




Faculty Details proforma for DU Web-site

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cc: director@ducc.du.ac.in)

Title		First Name	R K	Last Name	Singh	Photograph
Designation	Professor					
Address	Department of Commerce Delhi School of Economics University of Delhi Delhi-110007					
Phone No Office	+91-11+2766 7891					
Residence	9910970870					
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Email	rkvisen1@gmail.com					
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Educational Qualifications						
Degree	Institution				Year	
B Com	University of Allahabad				1988	
M Com	University of Delhi				1990	
M Phil	University of Delhi				1992	
Ph D	University of Delhi				2011	
Career Profile						
<ul style="list-style-type: none"> Associate Professor at Shri Ram College of Commerce, University of Delhi since 2001 Lecturer at Shri Ram College of Commerce, University of Delhi since 1995 Lecturer at Jamia Millia Islamia 1994-1995 Lecturer at Shaheed Bhagat Singh College(Evening), University of Delhi 1993-1994 Lecturer at Sri Aurobindo College, University of Delhi 1991-1993 Lecturer at Shaheed Bhagat Singh College (Evening) 1991 						
Administrative Assignments Held						
<ul style="list-style-type: none"> Deputy Dean, Academic Activities & Projects, University of Delhi, Delhi-110007 Nodal Head, Grievances, heading a team to handle grievances of students, teachers and staff of the University of Delhi Convener, Taskforce, University of Delhi, constituted for academic reforms at undergraduate level Co-convener Students Empowerment Committee, University of Delhi Convener Empowered Committee, University of Delhi entrusted with the responsibility to redefine business education Member Empowered Committee, University of Delhi to look after interest of 						

PWD students
Areas of Interest / Specialization
Human resource management, spirituality
Subjects Taught
Human Resource Development, Training and Development, Organizational Behaviour, Human Resource Management, Group Dynamics, Business Organization and Management, Principles of Management
Research Guidance
Supervising Seven Ph D and four M Phil scholars at Department of Commerce, Delhi School of Economics, University of Delhi.
Publications Profile
<ul style="list-style-type: none"> • The Adoption of Balanced Scorecard: An exploration of its antecedents and consequences, Benchmarking: An International Journal, Vol. 25(3), 2018, ISSN: 1463-5771, http://www.emeraldinsight.com/doi/abs/10.1108/BIJ-06-2017-0130 • Stakeholders Influence on Sustainability Disclosures: An Empirical Investigation, Business Analyst, Vol. 38(1), 2018, 131-152, ISSN 0973-211X • Exploring notion of Spirituality using Grounded Theory: Young adult's perspective, Decision, Vol. 44(3), 2017, 171-178, ISSN 0304-0941 • Incidence And Adoption of GRI Framework for Sustainable Reporting by Indian Organisations: A Preliminary Analysis, ZENITH International Journal of Business Economics & Management Research, Vol.7 (9), SEPTEMBER (2017), 84-102 ISSN 2249- 8826 • The Balanced Scorecard: Churning the Existing Literature. Amity Global Business Review, Vol. 12(2),September (2017), 20-31, ISSN 0975-511X • Impact of Organisational Culture on Employee Commitment: A Review, Ramanujan International Journal of Business and Research, Vol.-II, 2017, ISSN: 2455-5959 • Stakeholders Influence on Sustainability Disclosures: An Empirical Investigation, Business Analyst, Vol. 38(1), 2017, 131-152, ISSN 0973-211X

- Organisational Culture: an independent or moderating variable?, *IMPACT-International Journal of Research in Humanities, Arts and Literature*, 5(6), 14-150, 2017
- Measuring relationship between spirituality and personality, *International Education and Research Journal*, 3(6), 282-287, 2017
- A Review of World Social Science Report 2010:Emerging Challenges in Contemporary Context, *Indian Journal of Life Long Learning & Educational Guidance*, 3(1), 115-124, 2016
- Constructs of Training And Organizational Effectiveness: A Proposed Model, *MAIMS Journal of Management*, 10(1), 2015
- Organizational Commitment, Shree Kala Prakashan, Delhi, India, 2015
- Need for ethical governance to eliminate corporate frauds in Corporate Governance-A paradigm shift, Excel Publishing Services, ISBN 978-93-84869-53-3, 2015
- Spirituality and Organizational Commitment, *Journal of Management Review*, 1(2), 21-39, 2014
- Spirituality at Workplace: Narrative Analytic Approach to study Spirituality interface with self-efficacy, work motivation and coping with stress, *The Journal of Business Administration*, 10, 47-58, 2014.
- A Qualitative Inquiry of Spirituality Among Practitioner, *Midas Touch International Journal of Commerce, Management and Technology* 2(8), 1-7, August- 2014.
- Notion of Spirituality at individual and organizational level, *Journal of Management Review*, 1(1), 107-120, January 2014.
- Improving Quality of Education Through Participant Centered Learning-Grounded Theory Approach to Study Faculty View, in *Imparting Quality Education: Role of Performing & Reforming Leaders*, Bharati Publication, 22-36,

