> 5. Lather, A. S., Jain, S. & Anand, S. (2020). An empirical examination of the impact of locus of control on investor behavioral biases, <i>International Journal of Management</i>, 11(1). 98-107 6. Lather, A. S., Jain, S. & Anand, S. (2020). The effect of personality traits on cognitive investment biases, <i>Journal of Critical Reviews</i>, 7(2). 221-229. 7. Jain, S. & Singh, P. (2020). Interpersonal competencies of high and low performers of public sector manufacturing industry in India, <i>IOSR Journal of Business and Management</i>, 22 (2), 27-35 8. Khurana, N., Jain, S. & Lather, A. S. (2020). Analyzing the impact of talent management practices on employee engagement of associates working in national capital region of India, <i>International Journal of Advance Science and Technology</i>, 29 (9), 665-675. 9. Jain, S. & Bajaj, B. (2020). Inflated self-assessments and metacognitive ability: A demonstration of kruger dunning effect among knowledge workers, <i>DIAS Technology Review</i>, 17(1), 17-25. 10. Prakash, D. & Jain, S. (2020). Gender of boss, giving and receiving positive strokes and conflict management styles: A study of associates working in Indian organizations, <i>International Journal of New Technology and Research</i>, 6 (1), 67-71. 11. Jain, S., Khurana, N. & Soni, B. (2019). Effect of collaboration through social media on collaborative overload, burnout and employee engagement. <i>Journal of Applied Science Research</i>, 15 (2) 12. Jain, S. & Sharma, A. (2019). Money motivates: A study of professionals in India. <i>Journal of Applied Science Research</i>, 15(3). 13. Jain, S., Khurana, N. & Gupta, D. (2019). Effect of select cognitive biases on financial and general decision making, <i>International Journal of Current Research</i>, 11 (5), 3743-3746. 14. Jain, S., Khurana, N. & Chaudhary, D. (2019). What will drive consumers to buy green products: A study of reinforcement schedules to be applied in Marketing, <i>International Journal of</i>
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Recent Advances in Multidisciplinary Research, 6 (5), 4873-4878

15. Jain, S., Khurana, N. & Jain, R. (2019). Is India ready for digital content marketing advertisement: A study of consumers in national capital region of India, *International Journal of Advances in Management and Economics*, 8 (2), 29-36.
16. Jain, S., Khurana, N. & Tanwar, D. (2019). An empirical study of consumer's need hierarchy in choice of cognitive biases to be used in marketing, *International Journal of Business and Management Invention*, 8(8), 68-74.
17. Jain, S., Khurana, N. & Chugh, A. (2019). A study of interrelationship of leadership style of team leader, conflict resolution styles of team members and team effectiveness, *International Journal of Development Research*, 9 (8), 29478-29482.
18. Jain, S. & Singh, P. (2019). Intrinsic human capacities of high and low performers of public sector manufacturing industry in India, *International Journal of Management*, 10 (6), 261-274.
19. Jain, S. & Khurana, N. (2018). Augmenting employee engagement through mentoring and continuous capability development: A study of associates working in national capital region of India. *Journal of Advanced Research in Dynamical and Control Systems, Special Issue, no.4*, 2095-2102.
20. Lather, A. S., Jain, S., & Khurana, N. (2018). Developing and Standardizing a Scale to Measure Competency Development Practices. *Delhi Business Review*, 19(2), 31-50.
21. Jain, S. & Khurana, N. (2018). Impact of leadership development on employee engagement of associates working in national capital region of India. *DIAS Technology Review*, 15(1), 37-44.
22. Jain, S., Khurana, N., & Bajaj, B. (2018). Involvement led attitudes towards responsible waste management under swachh bharat campaign: A study of government employees working in national capital region of India. *International Journal of Indian Culture and Business Management*, 16(4), 384-399.
23. Lather, A.S., Jain, S. & Bajaj, B. (2018). Metacognition awareness inventory: Adaptation for Indian working professionals. *Journal of Indian Academy of Applied Psychology*, 44(2) (Scopus indexed)
24. Jain, S., & Khurana, N. (2017). Enhancing employee

