

Standard template for Faculty Profile for University Website

Title	Dr	First Name	Shalini	Last Name	Garg	Photograph
Designation		Professor				
School /Dept. Name		University School of Management Studies				
Address:		B-503, Type-V Staff Quarters, GGSIPU Campus, Sector 16-C Dwarka, New Delhi				
Phone No.		Office	011-25302613			
		Residence	(optional)			
		Mobile	(optional)			
Email		1. shalinivineet@yahoo.com 2. prof.shalinigarg@gmail.com 3. drshalinigarg@ipu.ac.in				
Web Page (if any)						
Subjects Taught		Papers Taught: MBA (General) – HRM, Organisational Behaviour, Training & Development, Organisational Development. PGDHM – OB and HRM in Health Care Ph.D Coursework – Philosophy in Management and Contemporary Issues in HR & OB.				
Areas of Interest/Specialization		Diversity, Inclusion & Accessibility Related HR Issues; Disability & HRM; HR Analytics; HRM & OB Issues and Perspectives				
Experience (in years)		Total				
		Industry				
		Teaching	23 yrs plus			
		Research	19 yrs plus			
Educational Qualifications		UG	Bachelors of Commerce (B.Com)			
		PG	Master of Business Administration (MBA in Human Resource Management)			
		Doctorate	Ph.D. in Human Resource Management			
		Any other	Master of Commerce (M.Com)			

<p>Research Publications in Journals (last 5 years)</p>	<p>Details should be provided in APA/IEEE format</p> <p>International Journal</p> <ol style="list-style-type: none"> 1. Agrawal, P & Garg, S. (2022). Measurement of the Family-Friendly Practices: Development and Validation of Scale. <i>Computer Integrated Manufacturing Systems</i>, 28(12), 331–349. 2. Garg, S., & Sangwan, S. (2021). Literature Review on Diversity and Inclusion at Workplace, 2010–2017. <i>Vision</i>, 25(1), 12-22. 3. Garg, S., & Sharma, S. (2020). Impact of artificial intelligence in special need education to promote inclusive pedagogy. <i>International Journal of Information and Education Technology</i>, 10(7), 523-527.\ 4. Garg, S., & Sharma, S. (2020). User satisfaction and continuance intention for using e-training: A structural equation model. <i>Vision</i>, 24(4), 441-451. 5. Garg, S., & Agrawal, P. (2020). Family-friendly practices in the organization: a citation analysis. <i>International Journal of Sociology and Social Policy</i>. 6. Sangwan, S., & Garg, S. (2017). WIL and business graduate skill transfer to workplace. <i>On the horizon</i>. 7. Garg, S., Mittal, S. K., & Sharma, S. (2017). Role of e-trainings in building smart cities. <i>Procedia computer science</i>, 111, 24-30. 8. Sharma, S., & Garg, S. (2016). Literature review on Web based training in workplace, 2010-2015. <i>On the Horizon</i>. <p>National Journals</p> <ol style="list-style-type: none"> 9. Aggarwal, P. and Garg, S. (2018). “A Study on Effect of Family Friendly Practices on Work Life Conflict and Organizational Performance”. <i>CPJ Global Review</i>, Vol. 10(2), (2018), pp 1-8 ISSN No: 0975-1874
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	<p>10. Garg, S. & Sehgal, A. (2018). "Impact of Information and Communication Technology on Employment of Persons with Disabilities (PwD)". <i>Effulgence</i>,16(1), 159- 164, doi:10.33601/effulgence.rdias/v16/iSpl2/2018/159-164 (J-Gate, Indian Citation Index, Scilit, Crossref, Index Copernicus International)</p> <p>11. Garg, S. & Sharma, S. (2017). "Role of Imparting Value Driven Soft Skills in Young Managers: An Empirical Study in The Indian Context", <i>Effulgence</i>,15(2), 44-51. (J-Gate, Indian Citation Index, Scilit, Crossref, Index Copernicus International)</p>
<p>Papers Published in Conference Proceedings (last 5 years)</p>	<ol style="list-style-type: none"> 1. Garg, S., Sangwana, S. & Sehgal, A. (2021). "Inclusion of Persons with Disabilities through Rehabilitation: A Sentiment Analysis". Abstract published in Rehabilitation International World Congress Abstract Book. https://www.riworldcongress2021.com/ (Online abstract book) 3. Garg, S. (2020) "Qualitative Analysis of Stigma Associated to People with Disabilities at Workplace". Abstract published in International Conclave on Globalizing Indian Thought (GIT 2020), <i>Indian Institute of Management Kozhikode</i>, ISBN-978-81-926239-5-5. 4. Garg, S., Sehgal, A. & Sangwana, S. (2020) Paper titled "Assistive Technology is a boon or bane: A Case of Persons with Disabilities", 2nd International Conference on Artificial Intelligence and Speech Technology, (AIST2020), Indira Gandhi Delhi Technical University For Women, Delhi, <i>Routledge Taylor & Francis Group</i>.(Scopus Indexed) 5. Garg, S., Sehgal, A. & Sangwana, S. (2020). "Diversity and Inclusive Leadership Practices at Workplace". Abstract published in International Conference Innovation in Global