2014.

- An Investigation into Notions of Spirituality Using Qualitative Research Approach, Primax International Journal of Commerce and Management Research, 2(2), 1-6, September 2014.
- Managing Talent: A research agenda, MAIMS Journal of Management, 9(2), 83-88, October 2014.
- Coping with uncertainty: Ambiguity Aversion Strategies, in Coping with Uncertainty, Vikas Publishing House Pvt Ltd, Noida, India, 23-32, 2014.
- Manav Sansaadhan Prabandh in 'Vyavsaayudyamitaaurprabandhan', Pearson, Delhi, India, Chapter in Book, 171-182, 2014.
- Managing Human Resources in Business Entrepreneurship and Management', Pearson, New Delhi, India, 151-159, 2014.
- Service Quality in Indian Government Online Banking: A Servqual Instrument, Utthan - The Journal of Management Sciences, 2(2), 57-68, August 2014.
- Impact of Mergers and Acquisition on Return of Equity and Cost Functions in Emerging Economies, Primax International Journal of Finance, 1(1), 1-12, July-Dec, 2013.
- Managing Talent- A Review, Amity Business Review, 14(2), 49-53, July-December, 2013.
- Transformational Leadership and Beyond, Excel India Publishers, Delhi, India, 2013
- Predicting Probability of Default, Primax International Journal of Commerce and Management Research, 2(3).
- R&D Expenditure and Stock Market Returns, ASBM Journal of Management, 7(2), 1-9, July 2014.

- Constructing Work Reward Preference For Commitment: A canonical analysis, MAIMS Journal of Management, 8(2), 1-23, October-March 2013-2014.
- Dimensions of Organizational Commitment for library professionals, Journal of Indian Library Association, 49(1), 32-39, January-March, 2013.
- Envy at Work Place: Predictor Models, CPJ Global Review, 6(1), 1-8, July 2014.
- Work-Life Balance: Revisited, Business Analyst, 33(1), 55-64, 2013
- Work-Life Balance: A review, Journal of Indian Library Association, 48(3), 24-30, July-September, 2012
- Spirituality: A Review Article, Journal of Indian Library Association, 48(4), 5-9, October-December, 2012.
- Introduction to Human Resource Management – e-lesson, National Mission on Education, MHRD project, Uploaded by ILL, University of Delhi, Delhi, India.
- Role of Government in Business - e-lesson, National Mission on Education, MHRD project, Uploaded by ILL, University of Delhi, Delhi, India.

Conference Organization/ Presentations

- 'Spirituality and Commitment: A Grounded Theory Approach' in 'International Conference on CSR in Globalized World: Emerging Issues and Challenges', organized by Indian Institute of Management, Calcutta on February 26-27, 2016.
- 'Spirituality: A Sustainability Anchor' in International Conference on 'Sustainable Business Models: Innovative Strategies and Practices', organized by Shyam Lal College, University of Delhi, on 16-17 March 2016.
- Spirituality: being vs becoming' National Conference on Strengthening Values & Ethics for Sustainable Growth: Role of Indian Philosophical Traditions” on September 22-23, 2016 at MDI Campus, Gurgaon.
- ‘Stakeholder Salience and Quality of Sustainability Disclosures: An Empirical

Analysis Using GRI Framework’ presented in National Conference on “Strengthening Values & Ethics for Sustainable Growth: Role of Indian Philosophical Traditions” MDI Gurgaon on 22nd and 23rd September, 2016.

