Dr BHARTI SHARMA

W/O Mr. Anubhav Sharma

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School, Jaipur-302019

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Academic Qualifications	PhD (2006), Mohan Lal Sukhadia University, Udaipur on "Women Trainers:
	Issues, Problems & Prospects" under the guidance of Prof. Rajeshwari
	Narendran, HOD, Department of Business Administration.
	MBA (Human Resource) in 2000 from Om Kothari Institute of Management,
	Kota affiliated to MDS University, Ajmer.
	B.Sc (Physics, Chemistry, Mathematics) in 1998 from MLS University,
	Udaipur.
Major Achievement	Selected for study tour to UK (Birmingham and London) on Volunteerism
	organized by Voluntary Service Organisation (VSO) for three weeks (2 weeks
	at Birmingham and 1 week at London)
Total Experience in	Teaching: 21 years
Years	Industry: 02 years
PhD Guide	Field: Management (HR) University: Rajasthan Technical University,
Field & University	Kota
	Field: Management (HR) University: Gyan Vihar University
	Field: Management (HR) University: The IIS University
PhD Guided/ Under Guidance	Completed: 05
	1. Title: "Role of Motivation in Talent Retention and Increasing Productivity"
	awarded in 2014, Gyan Vihar University
	Research Scholar: Dr. Nupur Choudhary
	2. Title: "Consumer Perception and Satisfaction towards Mobile Number
	Portability in Rural Rajasthan" awarded in February 2017, IIS (deemed to
	be University), Jaipur
	Research Scholar: Dr. Divya Mehta
	3. Title: "Measuring the Effectiveness of In-Service Teacher Training

Program (A comparative study of government and private primary school teachers)", awarded in November 2019, IIS (deemed to be University), Jaipur Research Scholar: Dr. Meenakshi Bordia 4. Title: "The Impact of Compensation on Employee's Job Performance: With Specific Reference to The Heritage Hotels in Rajasthan", awarded in December 2019, IIS (deemed to be University), Jaipur Research Scholar: Dr. Geetanjali Shekhawat 5. Title: "Role of Career Development Programs in Employee Performance and Retention in the Voluntary Sector: A Study of Selected NGOs of Rajasthan", awarded in April 2023. Research Scholar: Dr. Honey Goyal Under Process: 05 thesis work **Academic Committee** Examiner at Rajasthan Technical University, Kota **Memberships** Research Supervisor at Rajasthan Technical University, Kota Member of Board of Studies of IIS (deemed to be University), Jaipur Research Supervisor at IIS (deemed to be University), Jaipur Examiner at IIS (deemed to be University), Jaipur

Professional Association

- Currently working as Associate Professor with International School of Informatics & Management, Jaipur Since July 2012.
- Worked as Associate Professor with St. Wilfred's Institute of Management & Technology from August 2009 to June 2012.
- Worked as Assistant Professor with International College for Girls Jaipur in Business
 Management Department from Jan 2009 to May 2009.
- Worked as Lecturer with Sophia Girls College, Ajmer for BBA and B.Com programs from July 2007 to Dec 2008.
- Visiting Faculty at MDS University, Ajmer for MBA program from July 2008 to Dec 2008.
- Worked as Assistant Professor with Indraprastha College of Management and Technology, Jodhpur from July 2005 to December 2006.
- Worked as Visiting Faculty with Faculty of Management Studies, J.N.Vyas University,
 Jodhpur from July 2005 to February 2006.

- Worked as Manager HR with a Jaipur based NGO, Cecoedecon (Centre for Community Economics and Development Consultants Society) from May 2003 to June 2005.
- Worked as a Lecturer with Deepshikha College of Technical Education for session 2002-2003.
- Worked as Visiting Faculty with College of Commerce and Management Studies, Udaipur For MIB and BBA Programs for Session 2000-2002.
- Worked as Visiting Faculty with Rajasthan Vidyapeeth, Udaipur For BBA Program for the session 2001-2002.

