

Dr. ANUSHREE CHAUHAN

Assistant Professor

Department of Management Studies

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Professional Qualification

- PhD in Management in 2019 from J. C. Bose University of Science and Technology, YMCA, Faridabad. Thesis title: Multilevel Motivation System Designing for Organization's Performance Enhancement.
- MBA (Human Resource Management), M. Phil in Management from CDLU (Sirsa).

Experience

Academic experience of 16 years at JC Bose University of science and technology, YMCA, Faridabad.

Specialization

Human Resource Management

Subjects Teaching / Teaching Experience

- Human Resource Management
- Management Principles
- Moral Values
- Strategic Human Resource Management
- Industrial Relations and its legal aspects
- Compensation Management
- Organizational Change and Development
- Organizational Behavior
- Business Ethics and Corporate Governance
- Economics for Engineers
- Fundamentals of Management

Ph.D. Guidance (Ongoing) in the area of management and organizational studies: 04 scholars

Achievements

- Participated in **04 workshops, 28 Faculty Development Programs (FDPs)** (organized by IIMs, IITs, and other reputed institutions), and an **Orientation Program** by *Jamia Millia Islamia*.
- Successfully completed **four NPTEL (MOOC) AICTE-approved FDPs**:
 - *Education for Sustainable Development* (2025)
 - *Leadership & Team Effectiveness* (2023)
 - *Emotional Intelligence* (2021)
 - *Soft Skills* (2020)

- Served as **Coordinator for four Faculty Development Programs (FDPs):**
 - *AICTE Sponsored FDP on “Work-Life Balance for Technocrats” (20–24 May 2022)*
 - *FDP on Innovative Teaching Methodologies in Technical Education (JCBUST, 24–28 Sept. 2019)*
 - *NITTTR Sponsored Short-Term Training Program on Life Skills Development (9–13 July 2014, YMCAUST)*
 - *ISTE Approved FDP on Soft Skills and Personality Development (15–21 July 2014, YMCAUST)*
- Member, **Organizing Committee** for three FDPs: 1. *Online FDP on “Advanced Research Methods”* (8–12 June 2020. 2. *FDP on “Advanced and Innovative Approaches in Management”* (JCBUST, 25–29 Nov. 2019, 3. *FDP on “Behavioral Aspects for Technical Persons”* (YMCAUST)
- **Coordinator of two Management Development Programs (MDPs):**
 - *“Finance for Non-Finance Professionals”* (9 April 2024)
 - *“Enhancing Productivity through Employee Engagements”* (18–19 March 2021)
 - Also served as *Organizing Committee Member* for the MDP on *“Work-Life Balance and Work Ethics”* (21 Dec. 2022).
- **Organized seven expert lectures** (2020–2025) including:
 - *“Skill Development and Digital Transformation”* (19 March 2025)
 - *“To Boost the Journey of Start-Up from Ideation to Commercialization”* (22 April 2025)
 - *“Scientific Legacy from Ramayana”* (27 April 2023)
 - *“G-20: Bharat and Youth”* (17 April 2023)
 - *“Financial Literacy through Gamification”* (5 July 2021)
 - *“Aspects of Building Successful Mentoring Relationships”* (28 May 2021)
 - *“From Employee to Entrepreneur – A Success Story”* (1 Oct. 2020)
- **Organized three Workshops** on:
 - *“How to Write Good Quality Research Papers”* (28 May 2024)
 - *“Awareness of Scholarship Schemes”* (16 April 2024)
 - *“Anger Management”* (26 March 2025)
- **Member, Organizing Team of Three Conferences:**
 - *National Conference on “G20 India: Vasudhaiva Kutumbakam”* (Oct. 2023)
 - *“Business Strategy in VUCA World”* (15 Oct. 2020, JCBUST)
 - *PSIMT International Conference* (YMCAUST)
- **Coordinator of four Value-Added Courses** for MBA students:
 - *Strategic Management for Contemporary World* (14–28 Feb. 2020)
 - *Start-Up Strategies* (Jan–June 2021)
 - *Workplace Spirituality* (Jan–June 2023)
- **Reviewer for journals of repute.**
- **Two Patents:**
 - *UK Design Patent: Wearable Computer for Secure Task Management*
 - *Indian Patent (Journal No. 23/2024, Dated 07/06/2024): Performance Management System for Employee Evaluation and Development*

- **Presented research papers** in *08 international and 07 national conferences*.
- **Delivered invited lectures** in FDPs (outside the university) and Value-Added Courses.
- **Guided several MBA students** in their project work.
- **Member, Social Science Research Network (SSRN)**.
- **Member, National HRD Network (NHRDN)**.