- ‘Sustainability Reporting Practices of Indian Organisations: Comparing Perceptions of Readers and Preparers’ presented at 5th Annual International Commerce Conference on Startup to Sustainability: Initiatives and Challenges on organised by Department of Commerce, Delhi School of Economics, University of Delhi on 4-5 November, 2016.
- ‘The Balanced Scorecard : The Global Performance Management Tools’ at 69th All India Commerce Conference held at University of Lucknow on 11-13, November 2016
- ‘Organisational culture and innovation: A critical review of literature’ at Amity INBUSH world summit, Noida held on 8-10 February 2017.
- ‘Exploring the meaning of spirituality-a review of literature" presented at INBUSH World Summit 2017" held on 9th Feb 2017 in Amity university, NOIDA
- ‘The Balanced Scorecard: An exploratory study of its effectiveness as Performance Management System’ presented at International Conference on "Comprehension, Commitment, Courage & Collaboration (4 C’s): Converting ideas into logical outcomes for creating world class organizations” at NOIDA campus as part of the INBUSH ERA WORLD SUMMIT– 2017, on 8-10, February 2017.
- ‘Predicting Probability of Default and Different Method: A Review of Literature’ in ICSSR Sponsored National Seminar on ‘Reforms for Transforming India: A Road Ahead’ at Sri Aurobindo College, University of Delhi on 17-18 February 2017
- ‘Stakeholder Influence on Quality of Sustainability Disclosures: An empirical Analysis’ presented at National seminar on Reforms for Transforming India: A road Ahead, by Sri Aurobindo College, University of Delhi on 17-18 February, 2017.
- ‘Understanding Contemporary Issues in Sustainability Reporting: Narrative Analysis using Grounded Theory’ presented at International Research Conference held at Jawaharlal Nehru University, New Delhi by International Association of Research and Development Organisation (IARDO) on 26 February, 2017.

- ‘Managing Performance Through Balanced Scorecard: An Exploration of its Effectiveness’ at National Conference held at Maharaja Agrasen College, University of Delhi on April 24,2017.
- ‘Creativity and Innovation in Higher education’ in National conference on Innovation and challenges in Indian economy held at Maharaja Agrasen college, University of Delhi on 24th April’ 2017
- Corporate Sustainability Reporting Practices: A Primary Survey of Stakeholders Perceptions’ presented at National conference held at Maharaja Agrasen College, University of Delhi on 24 April, 2017
- The Balanced Scorecard: A conceptual Underpinning. 11th National conference "Carving of novel India"-Shaping India for 21st century, Bhartiya Vidyapeeth Institute of Management and Research, 19th Aug, 2017
- Culture and creativity in education. 11th National conference "Carving of novel India"-Shaping India for 21st century, Bhartiya Vidyapeeth Institute of Management and Research, 19th Aug, 2017
- Stakeholder Perception of Corporate Sustainability Reporting Practices:Narrative Analysis Using Grounded Theory. 11th national Conference at BVIMR on “Carving of Novel India: Shaping India for 21st Century, Bhartiya Vidyapeeth Institute of Management and Research,19th Aug, 2017
- The impact of culture on creative potential of students in Indian varsities. All India commerce association conference, IIS University, Jaipur, 13th Oct, 2017
- Motivations and Impediments in Sustainability Reporting Practices: The Stakeholder Lens. National conference on “Assessing Myopia in current Economic Dynamics: Challenges for sustainable Growth” Asian Business School, 28thOct, 2017
- Exploring Workplace Spirituality as sustainability anchor International conference on Research And Business Sustainability, IIT, Roorkee in association with Sheffield Business School, UK, and Waikato Business School, New Zealand,16th -17th Dec ,2017
- The Impact of Balanced Scorecard as PMS on Organisational Effectiveness.

International conference on Research And Business Sustainability, IIT, Roorkee in association with Sheffield Business School, UK, and Waikato Business School, New Zealand 16th -17th Dec ,2017

- Self-efficacy and Approach to Learning. International conference on Research And Business Sustainability, IIT, Roorkee in association with Sheffield Business School, UK, and Waikato Business School, New Zealand, 16th -17th Dec 2017
- Strategizing Marketing Communication Using Sustainability Reporting: Exploring Motivations for Sustainability Reporting from the Lens of Stakeholders.
Annual International Commerce Convention, Department of Commerce, Delhi School of Economics, 11th – 12th Jan, 2018
- Exploring the relationship between organizational culture and effectiveness in India National Conference on "Rethinking Management Education in the Digital Age" FMS, University Of Delhi, 10th Feb, 2018
- Exploring Motivations and Impediments in Sustainability Reporting From The Stakeholder Lens, National seminar on “Emerging Dimensions of Indian Business and Economy: Pace and Pattern” Aurobindo College, University of Delhi, 23th-24th Feb, 2018
- Environment Sustainability and Consumerism: An Empirical analysis, International conference on “Globalisation and Governance: A Management Perspective”, Asian Business School, March 17, 2018