Areas of Interest Human Resource Management, Research Methods in Management, Quantitative Techniques in Management, Organisation Behaviour, Operations Research, Training for Sustainable Development, Performance Appraisal, Competency Mapping, Organisation Development. Roles & Responsible for the implementation of the HRD related strategic Responsibilities in directions in consonance with the agency's mission and vision. **Industry** Responsible for Coordinating personnel planning and development Ensuring performance evaluation of each staff in a timely manner. Establishing and maintaining linkages with the institutions engaged in Human Resource Management for addressing the needs of the agency. Responsible for Youth Development Programme for Volunteerism. **Additional Roles &** Coordinator, Unnat Bharat Abhiyan Programe and working for Responsibilities in development of adopted **village Pawaliya**, Sanganer Block, Jaipur **Academia** District. Coordinator, **Samutthan, the NSS cell** of ISIM. Coordinator, Certificate Course in Citizenship & Social Entrepreneurship. Networking with around **30 NGOs** for students **NGO field projects.** Coordinator, **International Conference** organized annually in association with **India Development Coalition of America** (IDCA). Coordinating examination cell activities. **Significant Publications: Books** 1. **Sharma Bharti**., Jaria Vijay (2012). Elementary Statistics, Thakur Publications, New Delhi. 2. **Sharma Bharti**., Nangia Richa (2014). Research Methods in

Management, Thakur Publications, Jaipur.

International

- **Sharma Bharti** (2020); Employee Engagement as a Catalyst to Boost Employee Morale amidst COVID-19. *IJREAM*, 6 (6). (ISSN: 2454-9150).
- Goyal Honey and Sharma Bharti (2018); Health Education and Sustainable Development: Role of Social Entrepreneurship with special reference to SIDART. OORJA, 16/2 (7). 105-114 (ISSN-0974-7869).
- Sharma Bharti and Bordia Meenakshi (2017). Transforming India
 Through Quality Elementary Education. OORJA, 15(2), 29-39 (ISSN-0974-7869).
- Dixit Kavaldeep, Saxena Tanjul and Sharma Bharti (2017); Happily Building a World for all, Beyond the Structures- A Case of Coral Group, Real Estate & Infrastructure Project Developers, India. *International Journal of Advanced Research* 5 (7). 529-539 (ISSN 2320-5407).
- Mahlawat Vikas and Sharma Bharti (January 2014); An Environmental Marketing System adopted by Indian Companies. *International Journal of Economics & Management*, 1(1), 62-74, (ISSN 2278-2478)
- Mahlawat Vikas and Sharma Bharti (March 2013); Transformation Leadership & Employees Career Salience With Reference to Indian Banking Sector. International Journal of Latest Technology In Engineering, Management & Applied Science, 2(3) (ISSN 2278-2540).
- Mahlawat Vikas and Sharma Bharti (September 2012); Strategies for Motivating People Working in a Team. Proficient International Refereed Journal of Management, 4(9) (ISSN 0975-475X).
- Mahlawat Vikas and Sharma Bharti (August 2012); Indian Bank's Employees Perception towards Performance appraisal: A Comparative Study. International Journal's Research Journal of Social Science & Management, 2(4), (ISSN 2251-1571).

National

Mahlawat, V., & Sharma, B. (2019). Study of Factors Affecting Employee Satisfaction and Their Impact on the Organization. *Journal of Xi'an University of Architecture & Technology*, XI(XII), 939-945 (ISSN 1006-7930).

Papers in Journals

- Narendran Rajeshwari and Sharma Bharti (March 2013); Striving to Evolve: Acceptance of Women Trainers in the Indian Corporate World.
 Indian Journal for Training and Development, 43(2), (ISSN 0971-5592).
- Garg Sharad and Sharma Bharti (Jan-June 2010); RFID- Watchdog for Logistics Management. *Journal of Commerce and IT*, 10, (ISSN 0972-9550).