Business and Technology: Trends, Goals and Strategies, *Institute of Professional Excellence and Management*, Page Number-24.(Scopus Indexed/ UGC indexed)

6. Garg, S. & Agarwal, P. (2020). "A Study of the effect of Information Technology on Work Life Balance and Employee's Health". Abstract published in *Social Science Abstracts* Volume XLIII, 2020, ISBN-978- 81- 7097-333-1, Page Number 461-462,0614543 (EBSCO Indexed)
7. Garg S and Sharma S (2018). "Attitude of Employees towards E- Training", 8th National Conference 'People, Planet & Profit' (Triple 'P') In Sustainable Development & Contribution of IT, *Media and Management*, pp.-1-5, E- ISBN : 978-93-86789-41-9 , Print ISBN: 978-93-86789-40-2.
8. Garg S & Sangwan S (2018) Paper "Diversity in Education", National Conference on Revamping India's Higher Education System: Issues, Challenges and Implications, IITM, New Delhi, pp:150-157, E- ISBN: 978- 93-5288-993-8.
9. Garg S & Sehgal A (2018). "Challenges and Initiatives in relation to Inclusive Education in India: A Case of Person with Disabilities (PwDs)", National Conference on Revamping India's Higher Education System: Issues, Challenges and Implications, IITM, New Delhi, pp: 39- 46, E- ISBN: 978-93-5288-993-8.
10. Garg S & Sachdeva M (2018). "A Study on Use of Technology by India's Generation Z and Impact on their Learning Styles and Expectations", National Conference on Revamping India's Higher Education System: Issues, Challenges and Implications, IITM, New Delhi, pp:115-120, E- ISBN: 978-93-5288-993-8.
11. Garg S & Jain C (2018). "Prevalence of MOOCs in India: A Critical Review".National Conference on Revamping India's

Higher Education System: Issues, Challenges and Implications, IITM, New Delhi, , pp:69- 82, E- ISBN: 978-93-5288-993-8.

12. Garg S & Sharma S (2017) "E-Training Based Innovation Strategies for Skill Development", 32nd International Academic Conference, Geneva, IISES, 27. pp: 100-106, ISBN: 978-80- 87927-39- 7 Geneva, Switzerland. (RePEc, , Research Bible)
13. Garg S & Sehgal A. (2017) Paper Titled "Skill Development and Its impact on India's Economic Development", International Conference, Paradigm Shift in World Economies, Opportunities and Challenges 2017, pp: 1-3, *RDIAS* Vol. 1, ISBN: 978-1-63535-729-5. (J-Gate, Indian Citation Index, Scilit, Crossref, Index CopernicusInternational)
14. Garg S & Sehgal A. (2017). "Demonetization: The Road Ahead to Bring Change in the 21st Century" , Carving of Novel India Conference on Shaping India for the 21st Century Sustainable Competitiveness of Emerging India ,2017,pp: 119 - 121,*BVIMR*, Vol. 1, ISBN : 978-93-86608 09-3
15. Garg S & Sangwan S. (2017). "Training Evaluation: Recent Trends and Challenges" International Conference on Paradigm Shift in World Economies, Opportunities and Challenges 2017, pp: 173 – 177, *RDIAS*, Vol. 1, ISBN: 978-1-63535-729-5. (J-Gate, Indian Citation Index, Scilit, Crossref, Index Copernicus International)
16. Sharma.S, & Garg S. (2017). "Integrating E-Training in Vocational Training" National Conference on Embracing the Digital Era: Management Perspectives, *Bloomsbury*, ISBN No.978-93-86349-89- 7

