

Prof. Shailendra Singh

www.shailendrasingh.in

Education

Ph.D. (Organizational Behavior) IIT Kanpur'87
M.A. (Psychology), First Class, University of Allahabad'81
LL.B. University of Delhi'93

Work Experience

More than 30 years of Post Ph.D teaching, research and academic administration.

Director (March 2017 - Present)
Indian Institute of Management Ranchi

Professor (August 2001 - Present) – On Leave
Indian Institute of Management Lucknow

Associate Professor (March 1998 - August 2001)
Indian Institute of Management Lucknow

Reader (January 1994 - March 1998)
Dr. Ram Manohar Lohia Avadh University, Faizabad

Faculty Member (August 1990 - January 1994)
Northern India Banks Staff Training College, New Delhi

Assistant Professor (December 1986 - August 1990)
Shri Ram Centre for Industrial Relations and Human Resources, New Delhi

Work Profile

➤ Teaching

MBA Programme

1. Organizational Behaviour (1986 - Present)
2. Human Resource Management (1986 - Present)
3. Business Law (1994 - 1998)
4. Human Resource Development (1994 - 1998)
5. Labour Legislation (1994 - 2000)
6. Industrial Relations (1994 - 2000)
7. Recruitment and Selection (2003 - Present)
8. Strategic Management (1994 - 1998)
9. Leadership Discovery (2008 - Present)

Doctoral Level

1. Pedagogy (2005-2008)
2. Psychometric Methods (2001 - Present)
3. Advanced Micro Organizational Behavior (2008 - Present)
4. Organization Development & Change (2009 - Present)
5. Advanced Human Resources Management (2013 - Present)

Doctoral Students (FPM) Guided

Prof. Vishal Gupta

Associate Professor, IIM Ahmedabad

Thesis Title: Linking Leadership to Employee Creative Performance through Work Motivation, Psychological Capital and Organizational Justice: A Study of Indian R&D Professionals.

Prof. Manish Kumar

Assistant Professor, IIM Ranchi

Thesis Title: Workplace Identity: Explorations in Structure and Dynamics.

Prof. Amit Shukla

Assistant Professor, IIT Kanpur

Title of the Thesis: Conceptualization of Psychological Ownership: Development of a Scale and Nomological Network

Mr. Hemang Jauhari

Sr Manager HR, HCL Technologies

Title of the thesis: Employee Brand Building Behaviour: An exploration into its Structure and Dynamics

Current Doctoral Students

Mr. Md. Harish Minai

Topic: Leadership and Innovation

Mr. P.G. Raghuraman

Topic: Resilience and Career Success in Top Management Teams

Ms. Suhani Maharshi

Topic: Mark of Motherhood and Career Space of Distinguished Women Professionals

Mr. Mit Chandresh Vachhrajani

Topic: Ethical Leadership

➤ **Training**

Served as Resource Person and/or Programme Director in several Management Development Programmes based on the following topics:

1. Stress Management
2. Work Motivation
3. Leadership Styles and Organizational Effectiveness
4. Human Resource Management
5. Management of Conflicts
6. Disciplinary Action and Procedure
7. Customer Need Evaluation
8. Women Managers
9. Communication Skills
10. Preventive Maintenance of Human Relations
11. Team Building
12. Personal Growth through Emotional Intelligence
13. Personal Growth through Self Exploration
14. Leadership for Education Managers
15. Mentoring

➤ **Academic Administration**

Member, Board of Governors (1999 - Present)
State Institute of Education, Management & Training (SIEMAT), Allahabad.

Member, Governing Body (2007 - Present)
UP Education Society, Varanasi.

Member, Governing Body (2008 - Present)
RSMT, Varanasi.

Member, Advisory Board (2010 - Present)
Alexis Group, Lucknow.

Member, Justice Sareen Fee Fixation Committee (2005 - 2007)
Government of Uttar Pradesh.

Institutional

Dean (Research) at IIM Lucknow (2016 - 2017)

Chairman, Financial Aid and International Linkages Committee at IIM Lucknow (2008-2010)

Policy making and administering various kinds of Scholarships and Financial Assistance to students and International Exchange Programme of PGP students.

Chairman, Human Resource Management Group at IIM Lucknow (1999-2001 and 2007-2009)

Planning and Coordination of various activities of the group. This responsibility is equivalent to Head of the Department in University System.

Chairman, Fellow Programme in Management Committee at IIM Lucknow (2003-2005)

Policy making and administering the Doctoral Programme–FPM of IIM Lucknow.

Chairman, Admission Committee at IIM Lucknow and Member, CAT Group of IIMs (2001-2003)

These bodies were responsible for preparing, administering CAT of IIMs and Admissions in PGP of IIM Lucknow.