National

- Dixit, Kavaldeep, Saxena Tanjul, Sharma Bharti, "Nibs Café and Chocolataria: Redefining chocolate consumption through Business Model Innovation in Indian Retail Sector" presented at "Anubhav Management Case Contest" organized by National HRD Network-Ranchi Chapter and SAIL on 23rd June 2018.
- Saxena Tanjul, Dixit, Kavaldeep, , Sharma Bharti, "Kid's Fashion: A Serious Business, Not Child's Game The Case of PinkBlueIndia.com" presented at "Anubhav Management Case Contest" organized by National HRD Network-Ranchi Chapter and SAIL on 23rd June 2018.
- Dixit, Kavaldeep, Saxena Tanjul, Sharma Bharti, "Promoting Out-of-Home consumption of Tea in a funky café format: Tapri-The Tea House" presented at "Anubhav Management Case Contest" organized by National HRD Network-Ranchi Chapter and SAIL on 24th June 2017.
 Published in "A Book of Selected Cases-Vol.XXII", by Steel Authority of India Ltd. June 2017.

Contributed a paper entitled "The Non-Profit Brand Idea for Cecoedecon, Jaipur, India", presented at Conference on Brand Management 2016 organized by Indian Institute of Technology, Delhi on 16th-17th April 2016.

- Conference on Brand Management 2016 organized by Indian Institute of Technology, Delhi on 16th-17th April 2016. The title of the paper is "Jaipur Elephant Paper: Elephant Prints Larger than the Elephant?",
- Contributed a paper entitled, 'Correlation between Business Process
 Management and Organisational Performance' at a National Conference
 on Data Analytics and Business Intelligence: Emerging Paradigms

Papers Presented in Conferences

- organized by FMS- The IIS University & ISIM, Jaipur held on 11-12 April 2014.
- Contributed a paper entitled, 'Role of Young Entrepreneurs in Revitalizing Social Enterprises' at a National Conference on Entrepreneurship and Innovation: Catalysts & Effects organized by FMS-The IIS University & ISIM, Jaipur held on 12-13 April 2013.
- Contributed a paper entitled, 'Contemporary Employee Retention Practices' at a National Conference on HRM: Challenges, Opportunities and their relevance in Indian Society organized by Faculty of Commerce, S.S.Jain Subodh P.G. College, Jaipur held on January 22-23, 2013.
- Contributed a paper entitled, 'Business School Industry Interface', at a National Seminar sponsored by AICTE and organized by St. Wilfred's Institute of Management & Technology, Jaipur held on March 27-28, 2010.
- Contributed a paper entitled, 'Orientation of Business Education in India' at University Commerce College, at a National Seminar on Professional Orientation of Business Education organized by University Commerce College, UOR, Jaipur held on December 23, 2009.
- Contributed a paper on 'Reengineering of HRM: A Training & Development Initiative' at a National Seminar on Reengineering HRM in Current Times organized by ITS Management & IT Institute, Ghaziabad held on October 3-4, 2009.

International

- Dr. Kavaldeep Dixit, Dr Bharti Sharma and Dr. Omisha Dixit has participated in the international conference on Sustainability: Research, Education & Practice and presented a paper entitled "Philanthropic Initiatives Promoting Empowerment of Rural Communities for Poverty Alleviation-A Case of Ambuja Cement Foundation" held on 30th-31st May, 2022 organised by BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI.
- Dr. Manju Nair, **Dr. Bharti Sharma** presented a case titled **"Ensuring**Harmony, Learning and Growth during pandemic: A study of