Research Projects (Major Grants/Research Collaboration)

- Major project on Managing Human Technology Interface
- Mentored major research project on Smart Cities

Awards and Distinctions

- ✓ Best Business Academic of the year 2007 at Hyderabad by All India Commerce Association (Silver Medal)
- **Best paper award**
- ✓ “Motivations and Impediments in Sustainability Reporting Practices: The stakeholder Lens” presented at National seminar held at Asian Business School “Assessing Myopia in current Economic Dynamics: Challenges for sustainable

Growth” on 28th October, 2017.

- ✓ “The Impact of Balanced Scorecard as PMS on Organisational Effectiveness” presented at International conference on Research And Business Sustainability held at IIT, Roorkee in association with Sheffield Business School, UK, and Waikato Business School, New Zealand on 16th- 17th Dec, 2017.
- ✓ “Culture and creativity in education” presented at 11th national Conference at BVIMR on “Carving of Novel India: Shaping India for 21st Century” held at Bhartiya Vidyapeeth Institute of Management and Research on 19th Aug, 2017. (third)
- ✓ “Environment Sustainability and Consumerism: An Empirical analysis” presented at International conference on “Globalisation and Governance: A Management Perspective” organized by Asian Business School on March 17, 2018.

Association With Professional Bodies

- Member, Association for Psychological Science, USA
- Life Member Association of Constitution & Parliamentary affairs
- Life Member, All India Commerce Association
- Life Member, All India Library Association

Other Activities

- Member, Academic Council, Mahatma Gandhi International Hindi Central University, Wardha, Maharashtra
- Member, Academic Council, Manav Rachna University, Faridabad, Haryana
- Member, Committee of Courses, Department of Management Studies, Jai Narayan Vyas University, Jodhpur
- Member IQAC, Ramanujan College, University of Delhi
- Member, Governing Body, Shaheed Shukhdev College of Business Studies, University of Delhi
- Coordinator, M Com Admissions, Department of Commerce, University of Delhi
- Area Coordinator, Organizational Behavior and Development, Department of Commerce, University of Delhi
- Member, Advisory Council, Geetarattan International Business School, Delhi
- Member, Boards of Studies of Department of Management and Commerce, Mahatma Gandhi International Hindi Central University, Wardha, Maharashtra
- Member, Board of Studies, Department of Statistics, Pondicherry University, Pondicherry
- Member, Expert Committee, ICSSR Doctoral Fellowships
- Former Chairman, Governing Body, Bharati College, University of Delhi

- Former, Member, Governing Body, College of Vocational Studies, University of Delhi
- Established Business Incubation Center at University of Delhi in collaboration with Ministry of Small and Medium Enterprises

Conducted Training workshops for

- IFS Officers at FRI, Dehradun
- Indian Institute of Public Administration, New Delhi
- Indian Institute of Forest Management, Bhopal
- National Academic for Training and Research in Social Security, New Delhi
- BALCO Korba, Chattisgarh
- Shuchita Publication Pvt Ltd, Allahabad
- DIG and above rank officers of Punjab Police, Chandigarh
- Aricent Technologies Ltd., Gurgaon
- National Hydro Power Corporation, Kolkatta (West Bengal), Uri (J & K), Chamera (HP).
- Steel Authority of India Limited, Rourekela, Orissa,
- J K Cement Ltd. New Delhi,
- Gail Authority of India Limited, Pata, UP
- IFFCO, Gurgaon

Editorial Experience

- Formerly Editor, Business Analyst, A Bi-annual Journal of Shri Ram College of Commerce, University of Delhi, Delhi
- Member, Editorial Board, Aurobindo College Journal of Research and Studies, ISSN 24555401
- Member, Editorial Board, Indian Journal of Behavioural Sciences, ISSN 24556599
- Member, Editorial Advisory Board, International Journal of Commerce and Management – ASPIRARE, ISSN 2394-0484, e ISSN- 2394-6601

