

Dr. Zahid Hussain Bhat

Designation: Assistant Professor.

Area of Specialization: Human Resource Management, Organizational Psychology.

Research Interests: Training Evaluation, Public Policy, Job Fit, Performance, Leadership, Entrepreneurship.

Institution: Hassan Khoyihami Memorial Degree College Bandipora, University of Kashmir, Srinagar (Jammu & Kashmir - 193502).

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Date of Appointment: 15th February 2017.

Awards and Achievements:

- Awarded ICSSR Doctoral Junior Research Fellowship (JRF) by the Indian Council of Social Science Research, New Delhi under ‘*Open Merit Category*’ in 2013.
- Member, Board of Postgraduate and Undergraduate Studies, Cluster University Srinagar.
- Editorial Board Member, Journal of Human Resource Management. ISSN: 2331-0707; eISSN: 2331-0715.

Research Publications:

1. “Evaluating training effectiveness in India: Exploring the relationship between training components, metacognition and learning outcomes” published in **International Journal of Training and Development**, 27(3), pp. 1-32. <https://doi.org/10.1111/ijttd.12311>
2. “Revolutionizing work-life balance: Unleashing the power of telecommuting on work engagement and exhaustion levels” published in **Cogent Business & Management**,10(2), pp. 1-21. <https://doi.org/10.1080/23311975.2023.2242160>
3. “Navigating the Storm: An Exquisite Leadership Insight into Healthcare Management amidst the Covid-19 Pandemic”, published in **Disaster Medicine and Public Health Preparedness**, 17(e484), pp. 1–5. <https://doi.org/10.1017/dmp.2023.130>
4. “A faculty perspective on the future of higher education in a pandemic”, Published in **Studies in Higher Education**,48(9), 2023, (In press).
5. “The influence of learner characteristics, instructional design and work environment on the transfer of training”, published in **Industrial and Commercial Training**, 54(4), pp. 566-588. <https://doi.org/10.1108/ICT-03-2022-0014>
6. “Examining the Mediating Role of Person-Job Fit in the Relationship between Training and Performance: A Civil Servant Perspective” published in **Global Business Review**, 20(2), 2019, pp. 529-548. <https://doi.org/10.1177/0972150917743377>
7. “Training and Performance: Can Job Fit act as a Mediator? A Review” published in **Pacific Business Review International**, 8(8), February, 2016, pp. 80-86. (ISSN: 0974-438X).

8. "An investigation into the antecedents of trainees' course satisfaction: A study of civil service officers" published in **Amity Business Review**, 17(2), December 2016, pp. 80-88. (ISSN No: 0972-2343).
9. "Job Matching: The key to Performance" **International Journal of Research in Organizational Behavior and Human Resource Management**, 2(4), December 2014 pp.1-7. (ISSN 2320-8716).
10. "Reaction Evaluation: Is it necessary?" published in **HRM Review**, IUP Publications, April 2016. (ISSN No: 9770972514003).
11. "Assessing the Impact of Person-Organization Fit on Job Satisfaction: A Banking Perspective" published in **HRM Review**, IUP Publications, April 2016. (ISSN No: 9770972514003).
12. "Relationship between Person-Job Fit and Employee Performance: An Empirical Study" published in **Global Research Analysis**, 2(6), June 2013, pp. 98-99 (ISSN No: 2277-8160).
13. "Impact of Training on Employee Performance: A Study of Retail Banking Sector in India" published in **International Journal of Applied Research**, 3(6), June 2013, pp. 292-293. (ISSN No: 2249-555X).
14. "Examining the Relationship between P-O fit and Turnover Intentions" published in **PARIPEX**, 3(5), June 2013, pp. 158-159 (ISSN No: 2250-1991).