	<p>engagement through training and development. <i>Asian Journal of Management</i> , 8(1), 1-6.</p> <p>25. Lather, A.S. & Jain, S. (2017). Employee engagement and demographic differences: A study of managers in national capital region, Delhi, India, <i>World Journal of Management</i> 8 (1), 1 – 14</p> <p>26. Lather, A.S., Jain, S. & Shukla, A. (2017). Creativity and decision-making styles: A study of associates working in National Capital Region of India, <i>Sona Global Management Review</i>, 11(2), 1-22.</p> <p>27. Prakash, D. & Jain, S. (2017). Positive interpersonal transactional strokes and conflict resolution styles of working professionals and its implications for leaders, <i>ELK Asia Pacific Journals</i></p>		
<p>Papers Published in Conference Proceedings (last 5 years)</p>	<ol style="list-style-type: none"> 1. Jain, S. & Khurana, N. (2020). Social Entrepreneurship: A step towards sustainable development of the country, in proceedings of National Seminar on Building Sustainable Future for Youth, Seth, S., Batra, J.K. & Bhatia, R. [Eds], pp 84-87. 2. Jain, S., & Khurana, N. (2017). Embracing The Digital Era: HR Perspective. <i>National Conference on Embracing The Digital Era: Management Perspectives</i> (pp. 239-248). New Delhi: Bloomsbury Publishing India Pvt. Ltd. (Conference Proceeding) 3. Lather, A.S., Jain, S. & Sharma, R. (2017). A Proposed Model for Strategic Internal Communication in Digital Era: Literature Supported Evidences <i>National Conference on Embracing The Digital Era: Management Perspectives</i> (pp. 27-47). New Delhi: Bloomsbury Publishing India Pvt. Ltd. (Conference Proceeding) 4. Jain,S. & Bajaj, B. (2017). Millennials and the digital workplace:A study to understand millennials’ concerns regarding technology at work. <i>National Conference on Embracing The Digital Era: Management Perspectives</i> New Delhi: Bloomsbury Publishing India Pvt. Ltd. (Conference Proceeding) 		
<p>Books Authored/Book Volume Chapters</p>			
<p>No. of Conferences</p>		<p>Attended</p>	<p>Organized</p>

	National		
	International		
Research Guidance	<ol style="list-style-type: none"> 1. Nitya Khurana- Awarded- Impact of Competency Development and Talent Management Practices on Employee Engagement in Indian Hotel Industry 2. Bhavna Bajaj- Awarded- A Study of Metacognitive Ability, Emotional Intelligence and Social Intelligence in relation to Employee's Individual Performance and Team Effectiveness 3. Preeti Singh- Awarded- Interpersonal Competencies, Intrinsic Human Capacities and Quality of Work Life of High and Low Performers: A Study of Public Sector Manufacturing Organizations 4. Shivani Singh- Awarded- A Study of Individual Investor Behavioral Orientation with regards to Biases and Preferences and its impact on Trading Behavior 5. Simran Kaur- Submitted- Impact of Perceived Organizational Justice, Emotional-Social Intelligence on Job Performance on Associates in Select Service Sector Organizations. 6. Rajesh Sharma- Ongoing- A Comparative Study of Public and Private Sector Organizations on Strategic Internal Communication Maturity Levels and its Impact on Employee Engagement and Employee Individual Performance 7. Aarushi Singh- Ongoing- A Study of Metacognitive Ability and Cognitive Needs in Relation to Employee's Individual Performance and Investment Decision Outcome 8. Shikha Shokeen- Ongoing- Determining Competencies, Outcomes and Development of Academic Leadership: A Triangulation Study of Higher Education Institution of India. 9. Ruchi Bhalla- Ongoing 		
		PG	M.Phil
	Awarded		4
	Undergoing		4
Research Projects	Completed		
	Undergoing		
Awards & Distinctions			
Administrative Assignments Handled	<p>Member, School Research Committee Member, Academic Program Committee Member Library Committee (2013-2019) Member Placement Team (2011-13, 2017-2020) Member University's Student Counseling and Guidance Cell 2018-19</p>		
Association with Professional Bodies	Life Member, National Human Resource Development Network. India		
Any other Achievements			