- *ISIM, Jaipur*" presented in the International Project Competition in HRM, General Management & Leadership conducted by Vadodara HR Forum on February 17-18, 2022 on online mode.
- Dr. Bharti Sharma, Associate Professor, IIIM, Jaipur & Ms. Sonali Kabra, MBA Sem-IV, IIIM, Jaipur presented the research paper titled, "Role of Business Intelligence: Model of Danamojo online solutions-a Donation Management Platform" in the international Conference on Business Intelligence & Analytics: Emerging Strategies & Techniques held on April 12-13, 2018 at International School of Informatics & Management.
- Dr. Bharti Sharma, Associate Professor, IIIM & Mr. Vikas Mahlawat,
 Assistant Professor, MITRC, Alwar presented the research paper titled
 'Influence of Online Marketing on Youth in India" in the
 International Conference on 'Emerging Trends in Science, Engineering &
 Management,' organized by Modern Institute of Technology & Research
 Centre, Alwar on 24-25, February 2018.
- Dr. Kavaldeep Dixit, Professor, IIIM, Dr. Bharti Sharma, Associate
 Professor, IIIM & Dr. Tanjul Saxena, Associate Professor, IIIM presented
 the research paper titled 'Home Away from Home- A Case of
 Customer Satisfaction with Services of Umaid Hotel & Resorts,
 Rajasthan, India" in the International Conference on Sustainable
 Development and Innovation in Business, Economy, Management &
 Technology: Prospects in Emerging Markets, held on February 23-24,
 2018 at Poornima University, Jaipur in collaboration with Hanyang
 University, Seoul (South Korea).
- Contributed a paper entitled "Intercity One Way Cabs for Hire
 Business Case HippoCabs The Transportation Catalyst",
 presented at Flame International Case Conference 2017 organised by
 Flame University Pune on June 29-30, 2017. (Case Uploaded on
 www.etcases.com).
- Contributed a paper entitled "Hello English Language Learning for the Next Billion", presented at Flame International Case Conference

- 2017 organised by Flame University Pune on June 29-30, 2017. (Case Uploaded on www.etcases.com).
- Dr. Kavaldeep Dixit, Professor, IIIM & Dr. Bharti Sharma, Associate
 Professor, IIIM presented the research paper titled 'Customer
 Engagement and Business Model Innovation: The case of BROWN
 SUGAR- BAKERS, CAFÉ AND LOUNGE, Jaipur, India' in the International
 Conference on 'Trinity of MUDRA, Start-Up India and Stand-Up India
 Schemes: Prospects and Challenges" held on February 24-25, 2017 at
 Poornima School of Management, Jaipur.
- Dr. Bharti Sharma, Associate Professor, ISIM & Dr. Kavaldeep
 Dixit, Professor, ISIM presented the research Paper titled 'Promoting
 Sustainable Livelihood for Poverty Alleviation: A Case Study of BASIX
 Social Enterprise Group' at the 5th International Conference on Green,
 Growth, Globalization and Governance: Challenges & Opportunities, held
 on February 3-5, 2017 at JK Laxmipat University, Jaipur.
- Dixit, Kavaldeep, Saxena Tanjul, Sharma Bharti (2018), Nibs Café and Chocolataria: Redefining chocolate consumption through Business Model Innovation in Indian Retail Sector, A Book of Selected Cases-Vol.XXIII, by Steel Authority of India Ltd., MTI, Ranchi, 40-57.
- Saxena Tanjul, Dixit, Kavaldeep, , Sharma Bharti (2018), Kid's Fashion:
 A Serious Business, Not Child's Game The Case of PinkBlueIndia.come, A Book of Selected Cases-Vol.XXIII, by Steel Authority of India Ltd., MTI, Ranchi, 41-58.

Cases Published

- Dixit Kavaldeep, Saxena Tanjul and Sharma Bharti (2018), Share of Pie: The Case of Brown Sugar-Bakers, Café and Lounge, Thrive: A Handbook of Family Business Case Studies, Bloomsbury Publishing India Pvt Ltd, New Delhi, 40-53, ISBN: 978-93-87146-16-7.
- Dixit Kavaldeep, Saxena Tanjul and Sharma Bharti (2017), Intercity
 One Way Cabs for Hire Business Case HippoCabs The Transportation
 Catalyst, Management Cases in the Indian Context, Times Professional
 Learning, Mumbai, ISBN: 978-81-931001-8-9.
- Saxena Tanjul, Sharma Bharti and Dixit Kavaldeep (2017), Hello