Details of Research Publications

- “Unveiling Emotional Intelligence's Impact on Employee Performance: A Bibliometric Analysis across Scopus and Web of Science Databases”, International Journal of Management Concepts and Philosophy, January 2025, Inderscience Publication.
- “Beyond technical skills: a fuzzy DEMATEL analysis of emotional intelligence and its impact on IT professionals' performance in hybrid work settings”, Future Business Journal, April 2025, ESCI Indexed
- “Exploring the Connection between Emotional Intelligence & Resilience: Qualitative Findings and Perspectives”, Sachetas, Vol.3, Issue 4, December 2024.
- “Bridging the Gap: A Bibliometric analysis of studies investigating the relationship between emotional intelligence and performance”, Urban India, Vol.43, Issue (2) (I), December 2023, UGC Listed.
- “Employee retention in post covid scenerio: A graph theoretic approach”, International Journal of Health Sciences, 6(S4), July2022, Scopus Indexed.
- “Empirical evidence of factors affecting motivation of academicians’: a multilevel motivation approach” International Journal of early childhood special education, Vol.14. Issue 4, April 2022, ESCI Indexed.
- “Faculty perspectives on work from home: Teaching efficacy, constraints and challenges during COVID’ 19 lockdown”, Journal of Statistics and Management Systems, Vol. 24 (2021), No. 1, 25th Feb. 2021, ESCI Indexed
- “An Analysis of Level of Customer Satisfaction in FMCG sector”, Pacific Business Review International, Volume 11, Issue 10, April 2019, ESCI Indexed.
- “Relational study of academicians’ motivation and organization performance through Graph Theory”, IIM, Shillong, Journal of Management Science, Vol.9, No.3 September- December 2018.
- “Examining motivation level among academicians across designations”, CU Global Management Review, Vol.7, Issue 1, July- September 2018.
- “Impact of Organizational variables on Higher Education Academicians”, Asian Journal of Management, Vol. 09, Issue-04, October-December 2018.
- “Motivation among Higher education academicians’ factors analytical approach”, Anveshak- International Journal of Management (AIJM) Vol.7, No.1. Jan 2018
- “Assessing motivation amongst academicians”, DIAS Technological Review, 26th issue (Oct 2016- March 2017).
- “Analyzing Complexities of Employee Motivation” Aatambodh Journal of Rajarshi School of Management & Technology, vol.11, no.2, 2015.
- “A Review of factors influencing employee motivation”, Excel International Journal of Multidisciplinary Management Studies, vol.4, 2014, ISSN: 2249-8834.

Book Chapters

- Contributed chapter titled “Industrial Relations” in BMS-Human Resource Management, Department of Distance and Continuing Education, Campus of Open Learning, School of Open Learning, University of Delhi, Delhi-110007, 2025.
- Contributed chapter titled “Compensation Management” in BMS-Human Resource Management, Department of Distance and Continuing Education, Campus of Open Learning, School of Open

Learning, University of Delhi, Delhi-110007, 2025.

- Contributed chapter titled “HR Analytics” in book titled Strategic innovation practices in modern dynamic business environment Weser Books, 2022, Germany, 978-3-96492-414-8.
- Contributed chapter titled” Application of theories of motivation for academicians”, in book titled “Rebranding of Employee relationships: Paradigm Shift”, by Bharti Publications, 2016.