Chairman, Centre for Leadership and Human Values at IIM Lucknow (2000-2001)

This centre undertakes research & MDPs on Contemporary Issues in Leadership. It also organizes various national & international conferences and seminars.

Chairman, Training and Placement Committee at Dr R.M.L Avadh University Faizabad (1994-1998)

Established the systems of Department of Business Management and Entrepreneurship at Dr. R M L Avadh University Faizabad.

Member, Post Graduate Programme Committee at IIM Lucknow (1999-2001, 2001-2003 and 2007-2009)

This committee is responsible for running and administering the flagship programme of IIMs–the Post Graduate Programme.

Member, Placement Committee at IIM Lucknow (2009-2010)

This committee is responsible ensuring Summer and Final Placements of students at IIM Lucknow.

Member, Fellow Programme in Management at IIM Lucknow (2005-2007)

This committee is responsible for policy making and administering the Doctoral Programme–FPM of IIM Lucknow.

Member, Students Affairs Committee at IIM Lucknow (2001-2003)

This committee is responsible for overall development, discipline, and welfare of the students.

Member, Admission Committee at IIM Lucknow (1999-2001, 2001-2003 and 2003-2005)

This committee is responsible for preparing, administering CAT of IIMs and admissions in PGP of IIML.

Member, Management Development Programme Committee at IIM Lucknow (1998-2000)

This committee is responsible for policy making on MDPs.

Member, PF Trust Committee at IIM Lucknow (1998-2000 and 2000-2002)

Member, Board of Studies, Department of Business Management and Entrepreneurship at Dr. RML Avadh University (1997-1998)

➤ **Membership of Professional Bodies**

Member

1. National Academy of Psychology, India (NAoP)
2. Indian Science Congress Association (ISCA)
3. Transactional Analysis Society of India (TASI)
4. Indian Institute of Public Administration (IIPA)
5. National HRD Network, New Delhi
6. Academy of HRD, Ahmedabad
7. All India Management Association, New Delhi (AIMA)
8. Academy of Management at Pace University, USA
9. EI Consortium, USA

Associate Member

Indian Society of Applied Behavioural Science (ISABS)

➤ **Research, Consulting Projects and Publications**

Published 5 books and more than 80 research papers in various reputed national and international journals like *International Journal of Human Resource Management, Psychologia, Journal of Management Research, International Journal of Indian Culture and Business, IIMB Management Review, Journal leadership and Organizational Studies, Decision, Productivity, Journal of Social Psychology, Vikalpa, Psychological Studies, Management and Labour Studies, Indian Journal of Industrial Relations, Economic and Political Weekly, Journal of Health Management, Indian Journal of Applied Psychology, Psychology and Developing Societies etc.* Also served as Editor of various journals like *Update Banking, Metamorphosis, etc.*

Current research areas:

- Diversity Management
- Emotional Intelligence
- Employer Branding
- Global competitiveness
- High performance Organizations

- Leadership
- Mentoring processes
- Organizational Citizenship Behaviour
- Organizational Identification
- Organizational Justice
- Positive Organizational Behaviour
- Power and Politics
- Stress Management
- Values and Ethics

Books

1. Global Competition and Competitiveness of Indian Corporates. New Delhi: Macmillan (Edited) (2012).
2. High Performing Organizations: Key Issues and Strategic Alternatives. New Delhi: New Age International (Edited) (2002).
3. NIPM Research Series: Determinants of organizational commitment. New Delhi: Wiley & NIPM (1992) (Co-author with B.R. Sharma).
4. Organizational stress and Executive behaviour, New Delhi: Shri Ram Centre for Industrial Relations and Human Resources (1990).
5. Executive under stress: Exploration in the structure and dynamics. New Delhi: Classical Publication Company (This is Ph.D. Thesis, Awarded by HSS Deptt. IIT Kanpur, Thesis supervisor: Dr. Arvind K. Sinha. This thesis received publication award from ICSSR New Delhi) (1990).

Editorial Assignments

1. Metamorphosis: A Journal of Management Research published by IIM Lucknow. (2004 - 2010).
2. Lucknow Management Association's Annual Convention Journal, Vol. 3(1); November 2007.
3. Update Banking – A Quarterly Journal of Northern India Banks Staff Training College, New Delhi (1991 - 1993).

Papers

In Press

1. Shukla, A. and Singh, S. (In Press). Facet of academic excellence in management education: Conceptualization and instrument development in India. Studies in Higher Education

2. Shukla, A., Singh, S., Rai, H., & Bhattacharya, A. (In Press). Employee empowerment leading to flexible role orientation: A disposition based contingency framework. *IIMB Management Review*.
3. Gupta, V. & Singh, S & Bhattacharya, A. (In Press). The Relationships between Leadership, Work Engagement and Employee Innovative Performance: Empirical Evidence from the Indian R&D Context. *International Journal of Innovation Management*.