Book Chapters:

- "Reviewing the Leadership Perspective for Managing Healthcare in the COVID-19 Pandemic" In Kankaew, K. (Ed.) (2023). **Strategic Human Resource Management in the Hospitality Industry: A Digitized Economic Paradigm**. IGI Global (USA). <https://doi.org/10.4018/978-1-6684-7494-5.ch009>. pp. 179-192.
- "Leveraging Information and Communication Technology for Higher Education amidst the COVID-19 Pandemic" In Churi, P. P., Kumar, V., Kose, U., & Rao, N. T. (Eds.) (2021). **Technology and Tools in Engineering Education: Research and Innovations** (1st ed.). CRC Press Taylor & Francis Group. <https://doi.org/10.1201/9781003102298>. pp. 41-58.
- "Sustainable Enterprise Development: A Review of Training Topologies for Entrepreneurs" In Chhabra, M., Hassan, R., & Shamim, A. (Eds.) (2021). **Entrepreneurship and Big Data: The Digital Revolution** (1st ed.). CRC Press Taylor & Francis Group. <https://doi.org/10.1201/9781003097945-18>. pp. 267-283.
- "Does Learner Control prove Effective in the Systems of E-Learning? A Review of Literature" In Mishra, D., & Chuang, Y. (Eds.). **Learning How to Learn Using Multimedia**. Lecture Notes in Educational Technology. Springer, Singapore. https://doi.org/10.1007/978-981-16-1784-3_10. pp. 133-147.
- "The Ramifications of Telecommuting on Work-Life Balance in COVID-19 Pandemic" In Wani, T., & Anwar, A. **Contemporary Business Trends: Pre and Post-COVID Scenario**. Bloomsbury, New Delhi. pp. 201-213.
- "The strategic Role of HR in Minimizing Gender Disparity: A Conceptual Framework" In Baba, M. M. (Ed.) **Management in Practice: Challenges and Strategies**. Studium Press LLC USA: India ISBN:9789385046506. pp. 94-109.

- “An Examination of the Factors Affecting Employees Service Performance: A Study of Sales Executives” In Farooqi, R. (Ed.) **Marketing in Emerging Economies**. *Manakin Press* ISBN: 978-93-84370-46-6. pp. 299-311.
- “Service Quality, Customer Satisfaction and Behavioural Intentions: An Empirical Study of Retail Banking” In Farooqi, R. (Ed.) **Marketing in Emerging Economies**. *Manakin Press* ISBN: 978-93-84370-46-6. pp. 219-232.

International Conference Paper Presentations:

1. Participated in the **International Level Entrepreneurship Summit ‘AVLOKAN 2.0’** titled, “Beyond Sustainability – Trends in Regenerative, Socially Responsible, Community Ventures” organized by **Faculty Research Cell – Gyanidhi & SRDC – Vidhyanidhi, Center for Management Studies, JAIN (Deemed-to-be University)** from 10th to 12th & 17th to 22nd January, 2022.
2. Participated in the **International Panel Discussion** in the **International Level Entrepreneurship Summit ‘AVLOKAN 2.0’** titled, “Beyond Sustainability – Trends in Regenerative, Socially Responsible, Community Ventures” organized by **Faculty Research Cell – Gyanidhi & SRDC – Vidhyanidhi, Center for Management Studies, JAIN (Deemed-to-be University)** on January 22nd, 2022.
3. Participated in the Keynote Session by **Dr. David Aaker** (*Father of Modern Branding, Alumnus: MIT Sloan School of Management & Stanford University, Creator of the Aaker Model, Professor (Emeritus): University of California, Haas School of Business, Berkeley, Vice Chairman: Prophet, USA*) in the **International Level Entrepreneurship Summit ‘AVLOKAN 2.0’** titled, “Beyond Sustainability – Trends in Regenerative, Socially Responsible, Community Ventures” organized by **Faculty Research Cell – Gyanidhi & SRDC – Vidhyanidhi, Center for Management Studies, JAIN (Deemed-to-be University)** on January 22nd, 2022.
4. Participated in the Keynote Session by **Juan Manuel Gonzalez** (*Alumnus: Stanford University, CEO: Teach for Mexico, Mexico*) in the **International Level Entrepreneurship Summit ‘AVLOKAN 2.0’** titled, “Beyond Sustainability – Trends in Regenerative, Socially Responsible, Community Ventures” organized by **Faculty Research Cell – Gyanidhi & SRDC – Vidhyanidhi, Center for Management Studies, JAIN (Deemed-to-be University)** on January 21st, 2022.
5. Participated in the Keynote Session by **Dr. Bruce Kingma** (*Professor Entrepreneurship: Syracuse University & Martin J. Whitman School of Management, USA*) in the **International Level Entrepreneurship Summit ‘AVLOKAN 2.0’** titled, “Beyond Sustainability – Trends in Regenerative, Socially Responsible, Community Ventures” organized by **Faculty Research Cell – Gyanidhi & SRDC – Vidhyanidhi, Center for Management Studies, JAIN (Deemed-to-be University)** on January 20th, 2022.
6. Presented a paper titled, “*Consequences of Homeworking on Work-Life Balance in Covid-19 Pandemic*” in **International Conference on Contemporary Business Trends 2021** organized by **Department of Humanities, Social Sciences & Management (HSS&M), National Institute of Technology Srinagar** on January 16th – 17th, 2021.
7. Presented a paper titled, “*The Transfer of Training: A Review of Literature*” in **The Conference on Human Resources at Universities and Higher Education Institutions** organized by **Shahid Beheshti University, Iran**, on February 4th & 5th, 2017.