- English Language Learning for the Next Billion, *Management Cases in the Indian Context,* Times Professional Learning, Mumbai, ISBN: 978-81-931001-8-9.
- Dixit, Kavaldeep, Saxena Tanjul, Sharma Bharti (2017), Promoting
 Out-of-Home consumption of Tea in a funky café format: Tapri-The Tea
 House, A Book of Selected Cases-Vol.XXII", by Steel Authority of India
 Ltd., MTI, Ranchi, 1-13.
- Sharma, Bharti, Dixit Kavaldeep, Saxena Tanjul, "The Non-Profit Brand Idea for NGO Pradan, India", presented at *International Conference on Management Cases 2016 (ICMC 2016)*, Birla Institute of Management Technology, Greater Noida (India) with George Mason University, Virginia (USA) on December 1-2, 2016 at BIMTECH Campus, Greater Noida, (India). Case published in edited version of book titled *Organization Development Through Strategic Management* published by Bloomsbury Publishing (India) Private Limited, New Delhi, ISBN: 978-93-84052-82-9.
- Dixit Kavaldeep, Sharma, Bharti, "Jaipur Elephant Paper: Elephant Prints Larger than the Elephant?", presented at Conference on Brand Management 2016 organised by Indian Institute of Technology, Delhi on 16th-17th April 2016. (Case publication is in process)
- Sharma, Bharti, Dixit Kavaldeep, "The Non-Profit Brand Idea for Cecoedecon, Jaipur, India", presented at Conference on Brand Management 2016 organized by Indian Institute of Technology, Delhi on 16th-17th April 2016. (Case publication is in process)

FDPs/Workshop Attended

- Participated and successfully completed 5-day online FDP on the theme "Inculcating Universal Human Values in Technical Education" organized by All India Council for Technical Education(AICTE) from 27 September, 2021 to 1 October, 2021.
- Participated in AICTE Sponsored Online Short Term Training Program
 (STTP) of 6 days (30 hours) on "Management 4.0" organized by the
 Institute of Business Management & Research (IBMR), IPS Academy,
 Indore in association with AICTE, New Delhi from 15th Feb. 2021 to 20th

Feb. 2021.

- One Week National Level E-FDP on "Research Methodology and Data Analysis using SPSS", organized by School of Management & Commerce, K.R.Mangalam University from July 6, 2020 to July 10, 2020.
- One Week Online FDP on "Statistical Package for the Social Science (SPSS)", organized by Department of Business Administration, Mohanlal Sukhadia University, Udaipur from May 25, 2020 to May 31, 2020.
- FDP on "Relevance of Case Studies in Professional Teaching" organized by ICFAI Business School & The IIS University on July 13, 2018 at IIS University, SFS, Mansarovar, Jaipur.
- FDP on "Pedagogical Innovations and Emerging Perspectives in Higher Education" organized by ICFAI University on July 13, 2018 at the University Campus, Jaipur
- FDP on 'Advance Research Methodology and Data Analytical Tools (With Sessions on SPSS) organized by Jaipuria Institute of Management, Ghaziabad from 17 – 23 July, 2017.
- FDP on 'Participative Learning and Teaching Case Studies' organized by IIM Lucknow from March 31-April 5, 2016.
- National Seminar on 'Contemporary Challenges and Opportunities in Management of Business' organized by Poornima University, Jaipur on April 9, 2015.
- National HR Conclave organized by Indian Society for Training & Development, Udaipur Chapter on January 26-27, 2013.
- HR Summit organized by J K Lakshmipat University, Jaipur on December 22, 2012.
- FDP on Interactive Teaching Practices in Present Scenario organized by Jagannath University on February 18, 2011.
- FDP on Global Skills Enhancement Program organized by Infosys, Jaipur on December 26-30, 2009.
- Workshop on Activating HRD to perform as Business Partner organized by ISTD, Goa Chapter on March 4-5, 2005.