Published

4. Jauhari, Hemang, Singh, Shailendra and Kumar, Manish (2017). How does transformational leadership influence proactive customer service behavior of frontline service employees? Examining the mediating roles of psychological empowerment and affective commitment, *Journal of Enterprise Information Management*, Vol. 30 Issue: 1, pp.30-48
5. Minai M. H., Singh S. and Varma A (2016) Approaches to Leading for Innovation In S. Munjal & S. Kundu (Eds.) *Human Capital and Innovation*. Palgrave.
6. Kumar, Manish, Jauhari, Hemang and Singh, Shailendra (2016). Organizational Citizenship Behavior & Employee Well-being. *Indian Journal of Industrial Relations*. Apr2016, Vol. 51 Issue 4, p594-608. 15p.
7. Gupta, V. & Singh, S. (2015). Leadership and creative performance behaviours in R & D Laboratories. Examining the mediating role of Justice Perceptions. *Journal of Leadership and Organizational Studies*, 22(1), 21-36.
8. Jauhari, Hemang, Kumar, Manish, and Singh, Shailendra (2014). Relationship of OCB with individual wellness measures and turnover intention. PAN IIM World Management Conference 2014. IIM Kozhikode, November 5-8.
9. Jauhari, Hemang, Kumar, Manish, and Singh, Shailendra (2014). Employee brand building behaviour: Scale development and validation in B2B context(pp.27-29). In Sethi, Deepa and Kumar, Manish(Editors), *Globalizing Indian Thoughts*. PAN IIM World Management Conference 2014. New Delhi: Emerald
10. Jauhari, Hemang, Kumar, Manish, and Singh, Shailendra (2014). Employee brand building behaviour: Scale development and validation in B2B context (pp30-32). In Sethi, Deepa and Kumar, Manish(Editors), *Globalizing Indian Thoughts*. PAN IIM World Management Conference 2014. New Delhi: Emerald
11. Shukla, A. & Singh, S. (2015). Psychological ownership: Scale development and validation in the Indian context. *Int. J. of Indian Culture and Business Management*, 10(2), 230-251.
12. Gupta, V. & Singh, S. (2014). Psychological capital as a mediator of the relationship between leadership and creative performance behaviors: empirical evidence from the Indian R&D sector. *International Journal of Human Resource Management*. 25(10), 1373-1394.

13. Shukla, A. & Singh, S. (2014). Employee involvement and flexible role orientation: A moderated mediated model. Indian Journal of Industrial Relations, 49 (4), 663-676.
14. Shukla, A. & Singh, S. (2014). The role of psychological ownership in linkage between organizational justice and citizenship behaviour.: evidence from India. Int. J. of Indian Culture and Business Management. 9(2), 248-266.
15. Gupta, V. & Singh, S. (2013). An empirical study of study of the dimensionality of organizational justice and its relationship with organizational citizenship behaviour in Indian context. International Journal of Human Resource Management. Vol. 24, 1277–1299
16. Gupta, V. & Singh, S., Khatri, N. (2013). Creativity in research and development laboratories: a new scale for leader behaviours. IIMB Management Review, 25, 83-90.
17. Shukla, A. & Singh, S. (2013). Psychological capital and citizenship behaviour: Evidence from Telecom sector in India. Indian Journal of Industrial Relations, 49, 97-110.
18. Shukla, A. & Singh, S. (2013). Linking job autonomy and turnover intention through psychological ownership. In Proceedings of International Conference on Advances in Social Sciences, and Management and Human Behaviour(SMHB). Zurich, Switzerland, pp.57-61.(doi.10.3850/978-981-07-7965-8_74).
19. Jauhari, H. & Singh, S. (2013). Perceived diversity climate and employee' organizational loyalty. Equality Diversity and Inclusion. 32, 262-276.
20. Gupta, V. & Singh, S. (2013). Developing a scale for measuring ability-based Emotional intelligence in Indian context. Int. J. Indian Culture and Business Management, Vol. 6, No. 3, 274-299.
21. Gupta, V. & Singh, S. (2013). How leaders impact employee creativity: A study of Indian R&D Laboratories. Management Research Review, 36(1), 66-88.
22. Kumar, M., Singh, S., Rai, H., & Bhattacharya, A. (2012). Measuring humane orientation through social exchange and organizational identification facilitation and control of burnout and intent to quit. International Journal of Organizational Theory and Behaviour, 15(4), 520-547.
23. Gupta, V. & Singh, S. (2012). Empirical evaluation of dimensionality of organizational citizenship behaviour for Indian business context. Psychological Studies, 57(4), 392-403.
24. Kumar, M. & Singh, S. (2012). Role of Perceived exchange quality and organizational identification in predicting turnover intention. IIMB Management Review, 24, 5-15.
25. Singh, S. (2012). Enhancing organizational competitiveness: Role of organizational