17. Sangwan.S, & Garg S. (2017). "Literature Review On The Employability Skills For Success In The Digital Era", National Conference on "Embracing the Digital Era: Management Perspectives", *Bloomsburry*, pp: 257-264, ISBNNo. 978-93-86349-89-7
18. Aggrawal. P, & Garg S. (2017). Paper titled " The Study of E-HRM and Its Contribution Towards Organisational Effectiveness", National Conferenceon "Embracing the Digital Era: Management Perspectives", *Bloomsburry*, pp: 192-199, ISBN No. 978-93-86349-89- 7
19. Sangwan. S, & Garg S. (2017). Paper titled "E-HRM : A Conceptual Review", National Conference on "Embracing the Digital Era: Management Perspectives", *Bloomsburry*, pp:208-218, ISBN No. 978- 93-86349-89-7
20. Sharma. S, Garg S & Mittal S.k (2016). "Importance, Role and Impact of E- Training on Employees in Workplace", 14th International Conference of the Society for Global Business & Economic Development (SGBED) ,Pg No 474-485, ISBN: 978-0-9797659-9-5 (Scopus Indexed)
21. Sharma. S, & Garg S. (2016). "Evoking positive values through digital storytelling in organizations", National Conference 2016:Management by Optimism: Business Acumen Through Positivity , *Bloomsburry*, pp 116-121, ISBN No. 9789385936104
22. Sharma. S, & Garg S. (2016) "Web Based Learning: A Research on Assessing Its Effectiveness In Contrast To Traditional Classroom Learning Environment", International, IEEE Conference ICCTICT 2016, USCIT GGSIPU. DOI: 10.1109/ICCTICT.2016.7514547 Electronic, pp: 196-198,ISBN: 978-1- 5090-0082-1 ISBN: 978-1-5090-00

Books Authored/Book
Volume Chapters

Books Published:

1. Garg, S. (2019) "HR Initiatives in Building Inclusive and Accessible Workplaces", Emerald Publishing Limited, United Kingdom (December, 2019) ISBN: 9781838676124

Chapters Published:

1. Garg, S., & Agrawal, P. (2022) "Inclusive Businesses in Developing Economies" 978-3-031-12216-3, Rajagopal and Behl (Eds), Springer Nature.
2. Garg, S. & Sehgal, A. (2022) "What Mindfulness means for Persons with Disabilities at Workplace", Pg. 30-38. Excel India Publishers New Delhi. ISBN Number 978-93-91355-39-5
3. Garg, S., & Agrawal, P. (2022) "A Study on Effect of Demographic Factors on Work-Family Conflict", Paper accepted for publication in the Conference Anthology 2022 entitled "Inclusive Businesses in Developing Economies: Converging People, Profit, and Corporate Citizenship", Palgrave Macmillan, NY, US.
4. Garg, S. & Tyagi, H. (2022) "Creating Mindful Work Culture through Design Thinking", Excel India Publishers New Delhi. ISBN Number 978-93-91355-39-5
5. Garg, S. & Sharma, S. (2019) "Effect of Computer efficiency, Motivation and user satisfaction continuance intention of E-Training systems", in the Book Innovation, Technology and Market Ecosystems Managing Industrial Growth in Emerging Markets. Palgrave MacMillan pg 377-385, Springer Nature,

Switzerland ISBN 978-3-030-23009-8

6. Lather, A.S., Garg, S. & Vikas, S. (2016) "From Act to Action: What Difference did the Companies Act 2013 bring to the CSR Practices of National Thermal Power Corporation (NTPC), From Act to Action: CSR Practices Today", pg 1-17. Excel India Publishers New Delhi. ISBN Number 978-93- 86256- 13-3