Presentations in Conferences

- “A bibliometric analysis on impact of employee empowerment on wellbeing of employees in hospitality industry”, Future Frontiers towards Vikshit Bharat 2047: Scholarly dialogue on Business, Technology, Social Science & Learning Ecosystem on 10th July 2025,International conference at Research Education Solutions , a micro enterprise registered under MSME, Government of India in association with NMIET-B School , Bhubaneswar
- “Workplace Psychological Safety: Systematic Literature Review & Bibliometrics Perspectives”, International Conference on Multidisciplinary Research and Innovation (ICMRI-2025), Digvijai Nath Post Graduate College Gorakhpur, UP & Science Tech Institute , Lucknow
- “A review of relationship between emotional intelligence and performance”, International conference on Diversity, equity and inclusion: Creating a value based sustainable future, 1st & 2nd March 2024, IILM academy of higher learning Jaipur.
- “Role of Emotional Intelligence in developing Self-Efficacy for Performance Enhancement: A Review” International conference on Business Innovation, Transformation, and Sustainability: Changing Global Paradigm'2023 (BITS-2023)28th & 29th April, 2023, Manav Rachna University, Faridabad, Haryana.
- “A relational study on employee retention in post covid scenario” International conference 3Ds (Data Analytics, Digitalization & Disruption) in Business society held at ITS Ghaziabad on 21st-22nd April 2022.
- “Analysing the motivation index of higher education academicians. In international conference 3Ds (Data Analytics, Digitalization & Disruption) in Business society) held at ITS Ghaziabad, India, on 21st-22nd April 2022.
- “Factors affecting motivation of academicians of higher education” International conference INCONSYM 2020, Business transformation in global digital era, Re-innovate, Re-strategize, Re-model 21/02/2020 and22/02/20, Symbiosis centre for management studies, Noida.
- “A Comparative Analysis of Performance Appraisal Practices in Service and Manufacturing Industries in India” Business Strategy in the VUCA World, National Conference 15th October 2020, JC BOSE University of Science and Technology, YMCA, Faridabad.
- “A Review on Higher Education Faculty in India”, National Conference on Role of Science and Technology towards ‘Make in India’ at YMCAUST, March 05-07, 2016.
- “Analyzing the relationship between organizational level and Employee motivation through the theories of motivation” International Conference on Paradigm Shift in Management and Technology at YMCAUST on April 9- 10, 2015.
- “Impact of Training on Employee Performance in a Private Organization” International Conference on Paradigm Shift in Management and Technology at YMCAUST on April 9- 10, 2015.
- "A multilevel motivation model for organizational Performance" Excel International Journal of Multidisciplinary Management Studies. Vol.2 Issue 12, ISSN: 2249-8834, 2012.
- Performance enhancement and multilevel motivation a synergic effect, National Conference,QRMAES-07, NIT Hamirpur, 2007.

Publications in Conference Proceedings

- “Exploring the relationship between emotional intelligence and performance: A bibliometric analysis”. Conference Proceedings International Conference on India's G20 Presidency: Role, Challenges and Solutions in Creating One Earth, One Family & One Future (ICIGP 2023) 135-140 conducted IMT Faridabad and IMSAR, MDU Rohtak, ISBN-978-93-5891-038-4
- “Bibliometric Exploration of Emotional Intelligence And Resilience Research: Unravelling the Connections”, Business Transformation: Challenges and Opportunities for Sustainable Growth.pp-34, National Conference conducted by Shri Ram College of Commerce, University of Delhi, ISBN:978-81-939940-8-5.

Lectures Delivered

- NAAC Accreditation Process, Criterion 2, Faculty Development Program on Training NAAC Accreditation Process on 29th July 2024 at Banarsidas Chandiwala Institute of Physiotherapy(Affiliated to IP University), Kalkaji, New Delhi
- Value Added Course on Holistic Development: Nuturing Mind, Body, Soul, January –May 2024
- Motivation for StartUps, Value Added Course on Start-Up Strategies From January –June 2021, Department of Management Studies, JC BOSE University of Science and Technology, YMCA, Faridabad

Institutional Contributions

Have undertaken multiple administrative assignments and contributed to examination and evaluation processes, along with organizing and participating in co-curricular, extension, and field-based activities aimed at enhancing student learning and engagement.

Social and Community Engagement

Serving as a **Member of Sarvjanhit Trust**, which actively works toward the upliftment and development of *Gurukuls*, offering educational opportunities to children from underprivileged backgrounds.