- culture. In S.Singh (Ed.),Global competition and competitiveness of Indian Corporates.(pp. 67-82). New Delhi: Macmillan.
26. Kumar, M. & Singh, S. (2012). Leader-member exchange and perceived organizational justice. Indian Journal of Industrial Relations, 47(2), 277-289.
 27. Gupta, V. & Singh, S.(2011). Development of A Causal Framework Linking Leadership To Employee Creativity. Southern Management Association SMA 2011 Proceedings-Page00132.
 28. Singh, S. & Singh, V.P. (2011). Performance of health care organizations: Can organizational culture make difference? In Pandey, J., Sinha, T.N., & Sinha, A.K. (Eds.), Dialogue for Development.(pp.75-87). New Delhi: Concept Publishing Company.
 29. Gupta, V. & Singh, S.(2010). Developing a set of high performance HRM practices and exploring its relationship with OCB and organizational justice. Southern Management Association (SMA) Proceedings, p0464
 30. Sinha, J. B. P., Singh, S., Gupta, P., Srivastava, K. B. L. & Sinha, R. B. N. et al. (2010). An exploration of the Indian mindset Psychological Studies (March 2010) 55(1):3–17.
 31. Singh, K. & Singh, S. (2010) Emotional Intelligence of communication for Enhancing Agricultural Productivity. SBR, 1(1), 61-64.
 32. Singh, S. & Kumar, S. (2009). Readiness to compete globally: A case study of NTPC. In Kumar, K. & Bhatt, P.R. (Eds.), Global competition and competitiveness of Indian Corporates: Measurement and Analysis (pp.282-301). New Delhi: Macmillan.
 33. Kumar, S. & Singh, S. (2009). Readiness to compete globally: A case study of DMRC. In Kumar, K. & Bhatt, P.R. (Eds.), Global competition and competitiveness of Indian Corporates: Measurement and Analysis (pp.265-281). New Delhi: Macmillan.
 34. Singh, S. (2008). Network of Entrepreneurship and Economic Development: A Facilitating Organization of micro-enterprise and self-help groups. In S. Bhargava (Ed.), Entrepreneurial Management. New Delhi: Sage.
 35. Singh, S.K. & Singh, S. (2008). Managing role stress through emotional intelligence: a study of Indian medico professionals. Int. J. of Indian Culture and Business Management, 1 (4), 377-396.
 36. Singh, S., Singh, K.N., & Bhattacharya, A. (2008). High performance organizations: Relationship with human resource policies and practices. Indian Journal of Industrial Relations, 43(4), 507-527.
 37. Kumar, S. & Singh, S. (2007). Customer service and the dilemma of product

- warranty: A case of Fast Track Motor India Limited. Asian Journal of Management Cases, 4(1), 27-43.
38. Singh, S. & Bhattacharya, A. (2007). Work values scale: A confirmatory factor analytic study. Asia Pacific Business Review, 3(2), 93-101.
 39. Kumar, S. & Singh, S. (2006). Indian nationalized banks: An empirical study on factors influencing competitiveness. Indian Journal of Industrial Relations, 42(1), 73-90.
 40. Singh, S. (2006). Emotional intelligence among junior leaders: Relationship with organizational citizenship. In P. Singh, J. Bhatnagar, & A. Bhandarker (Eds.), Future of work: Mastering challenge (pp.253-270). New Delhi: Excel Books.
 41. Sinha, J.B.P., Bhupatkar, A.P., Anand, Gupta, P., Gupta, R.K. , Panda, A., Singh, S., Singh-Sengupta, S., Sinha, R.B.N. & Srinivas, E.S. (2004). Facets of societal and organizational cultures and managers work related thoughts and feelings. Psychology in Developing Society, 16(1), 1-25.
 42. Rameshan, P. & Singh, S. (2005). Quality of services of primary health centres: Health Care delivery managers' perspective. In. R. Padaki, N.M. Agarwal, C. Balaji, Gopal P. Mahapatra (Ed.), Emerging Asia: An HR Agenda (pp. 173-186).
 43. Singh, S. Sridhar, K.S. (2005). Educational outcomes: DPEP or 'Catching Up'? Economic and Political Weekly. Vol XL, 35, 3863-3873.
 44. Rameshan, P. & Singh, S. (2005). Quality of the health delivery system: A case on The customer orientation of primary health centres. Journal of Health Management, 7(2), 187-206.
 45. Singh, S. (2004). Development of a measure of emotional intelligence. Psychological Studies, Vol. 49 136-141.
 46. Singh, S. (2004). Power dynamics: Manager's power and perception of their Subordinates' behaviour. Journal of Academy of Business and Economics. , 3(1), 117-125.
 47. Singh, S. & Singh, K. (2004). Managing value based ethical behaviour in business and Governance. Review of Business Research, 3(1), 22-30.
 48. Rameshan, P. & Singh, S. (2004).Quality of service of primary health centres: Insight from a field study. Vikapa, 29 (3), 71-82.
 49. Singh, S. (2003). Leadership in high performance organizations. In S. Bhargava (Ed.), Transformational leadership: Value based management for Indian organizations. New Delhi: Response.
 50. Singh, S. (2002). Emotional intelligence for high performance. In S. Singh (Ed.), High performance organizations: Key issues and strategic alternatives. New Delhi:

New Age International.

51. Sridhar, K. S. & Singh, S. (2002). Demand for government and private schools: Evidence from rural India. Journal of Educational Planning and Administration.
52. Singh, S. & Sridhar, K.S. (2002). Trends in enrolment and retention. Economic and Political Weekly.
53. Singh, S. (2001). Executive behaviour at work: Relationship with locus of control. Management Dynamics.
54. Singh, S. (2001). Reengineering organizational culture for high performance. Indian Journal of Industrial Relations.
55. Singh, S. & Shukla, A. (2000). Mentoring for HRD, Productivity.
56. Singh, S. (2000). Relationship between managers' authority, power, and perception of their sub-ordinates behaviour, Indian Journal of Industrial Relations.
57. Singh, S. & Saxena, S.C. (2000). Women entrepreneurs of eastern U.P.: Challenges and strategies of empowerment, Indian Journal of Industrial Relations.
58. Singh, S. (2000). Competence building for high performance. In HRD Network (Ed.), Going global: Leveraging human potential. New Delhi: Tata McGraw-Hill.
59. Singh, S. (1999). Work values and organizational behaviour. In U.N. Dash and U. Jain (1999). Perspectives in psychology and social development. New Delhi: Concept.
60. Singh, S. (1999). Stress and burnout : How to manage? Business Manager, 2(2).
61. Singh, S (1998). Behaviour in organizations: Relationship with work values, Trends in Social Science Research, 5(1).
62. Singh, S. (1997). Stress-Health Relationship: Role of Empowerment, Trends in Social Science Research, 4(1), 243-248.
63. Singh, S. (1997). Stress Management through empowerment. Labour and Management Studies.
64. Singh, S. (1996). Executive Unionism. Udyog Pragati.
65. Singh, S. (1995). Relationship of caste with intelligence and educational performance: An ecological reinterpretation. Educo-Ecology.
66. Singh, S. (1992). Reflections on Stress. Management and Labour Studies.

67. Singh, S. (1992). Indiscipline in Banks: Is there a way out? Social Engineer.
68. Singh, S. and Sharma, A. (1992). Organizational Stress and Job Behaviour. In Tandon Arya (Ed.). Human Resource Development, New Delhi: Deep and Deep.
69. Singh, S. (1991). Frustration among executives: Relationship with job stress. Management Labour Studies.
70. Singh, S. (1991). Employee participation in management: Case of managerial employees. Decision.
71. Sharma, B.R. & Singh, S. (1991). Determinants of organizational commitment. Sharma, B.R. & Singh, S. (1991). Determinants organizational commitment: Comparison of public and private sector managers. Personnel Today.
72. Singh, S. (1991). Strained executives: Search for some preventive measures. DEI Journal of Education and Psychology.
73. Singh, S. (1991). Executive under stress: Search for some preventive measures. Social Science International.
74. Singh, S. and Sinha, A.K. (1990). Structure of stress experiences. Indian Journal of Applied Psychology, 27(2), 112-118.
75. Singh, S. and Sinha, A.K. (1989). Stress performance relationship: A resentment. In A.K. Dalal and A.K. Singh (eds.), Psychology in Human Resources Development: Psychological Perspective (pp.23-27). Gurgaon: Academic Press.
76. Singh, S. (1989). Profile of stress experiences: Variations across ownership and management levels. Indian Journal of Industrial Relations, 24(4), 385-398.
77. Singh, S. and Sinha, A.K. (1989). On managing work ethic. P.U. Management Review.
78. Singh, S. and Sinha, A.K. (1989). Job stress and perceived organizational characteristics. Management and Labour Studies, 14(3), 131-142.
79. Singh, S. (1988). Stress and performance: The evidence Vikalpa, 13(1), 69-72.
80. Singh, S. (1988). Frustration in organizations: Relationship with organizational climate. Indian Journal of Industrial Relations, 23(4), 446-46
81. Singh, S. and Sinha, A.K. (1988). Work ethic and locus of control among Indian Managers. Indian Journal of Applied Psychology, 25(2), 9-10.
82. Singh, S. and Sinha, A.K. (1987). Dimensions of strategies of coping with job related stress. Indian Journal of Applied Psychology, 24, 26-29.
83. Singh, S. and Sinha, A.K. (1987). Organizational stress as determinants of certain job behaviours. Management Development, 16(2), 33-52.
84. Shukla, A., Singh, S. Kaur, P., and Sinha, A.K. (1987). Superiors' leadership style. Journal of Indian Academy of Applied Psychology, 13(2), 89-94.