8. Presented a paper titled, “*An Examination of the Factors Affecting Employees’ Service Performance: A Study of Sales Executives*” in **International Conference on Marketing in Emerging Economies** organized by **Centre for Management Studies**, held at **Jamia Millia Islamia, New Delhi**, on February 18th, 2016.
9. Presented a paper titled, “*An investigation into the antecedents of trainees’ course satisfaction: A study of civil service officers*” in **Global Leadership Research Conference 2016 on Leadership, Public Policy & Governance** held at **Amity Business School, Noida, India**, on January 22nd and 23rd, 2016.
10. Presented a paper titled, “*Employee Training and Performance: A Mediation Model*” in **International Conference on Make In India- Campaign for Inclusive Growth; Initiatives and Challenges** organized by **Department of Commerce, Aligarh Muslim University, Aligarh (India)**, on January 4th and 5th, 2016.
11. Presented a paper titled “*Impact of Person-Job Fit on Employee Performance: An Empirical Study*”, in **2-Day International Conference on Contemporary Issues in Business, Management & Finance (CIBMF-II, 2013)** held at **University of Kashmir** on 28th and 29th September, 2013.
12. Attended 3-Day International Conference on “**Interest Free Institutional Mechanism (Banking, Finance & Insurance) for Promoting Investment**” from 3rd -5th June, 2011, at **University of Kashmir, Srinagar**.

National Conference Paper Presentations:

1. Presented a paper titled “*Personal Values at Workplace: A Review*” in **One Day Seminar on ‘Learning Outcomes Based Curriculum Framework’** organized by the Department of Commerce, **Abdul Ahad Azad Memorial Degree College Bemina** on 25th February, 2020.
2. Presented a paper titled “*Relationship between Work-Life Balance and Job Satisfaction: A Review*” in **One Day Seminar on ‘Learning Outcomes Based Curriculum Framework’** organized by the Department of Commerce, **Abdul Ahad Azad Memorial Degree College Bemina** on 25th February, 2020.
3. Attended and Presented a Poster titled “*Disaster Risk Resilience and Insurance as a Coping Mechanism*” in **03-Day National workshop on “Disaster Resilience of Kashmir in the Face of Climate Change”** at **AAA Memorial Degree College Bemina, Srinagar** from November 13th -15th, 2017.
4. Presented a paper titled, “*Evaluating the Training Impact: A Three-Step Model*” in **8th Doctoral Thesis Conference** organized by **IBS Hyderabad (India)**, on January 23rd and 24th, April 2015.

Workshops Participated:

- Participated in **Two Day National Workshop on ‘Entrepreneurship, Innovations and Start-ups’** organized by **Centre for Innovation and Entrepreneurship Development, S. P. College, Srinagar** in collaboration with **JK Science Technology & Innovation Council, Department of Science & Technology** on 15th & 16th November, 2022.
- Participated in **One Week International Introductory Workshop on ‘Innovation and Entrepreneurship’** organized by the **Innovation, Incubation, & Entrepreneurship**

Development Centre and Department of Humanities, Social Sciences and Management, National Institute of Technology Srinagar from 07th to 11th September, 2020.