Modules Developed:

1. Expert member in Program Design Committee for MBA offered by Centre for Distance and Online Education of Sambalpur University (2022).
2. Recorded videos on Diversity Management and Organizational Inclusiveness and Negotiation Skills for IGNOU (Central University, New Delhi, India) for Government online Education & Learning Portal (SWAYAM) (2020-21).
3. Developed Course Modules on Organizational Inclusiveness, Negotiation Skills and Staffing & Directing for IGNOU (Central University, New Delhi, India) (2016 & 2021)

No. of Conferences		Attended		Organized
	National	6		3
	International	7		-
Research Guidance		PG	M. Phil	Doctorate
	Awarded			3
	Undergoing			5
Research Projects	Completed	<ol style="list-style-type: none"> 1. University Grants Commission (UGC) Funded Two Year Major Research Project on “HR Initiatives in Building Inclusive and Accessible Workplace” (2015 - 2018) of the amount of Rs 8,16,800/- Role: Principal Investigator 2. Two Year Indian Council on Social Science Research (ICSSR) under the Impactful Policy Research in Social Science (IMPRESS) Scheme launched by MHRD Funding Major Research Project on “Assistive Technology, Assistive Technology Services Framework and Artificial Intelligence Applications for People with Disabilities: A Cross National Study” of the amount of Rs. 12,00,000/- (2019-2021) 		
Awards & Distinctions	<ol style="list-style-type: none"> 1. Presented paper at International Conference on Application of AI and Statistical Decision Making for Business World (ICASDMBW-2022) December 16-17, 2022 (Hybrid Mode), on the paper title “Statistical Impact of HRM Practices on Job Satisfaction: A Case of Persons with Disabilities” and awarded as Best Research Paper. 2. Nominated member by the Competent Authority as a jury member in Business Blasters Panel (Round 2), organized by State Council of Educational Research and Training (SCERT)– Delhi, Government of National Capital Territory of Delhi (25th 			

	<p>& 26th February 2022). (Project under Entrepreneurship Mindset Curriculum).</p> <p>3. Published and presented paper at International Conference on "Innovation in Global Business and Technology: Trends, Goals & Strategies" IPEM, Ghaziabad on the paper title " Diversity and Inclusive Leadership; practices at the workplace" February 28, 2020, ISBN 978-81- 932820-5-2 and was appreciated as " Best Paper Award".</p>
Administrative Assignments Handled	<ol style="list-style-type: none"> 1. Appointed for State Level Selection Committee, The Department of Women and Child Development as per mandate of Rule 87 of Juvenile Justice Model Rules, 2016. (November 2022) 2. Appointed as University Nodal Officer, Disability Matters (Sept 2022 onwards). 3. Convener and Chairperson of the Inclusion and Accessibility Committee (June, 2021 onwards) 4. Chairperson of School Committees of Projects Grants/Sponsorship Committee /Endowments (2020) 5. Chairperson of School Committees of MDP /Consultancy/Trainings Committee (2020) 6. Member of Directorate Of Student's Welfare Internal Committee For Taking Care Of Needs Of Differently Abled Persons (October, 2021 onwards). 7. Member of University Academic council Guru Gobind Singh Indraprastha University (March, 2021- March, 2024) 8. Member of University Student Grievance Committee (December, 2020- December,21) 9. Member of University Task Force for Institutional Implementation Plan Outlined in the UGC Quality Mandate (March, 2020) 10. Member of School Gender Committee 11. Member of School Research Committee (2013 till Date). 12. Member of Board of Studies (2014 till Date).

Association with Professional Bodies	<ol style="list-style-type: none">1. SHRM, Member ID – 663500-SH2. Academy of Management, Customer ID – 1317043. Society of Labour Economics, Delhi, India All India Management Association, Delhi
Any other Achievements	<ul style="list-style-type: none">• Founder Editor In Chief of Inclusion & Accessibility E-Magazine (since June 2020)• Organized sensitization drives for creating awareness about Disability Inclusion for University Inhouse Community through Disability Awareness Week programs, Celebration of the days of Importance and Awareness.