85. Singh, S. and Sinha, A.K. (1986). Stress at work: Some personal and organizational and correlates of perceived time urgency and challenge in work. Psychological Studies, 31(1), 48-50.
86. Sinha, A.K., Singh, S., & Shukla, A. (1986). Structure of locus of control in Indian executives: Is it different. Psychological Studies, 31(2), 130-135.
87. Singh, S. and Sinha, A.K. (1986). Relationship of coping strategies with job related strain. Advances in Psychology, 1(1), 8-15.
88. Singh, S. and Sinha, A.K. (1986). Relative importance of social deprivation, intelligence, punctuality and ethnicity in predicting educational achievement. Psychologia, 29(3), 175-181.
89. Singh, S. (1985). Perceived self-efficacy and intellectual performance among socially disadvantaged students. Journal of Social Psychology, 125, 267-268.
90. Singh, S. and Mishra, G. (1985). Effect of competence manipulation on cognitive performance and persistence in relation to social-economic deprivation. Psychological Studies, 30, 12-16.
91. Sinha, A.K., Kumar, P., Shasrabudhe, H.V. and Singh, S. (1985). Effect of surface properties on perception of illuminated objects. Proceedings of International AMSE Conference "Modelling and Simulation", 4, 61-68.
92. Singh, S. (1984). Managerial turnover: Perceived causes and consequences, Indian Journal of Applied Psychology 21, 209-24.

Book Reviews

1. Singh, S. (2007). Mentoring: A practical guide to touching lives (by Guptan, S U). Vision, 11(1).
2. Singh, S. (2007). The orderly work place: An exploration into holistically disciplined work place. Metamorphosis, 6(2).
3. Singh, S. (2006). Industrial relations (by C.S. Venkata Ratanam). Indian Journal of Industrial Relations, 42 (2).
4. Singh, S. (2006). An experiential approach to Organization Development (by Brown, D.R. & Harvey, D.), Metamorphosis, 5(1).
5. Singh, S. (2005). Resilience: A key to success- A book review (Meddi, S.M. & Khobasa, D.M. Resilience at work: How to succeed no matter what life throws at you. New York, AMACOM, American Management Association. 2005.). Metamorphosis, 4(1).
6. Singh, S. (2005). Understanding organizational Behaviour- A book review (Pareek, U. Understanding organizational behaviour. New Delhi: Oxford University Press. 2004). Metamorphosis, 4(2).

7. Singh, S. (2002). New perspectives in Indian psychology, Volume I: Social psychology (Edited by A.K.Dalal & Girishawar Misra) Global Business Review, Vol 3(2).
8. Singh, S. (2000). Wisdom leadership: Dialogues and reflections (by S. K. Chakraborty). Vision, Vol 4.
9. Singh, S. (1999). Entrepreneurship and innovation: Models of development (Edited by R.N. Kanungo). Indian Journal of Industrial Relations, 35(1).
10. Singh, S. (1998). Research methods in behavioural sciences (by R.S. Dwevedi). Indian Journal of Industrial Relations, 33(4).
11. Singh, S. (1998). Organizational development: Interventions and strategies (Edited by S.Ramnarayan, T.V.Rao & K.Singh). Indian Journal of Industrial Relations, 34(2).
12. Singh, S. (1996). 1. Handbook of training and development; 2. Indian case studies; and Question bank in management of human resources (by N. Ramaswami). Indian Journal of Industrial Relations, 32(2).
13. Singh, S. (1993). Working hours: Assessing potential for reduction (by Michael White). Indian Journal of Industrial Relations, 28(3).
14. Singh S. (1993). Management for managers (by V.P.Michael). Indian Journal of Industrial Relations.
15. Singh, S. (1992). Excellence through people: The Canara Bank way (by N.D. Prabhu). Indian Journal Of Industrial Relations, 27(3.)
16. Singh, S. (1992). Employee participation in management (by H. Pais). Indian Journal of Industrial Relations, 28(1).
17. Singh, S. (1990). Industrial productivity: A Psychological perspective (by A.P.Singh). Indian Journal of Industrial Relations, 25(4).
18. Singh, S. (1990). Human resource development in banks (Edited by Anil K. Khandelwal). Indian Journal of Industrial Relations, 26(2).
19. Singh, S. (1989). Supervisor: Man and leader (by K.G. Agarwal). Indian Journal of Industrial Relations, 24(3).