Awards/Achievement

• Received the First Runners-Up Award for the case titled "Ensuring

- s Harmony, Learning and Growth during pandemic: A study of ISIM, Jaipur" presented in the International Project Competition in
 - HRM, General Management & Leadership conducted by Vadodara HR Forum on February 17-18, 2022 on online mode.
 - Received the Second Runners-Up Award for the case titled "Kid's
 Fashion: A Serious Business, Not Child's Game-The Case of
 PinkBlueIndia.com" presented at Anubhav the management case
 study contest organized by National HRD Network and Steel Authority of
 India Limited at NHRD-Ranchi on June 23, 2018.
 - Received the Best Paper Award for the research paper titled 'Home
 Away from Home- A Case of Customer Satisfaction with Services
 of Umaid Hotel & Resorts, Rajasthan, India" at the International
 Conference on Sustainable Development and Innovation in Business,
 Economy, Management & Technology: Prospects in Emerging Markets,
 held on February 23-24, 2018 at Poornima University, Jaipur in
 collaboration with Hanyang University, Seoul (South Korea).
 - Received the First Runners-Up Award for the case titled "Promoting
 Out-of-Home Consumption of Tea in a Funky Café Format:
 Tapri-The Tea House", presented at Anubhav the management case study contest organized by National HRD Network and Steel Authority of India Limited at NHRD-Ranchi on June 24, 2017.
 - Received the Best Paper Award for the research paper titled 'Promoting Sustainable Livelihood for Poverty Alleviation: A Case Study of BASIX Social Enterprise Group' at the valediction ceremony of 5th International Conference on Green, Growth, Globalization and Governance: Challenges & Opportunities, held on February 3-5, 2017 at JK Laxmipat University, Jaipur.
 - Received the Best Paper Award for the research paper titled 'Customer
 Engagement and Business Model Innovation: The case of
 BROWN SUGAR- BAKERS, CAFÉ AND LOUNGE, Jaipur, India' in the
 International Conference on 'Trinity of MUDRA, Start-Up India and
 Stand-Up India Schemes: Prospects and Challenges" held on February

	 24-25, 2017 at Poornima School of Management, Jaipur. Received best paper award 'Kamla Award' for the article 'Striving to Evolve: Acceptance of Women Trainers in the Indian Corporate World' published in Vol XXXXIII No. 1, January-March, 2013 issue of Indian Journal of Training & Development.
Professional	Life Member of 'Indian Society for Training & Development'
Memberships	
Invited Speeches and Invitations as Resource Person for FDPs/ Workshops/ Seminars	 Invited as a resource person of the International Faculty Development Programme on "Rethinking Teaching Pedagogy in Commerce & Management" held from 3-7 July 2023 at Sushant University Gurugram, India. Invited as a resource person at Mahatma Gandhi College of Hospital Administration for teaching in Operations Management in the session 2023-24. Invited as a resource person at Mahatma Gandhi College of Hospital Administration for teaching in Operations Management & Research Methodology in the session 2022-23. Appointed as adjunct faculty at Jaipuria Institute of Management, Jaipur for Human Resource Management related area. (December 2021) Conducted a Webinar on "CORPORATE LEADERSHIP IN CRISIS SITUATIONS: WITH SPECIAL REFERENCETO COVID-19" under ISIM Webinar Series on June 13, 2020. Conducted one day workshop on 'Basics of Research Methodology' at Poornima University, Jaipur on March 12, 2019. Invited as a Key Note Speaker for the international conference on 'Emerging Trends in Science, Engineering & Management,' organized by Modern Institute of Technology & Research Centre, Alwar on 23-24, February 2019. Conducted a two days workshop on 'Research Methodology' at Om

- Kothari Institute of Management, Kota on March 08-09, 2018.
- Invited as a Key Note Speaker for the international conference on 'Emerging Trends in Science, Engineering & Management,' organized by Modern Institute of Technology & Research Centre, Alwar on 24-25, February 2018.
- Invited as a resource person at Indian Institute of Health Management & Research for module teaching in "Organization Change & Development" for management students in July 2016.
- Invited as a resource person at Indian Institute of Health Management & Research for module teaching in 'HRM – Labour Economics and Compensation System in Healthcare' for management students in April 2015.
- Invited as a Resource Person for a session on 'Research Methodology' at Subodh Girls College, Sanganer, Jaipur on March 7, 2015.
- Invited as a Resource Person for sessions on 'Operations Research' at Institute for Integrated Learning in Management, Jaipur on 10-14, February 2014.

References:

 Dr. Abhineet Saxena Amity Business School, Amity University Jaipur

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Mob: 8946866551

 Prof. Rajeshwari Narendran HOD, Department of Business Administration Mohanlal Sukhadia University, Udaipur Email: rajeshwari18@yahoo.com

Mob: 9687324399