- Participated in **One Week Workshop on ‘Research Methodology using SPSS & AMOS’** organized by the Department of Humanities and Social Sciences, National Institute of Technology Srinagar from 8th to 12th February, 2020.
- Attended **One Day Seminar on ‘Learning Outcomes Based Curriculum Framework’** organized by the Department of Commerce, Abdul Ahad Azad Memorial Degree College Bemina on 25th February, 2020.
- Participated in **One Day National Workshop on ‘NPTEL Awareness Workshop’** conducted by Indian Institute of Technology Kanpur at AAA Memorial Degree College Bemina, Srinagar on 1st December, 2018.
- Participated in **One Week Workshop on ‘Research Methodology’** for research scholars organized by the UGC-Academic Staff College, University of Kashmir from 25th to 30th August, 2014.
- Participated in **10-Day Workshop on ‘Research Methodology in Management, Commerce & Social Sciences’** conducted by School of Business Studies, Islamic University of Science and Technology, J&K from 30th November 2013 to 12th December, 2013 sponsored by Indian Council for Social Science Research.
- Participated in **‘Capacity Building Programme on Commodity Future Market’** organized by Department of Business & Financial Studies, University of Kashmir in collaboration with the **Forward Market Commission (FMC)** and **Multi Commodity Exchange (MCX)**, Mumbai on 8th & 9th June, 2013 at University of Kashmir, Srinagar, J&K.
- Participated in **2 Day ‘Train the Trainers’ Workshop on Commodity Future Market** organized by Department of Business & Financial Studies, University of Kashmir in collaboration with the **Forward Market Commission (FMC)** and **Multi Commodity Exchange (MCX)**, Mumbai on 24th & 25th June, 2011 at University of Kashmir.

Programmes Attended:

- Participated in IP Awareness/Training program under **National Intellectual Property Mission** organized by Intellectual Property Office, India on 22nd December, 2022.
- Attended **Two-Week Refresher Course in Research Methodology (Multidisciplinary)** organized by UGC-HRDC, University of Kashmir in collaboration with Govt. College for Women, M. A. Road Srinagar from 18th October, 2022 to 02nd November, 2022.
- Attended **One-Week Faculty Development Programme on ‘Use of ICT with Special Emphasis on LMS (Moodle) in Teaching Learning Process: A Shift from Traditional to Digital Oriented LMS Based Teaching Learning & Assessment Process’** organized by IQAC, Literary Activity Committee, Library Committee & Department of Computer Applications, Govt. Degree College for Women, Baramulla from 07th March, 2022 to 15th March, 2022.
- Attended **5th World Islamic Economics & Finance Conference** organized by Minhaj University Lahore on 29th & 30th January, 2022.
- Attended **Two-Weeks Faculty Development Programme on ‘Entrepreneurship Development’** organized by Faculty of Management Studies and New Gen IEDC, Manav

Rachna International Institute of Research and Studies sponsored by AICTE, New Delhi from 24th May to 5th June, 2021 (online mode).