Selected Research/Consultancy Reports at IIML:

1. Singh, S., Awasthi, M.K. & Singh, K.N. (2013). Recruitment and Selection of various specialists for UP State Medical and Health Directorate under UPHSSP.
2. Singh, S. (2013). Relationship of Emotional Intelligence, Leader Behaviour and Equity perceptions with Organizational Citizenship Behaviour and Performance. A Seed Money Grant Report (SM-184) submitted to IIM Lucknow.

3. Singh, K.N., Singh, S., & Kumar, S. (2008). Assessment of training needs and training plan development. A report submitted to UP Irrigation Department, Government of Uttar Pradesh.
4. Singh, S. & Kumar, P. (2008). Organization Development and HR policy study of Uttar Pradesh. A report submitted to UPHSDP Lucknow.
5. Singh, S. & Kumar, S. (2007). Profiling competitive enterprises of India. Report submitted to IIM Kozhikode.
6. Kumar, S. Singh, K.N., & Singh, S. (2007). Manpower rationalization and operations in ALIMCO. A report submitted to Artificial Limbs Manufacturing Corporation of India (ALIMCO) Kanpur.
7. Singh, S., Singh, K.N., & Bhattacharya, A. (2006). High performance organizations: Impact of organizational strategy, design, culture, and HR Policies. A Report submitted to Ministry of HRD, Government of India.
8. Singh, K.N., Singh, S. & Jayadev, M. (2005). U.P. State Bridge Corporation: A March towards prosperity. A Report submitted to U.P. State Bridge Corporation Lucknow.
9. Singh, S. (2005). Peoples' participation through micro-enterprise development and Management of Local Self Help Groups. A Report submitted to Ministry of Personnel and Training, Government of India.
10. Singh, S. & Shukla, A. (1999). Identification of Training needs of head teachers for effective primary school management A research report submitted to State Institute of Education Management and Training Allahabad.
11. Singh, S. & Bhattacharya, A. (2003). Human Resource Planning at NIFT. A Report submitted to National Institute of Fashion Technology (NIFT) New Delhi.
12. Ravisundar, M. & Singh, S. (2003). Manpower Planning at Uttar Pradesh Forest Corporation (UPFC). A Report submitted to U P Forest Corporation Lucknow.
13. Singh, S. Sridhar, K.S. & Bhargava, S. (2002). External Evaluation of District Primary Education Programme Phase-I States Chhattisgarh. A Report submitted to Ministry of Human Resource Development, Government of India.
14. Singh, S. Sridhar, K.S. & Bhargava, S. (2002). External Evaluation of District Primary Education Programme Phase-I States Haryana. A Report submitted to Ministry of Human Resource Development, Government of India.
15. Singh, S. Sridhar, K.S. & Bhargava, S. (2002). External Evaluation of District Primary Education Programme Phase-I States Madhya Pradesh. A Report submitted to Ministry of Human Resource Development, Government of India.
16. Rameshan, P. & Singh, S. (2001). Quality of health delivery system: A case the Customer Orientation of Primary Health Centres. A report submitted to Ministry of Personnel and Grievances, Government of India.

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18. Singh, S., Shukla, A., Maheshwari, S., & Majmudar, U. (1999). Study of UPEFAPB's managerial structure and practices. A report submitted to Education for All, Government of U.P. & World Bank.

Key Note Addresses

- Faculty of Management Studies, Banaras Hindu University, Varanasi
- Lal Bahadur Shastri Institute of Management Studies, Lucknow
- Jaipuria Institute of Management, Lucknow
- SR Institute of Management & Technology, Lucknow
- ITM University, Gwalior
- Invertis University, Bareilly
- Association of Knowledge Workers, Lucknow
- Hindustan Petroleum Corporation Limited (HPCL), Mumbai

Professional Service

Professional Bodies

Past President (2014-2015)
National Academy of Psychology (NAoP), India.

President (2013-2014)
National Academy of Psychology (NAoP), India.

President Elect (2012-2013)
National Academy of Psychology (NAoP), India.

Convener, Psychological Assessment Division (2011-2012)
National Academy of Psychology (NAoP), India.

Convener, Organizational Behaviour Division (2007-2011)
National Academy of Psychology (NAoP), India.