Reviewer

- Management Decision, Emerald Publishing
- Journal of Organizational Change Management, Emerald Publishing

- International Journal of Organizational Analysis, Emerald Publishing
- Business Analyst, Shri Ram College of Commerce

Invited Lectures/ Chair/Key Note address

- Speaker, National Seminar On “Inclusion, Growth and Development: The Indian Experience” Organised By Sikkim Government College, Burtuk, in collaboration with Department of Commerce, Sikkim University and sponsored by Rashtriya Uchchatar Shiksha Abhiyan (RUSA), Ministry of Human Resource Development Department, Govt. of India. Gangtok, Sikkim, 12-13th March 2018
- Entrepreneurship: Risks and Rewards, national seminar on “Emerging Dimensions of Indian Business & Economy: Pace & Pattern” organized by the Department of Commerce, Sri Aurobindo College, University of Delhi on 24th February, 2018
- Extension lecture, Human Technology Interface: Changing Paradigm, Faculty of Management and Commerce, Chaudhary Ranbir Singh University, Jind, Haryana, 17th February, 2018
- Main speaker, Jagran Youth Parliament Program, 2017-18, Delhi, 11th Feb 2018
- Chief Guest, Valedictory Function, Shyam Lal College, University of Delhi, 9th February 2018
- Resource Person, MHRD sponsored Teaching Learning Week, Centre for Ethics and Values, Ramanujan College, University of Delhi, 20th December, 2017
- Keynote address on Human Resource Management at National Conference is “Global Information and Business Strategies”, Geetaratan International Business School, 9th December, 2017.
- Talk at National Conference on Economic Transformation Agenda for Higher Sustainable Growth, Greater Empowerment and Better Quality of Life, sponsored by NITI Aayog, Government of India, Aishwarya College, Udaipur 17-18th November, 2017.
- Lecture on Qualitative Research at Shri Ram College of Commerce, 29th July 2017
- Address on Conflict Management, Two-Week Senior Management Course for MES Executive Engineers at The Indian Institute of Public Administration (IIPA), New-Delhi, sponsored by MES, Ministry of Defense, 29th June 2017

- Key –note speaker, national seminar, Women in Management and leadership, Grow, Inspire and Lead, Maharani Kishori Jat Kanya Mahavidyalay, Rohtak, Haryana, 7th March 2017
- Resource Person, workshop on Changing paradigm of pedagogy at Delhi College of Arts and Commerce, University of Delhi, 29th December 2016
- National Seminar on Culture and Human Behaviour, organized by Department of Psychology, DDU Gorakhpur University on 15-16th September, 2016
- Chair, Valedictory function, One week Workshop on Skill Development for Career Enhancement, Shyam Lal (evening) college, University of Delhi, 13th April 2016
- Panelist, International Conference on Ethics, Ramanujan College, University of Delhi, 12th March 2016
- Chair, Emerging Management Practices and Digitalization of India, organized by the Department of Commerce, Sri Aurobindo College, University of Delhi 27th February, 2016
- Experiential & Participant Centered Learning, at Teaching Pedagogy & Qualitative Research Workshop, Ramanujan College, University of Delhi, Delhi, 19th November 2015
- Chair, national seminar, on Emerging Challenges & Opportunities in Business & Economic Environment organized by Zakir Hussain (evening) College, University of Delhi, 4th November 2015
- Guest of Honor, national Seminar on Stress Management, organized by Department of Psychology, Hira Lal Ramniwas Post graduate College, Khalilabad, UP, 18th September 2015
- ‘Leadership Development’, Department of Business Administration, DDU Gorakhpur University, Gorakhpur, 17th September 2015
- Guest of Honor, national seminar on Recent trends in social science research, by Department of Psychology, Buddha PG College, Kushinagar, UP, 16th September 2015
- Keynote Speaker, National Conference on "Management: Changing Perspectives,

Paradigms and Challenges, Department of Business Administration, JNV University, Jodhpur 7th February 2014

- Resource person, Experiential Learning A pedagogical tool, UGC-ASC, organized by Department of Management, JNV University, 17-18th October, 2013
- Resource person, Resonant Leadership, UGC-ASC, DDU Gorakhpur University, organized by Department of Psychology on Organizational Behavior: Issues and Challenges” on 23-29th August, 2013