- Attended **Mega Virtual HR Conclave, 2021** on **‘HR in the New Era: Challenges and Way Forward’** organized by GNA Business School, GNA University on 30th May, 2021.
- Attended **One Week Online Faculty Development Program** on **‘Outcome Based Education for the AICTE Approved Institutions of UTs of J&K and Ladakh’** organized by National Institute of Technology Srinagar from 22nd March to 26th March, 2021.
- Participated in **International Open Data Day – 2021** organized by Central Library, Abdul Ahad Azad Memorial Degree College Bemina, Cluster University Srinagar in collaboration with Open Knowledge Foundation (United Kingdom) on 8th March, 2021.
- Attended **One Week Short Term Course** on **‘Basics of Management Research’** organized by Department of Humanities, Social Sciences and Management, National Institute of Technology Srinagar from 27th August to 31st August, 2020.
- Attended **Two-Day International Conference** titled **‘Rediscovering Management of Business post Covid-19’** organized by Center for Management Studies, JAIN (Deemed-to-be University) on 8th August & 9th August, 2020.
- Attended **One Week Virtual Faculty Development Programme** on **‘E-Learning tools for MOOC and Creation of own MOOC Courses’** organized by BSVS Educational Learning Centre, Nagpur held during 11th June, 2020 to 16th June, 2020.
- Attended **Two-Week Virtual Faculty Development Programme** on **‘Managing Online Classes and Co-Creating MOOCs’** organized by Ramanujan College, University of Delhi from 20th April, 2020 to 6th May, 2020.
- Attended **Two-Week Faculty Development Programme** on **‘Information Communication Technology and Modern Education: The Way Forward (ICTME-2020)’** at Govt. SPMR College of Commerce Jammu, Organised by Higher Education Department, Govt. of Jammu and Kashmir from 2nd March to 17th March, 2020.
- Attended **Four-Week Orientation Programme** at UGC-HRDC Guru Nanak Dev University Amritsar from October 15th December, 2017 to 11th January, 2018.

Lectures/Talk Delivered:

- Delivered lectures on **Human Aspect of the Enterprises and Understanding Recruitment & Selection for Effective Entrepreneurship** in Six-Week MSME sponsored training program **Building Entrepreneurial Orientation and Motivation Among Youth of J&K for Atma Nirbhar** at SAE & HBM, Faculty of Horticulture, SKUAST-K Shalimar on 23rd November, 2022.

Academic Qualifications:

Examination	Institution	Year of Passing
Ph.D. (http://hdl.handle.net/10603/216611)	University of Kashmir	2013 - 2017
National Eligibility Test (NET)	University Grants Commission	2012 (December)

	(UGC)	
J&K State Eligibility Test (SET)	University of Kashmir	2016 (September)
Master of Commerce	University of Kashmir	2012
Bachelor of Commerce	University of Kashmir	2010

Teaching Experience:

Courses Taught	Name of the Institution	Duration
<u>B. Com (Hons.)</u>	University of Kashmir. HKM Degree College Bandipora.	04 th Nov, 2023 to till date
<u>Under-Graduate Programme</u> • B. Com; BBA;	Cluster University of Srinagar. AAA Memorial Degree College Bemina.	16 th Feb, 2017 to 01 st Nov, 2023
<u>Post-Graduate Programme</u> • M. Com • Integrated MCOM	Cluster University of Srinagar. AAA Memorial Degree College Bemina.	16 th Feb, 2017 to 01 st Nov, 2023
• B. Com	Govt. Degree College Kupwara.	1 academic year
• M.Com	Directorate of Distance Education, University of Kashmir.	One session
• M. Com	Department of Business & Financial Studies, University of Kashmir.	5 months
• M.Com • B. Com	Indra Gandhi National Open University. (S.P. College, Study Center 1209)	1 Year

Administrative Experience:

- Convener, Audit/Auction Committee.
- Co-coordinator of Skill Development Committee.
- Member, College Grievance Committee.
- Member, College Landscape Committee.

Major Subjects Taught:

Human Resource Management; Organizational Behaviour; Industrial Relations; Research Methodology; Advanced Financial Management; Business Statistics; Financial Accounting; Cost Accounting; Financial Management; Business Organization and Management; Corporate Accounting; Financial Decisions, Concepts and Procedures, Accounting.

Research Software Skills:

- MS-Excel; SPSS (Statistical Package for the Social Sciences); PLS-SEM (Partial Least Square SEM);

Languages Known:

- English (Speak, Read, Write)
- Urdu (Speak, Read, Write)
- Kashmiri (Speak, Read, Write)

Personal Skills

- Good social, communication and collaboration skills and ability to work independently and in an interdisciplinary scientific environment.
- Enthusiasm, personal drive, and ability to take initiative.
- Attention to detail.
- Flexibility and ability to meet deadlines.

Dr. Zahid Hussain Bhat

Assistant Professor

(19/11/2023)