Human Resource Management Track Chair (2010)
Indian Academy of Management

Ad-hoc Reviewer

- International Journal of Human Resource Management
- International Journal of Organizational Analysis
- Vikalpa
- IIMB Review
- International Journal of Cross Cultural Management
- Global Business Review
- Indian Journal of Industrial Relations

- Psychological Studies
- Psychology and Developing Society
- Annual Meeting of Academy of Management

Other Professional Service

Served as a resource person in various capacities at various institutions. Some of the prominent organizations & educational institutions are as follows:

- Ministry of Human Resource Development, Government of India
- Union Public Service Commission
- University Grants Commission
- All India Council for Technical Education
- Indian Railways
- Indian Army
- Central Ordnance Factory
- UP Forest Corporation
- UP Sugar Mills Corporation Ltd.
- Education Department, Government of Uttar Pradesh
- Irrigation Department, Government of Uttar Pradesh
- Health Department, Government of Uttar Pradesh
- Uttar Pradesh Academy of Administration & Management
- University of Delhi
- Gautam Buddha Technical University
- Invertis University
- University of Lucknow
- VBS Purvanchal University Jaunpur
- Banaras Hindu University Varanasi
- Goa University
- DDU Gorakhpur University
- CCS University, Meerut
- BR Ambedkar Central University, Lucknow
- HNB Garhwal University, Srinagar-Garhwal
- Punjab University, Chandigarh
- IIT Bombay
- IIT Delhi
- IIT Kharagpur
- IIT Madras
- IIM Calcutta
- IIM Kozhikode
- IIIT Allahabad
- NIPM Kolkata
- SGPGI Lucknow
- JIM Lucknow

- LBISM New Delhi
- IMT Ghaziabad
- IMT Nagpur
- IPM Kanpur
- SAMA Lucknow
- GIM Lucknow
- LBSIM Lucknow
- JIMS Faizabad
- Lucknow Management Association
- State Bank of India
- Bank of Baroda
- Bank of India
- Bank of Maharashtra
- Canara Bank
- Central Bank of India
- Corporation Bank
- Dena Bank
- Indian Bank
- Oriental Bank of Commerce
- Punjab and Sind Bank
- Punjab National Bank
- Syndicate Bank
- UCO Bank
- Union Bank of India
- United Bank of India
- Vijaya Bank
- ABN Amro Bank
- National Bank for Agriculture and Rural Development (NABARD)
- Small Industries Development Bank of India (SIDBA)
- Bankers Institute of Rural Development (BIRD), Lucknow
- Forum for EI Learning
- Association of Knowledge Workers, Lucknow,
- Hindustan Petroleum Corporation Limited (HPCL)
- National Thermal Power Corporation (NTPC),
- TATA Motors
- ITI Limited Mankapur
- ITI Limited Raebareli
- Indo-Gulf Jagdishpur
- TISS Mumbai
- Junior Leadership Academy Bareilly

International Presentations and Assignments

1. Athens Institute of Educational Research, Greece, May 2014
2. 73rd Academy of Management Conference, Lake Buena Vista 2013
3. 11th IHRM Conference – Aston Business School, Aston University, UK. June 2010
4. Workshop on Elementary Education – Faculty of Education, University of Cambridge, UK. April, 2005
5. IBA Conference – Las Vegas, Nevada, USA. October, 2004
6. Adjunct Faculty, University of Kelaniya, Sri Lanka. April 2006
7. Adjunct Faculty, AITM Kathmandu, Nepal February 2013, & 2014

Awards, Fellowships and Honours

1. Fellow of National Academy of Psychology (NAoP), India.
2. Best Professor in Human Resource Management at 20th Dewang Mehta Business School Award.
3. Best Paper Award 12th IHRM Conference MDI Gurgaon Dec 10-13, 2012
4. Commended Paper at First Pan IIM Conference, Goa
5. Commended Paper at Pan IIM Conference Kozhikode
6. Commended Paper Award by Emerald
7. Invited Member of Consortium for Research on Emotional Intelligence in Organizations USA
8. Indian Council of Social Science Research Publication Grant Award for Ph.D. Dissertation titled "Executives under Stress: Explorations in the Structure and Dynamics".
9. Senior Research Fellow at IIT Kanpur.
10. Junior Research Fellow at IIT Kanpur.
11. Principal's Medal for securing First Position in the BA 1st and 2nd Year at ISD College, Allahabad University.

12. National Scholarship at Intermediate and Graduation

13. UP Government Scholarship at High School.

14. Government Model School's Junior High School Scholarship.

Other Details

- Languages Known: English , Hindi & Sanskrit
- Technical Skills: Proficient in Microsoft Office, SPSS & AMOS.
- Countries Visited: United States of America, United Kingdom, France, Belgium, Luxemburg, Greece, Netherlands, Nepal and Sri Lanka.

Contact Details

- Address: Indian Institute of Management Ranchi
Suchana Bhawan, 5th Floor, Audrey House Campus, Meur's Road, Ranchi –
834008
- Email: shail@iimranchi.ac.in
- Mobile Nos.: +91-7632996555 and +91-9450930055
- Phone Number: +91-651-228-0321