



**Dr. Richa Chaudhary**

PhD-IIT Roorkee

Associate Professor, Department of Humanities & Social Sciences, IIT

Patna, Bihta, Patna, India

E-mail:richa.chaudhary18@gmail.com

Date of Birth: 18.09.1985

Contact no.- 9661596799



1

In quest of professional enrichment in the domain of Human Resource management with a people driven organization

#### SUMMARY

- Working as Associate Professor of Organizational Behavior in the Department of Humanities and Social Sciences, IIT Patna since Feb 2022.
- Worked as Assistant Professor in the Department of Humanities and Social Sciences, IIT Patna from Feb 2015-Feb 2022.
- Worked as Assistant Professor in School of Management, BML Munjal University, Gurgaon From July 2016 to Dec 2015.
- Worked as Assistant Professor in School of Business and Commerce, Glocal University, Saharanpur From July 2013 to June 2015
- Awarded PhD on 20th Sept 2014 in Annual Convocation 2014 at IIT Roorkee.
- Successfully defended PhD Thesis entitled “HRD Climate & Occupational Self efficacy as Predictors of Work Engagement” on 12th Dec 2013.
- MBA in Human Resource with an excellent knowledge base in Human Resource Management and Personnel Management.

#### EDUCATION

Course	Year	Institution/Board	%	Main Subjects
PhD	2013	Department of Management Studies, IIT Roorkee	-	HRM/OB
MBA	2009	UP Technical University	74.1%	HR & Finance
B.Sc. B.Ed (4 yr Integrated)	2006	Regional Institute Of Education, Ajmer	80.2%	Physics, Chemistry, Mathematics & Education subjects
12th	2002	CBSE	86.0%	Physics, Chemistry, Mathematics, Biology, English
10th	2001	CBSE	77.4 %	-----

#### EMPLOYMENT DETAILS

Position Held	Institution	From	To
Associate Professor	Department of Humanities & Social Sciences, IIT Patna	10/02/2022	Till date
Assistant Professor	Department of Humanities & Social Sciences, IIT Patna	29/12/2015	9/02/2022
Assistant Professor	BML Munjal University, Gurgaon	01/07/2015	28/12/2015
Assistant Professor	The Glocal University, Saharanpur	15/07/2013	25/06/2015

#### AWARDS AND HONORS

Ranked among **top 2% scientists in the world by Stanford University** consistently for the year 2021, 2022 and 2023.

Awarded “**Women Researcher of the year award**” by World Leadership Academy for the year 2022.

Awarded **Young Woman Management Researcher Award** by AIMS International for the year 2018.

The paper entitled "Factors influencing green purchase behavior of millennials in India" published in *Management of Environmental Quality: An International Journal* was awarded as **outstanding paper of the year** award in the 2019 **Emerald Literati Awards**.

The paper entitled "Workplace spirituality and Incivility at Work: A Conceptual Framework" was accepted as one of the **best papers** in the 79th **Annual Meeting** of the **Academy of Management**, August 9-13 (2019) in Boston, Massachusetts.

**Associate Editor**, SN Business and Economics Journal, Springer (September, 2022)

Guest editor for Special Issue on **Corporate Innovations in Response to the COVID-19 Crisis within South Asia** in South Asian Journal of Business Studies, ABDC-C Journal published by Emerald (2021).

**Guest Editor for Special Issue on Engaging Liquid Knowledge Workers:** Journal of Global Operations and Strategic Sourcing, ABDC-"B" Journal *Published by* Emerald (2019).

**Chaired a Session on Authentic Leadership** at 78<sup>th</sup> Academy of Management Meeting, Chicago, 2018.

Best paper award in 4<sup>th</sup> **PAN-IIM world management** conference in HR track at IIM Ahmedabad 2016.

Paper titled "A Multilevel Investigation of Factors influencing Work Engagement was awarded **best paper award** in Advance Research Track B (OB & HR) of the 6th Doctoral Colloquium organized by the **Indian Institute of Management Ahmedabad (IIMA)** held on 8th-9th of January, 2013.

Paper titled: "Influence of Demographics & Job Characteristics on Work Engagement" presented in NCRSM 2011 at **Indian Institute of Information Technology & Management (IIITM) Gwalior** was awarded **best paper award** in HR category (26-27 March, 2011).

Paper entitled "Analyzing the dynamics of the relationship between organizational resources and work engagement", presented in 2nd International conference on Exploring Non-linear Growth through HR Driven Strategies at **IMS Noida** was awarded first prize in the category of **best paper awards**.

**MBA Program Director & Area Chair (HR/OB/Psychology/Social Sciences)** in my previous employment as Assistant Professor, BML Munjal University, Gurgaon

**Organizing Secretary & Convener**, Talent Management Conference, 14th December, 2015, BML Munjal University.

**Member, Editorial Advisory Board, Review of HRM Journal** (Ebsco & Proquest Listed) by Management Development Research Foundation.

**Member, Editorial Advisory Board**, Indonesian Journal of Sustainability Accounting and Management (ESCI)

**Editorial Board Member**, Indonesian Journal of Corporate Social Responsibility and Environmental Management, *Published by* Public Knowledge Project.

**Member:** Editorial Board, Samvad: An International Journal of Management (Symbiosis Institute of Business Management)

**Regular Reviewer for :** *Journal of Business Ethics, Journal of Cleaner Production, Human Relations, The International Journal of Human Resource Management, Journal of Asia Business Studies, Asia Pacific Management Review, Team Performance Management Journal, Asian Journal of Business Ethics, Personnel*

### SPONSORED RESEARCH PROJECTS

Green Human Resource Management in Indian Automobile Industry Located in Tamil Nadu State of India (ICSSR Sponsored Major Research Project, January 2018-January 2020) **(6.5 Lakhs)(Role: PI, completed)**

The diffusion of environmental sustainability innovations in hospitals of Patna region in Bihar state of India (ICSSR, IMPRESS, MHRD Project 2019-2021) **(15.75 Lakhs) (Role: PI, completed)**

Studying the Effectiveness of Sukanya Samridhi Yojana: A study in select districts of Bihar, Uttar Pradesh, Jharkhand and West Bengal **(13 Lakhs, ICSSR, Sept 2023-Feb 2023) (Completed, Role: Co-PI)**

Role of Information and Communication Technologies (ICTs) in Empowering Women Entrepreneurs in micro, small and medium enterprises (MSMEs) sector in Bihar **(SPARC, MoE, Sept 2023-Sept 2025) (49.2 Lakhs) (Role: PI, ongoing)**

Eliminating Gender Gap in entrepreneurial success: A study on entrepreneurial ecosystem in Bihar, Jharkhand and Uttar Pradesh (12.9 Lakhs, ICSSR, 15<sup>th</sup> Jan 2024-15<sup>th</sup> Jan 2026, ongoing)

Predictors and Outcomes of loneliness in the workplace: A time lagged multi-study investigation” (MATRICS scheme, SERB, 6.6 Lakhs, Feb 2024-Feb 2027, Role PI, Ongoing).

### JOURNAL RESEARCH PAPERS

Shahzad, K., Iqbal, R., Naz, F. & Chaudhary, R. (2024). When Despotic Leadership is More Detrimental for Employee Job Outcomes? Role of Individual-Level Power Distance Orientation. *Journal of Organizational Effectiveness: People and Performance* (ABDC B, Emerald, H5 index: 24, IF=4.2, accepted).

Faezah, J.N., Yusoff, Y.M., Chaudhary, R., Ramayah, T., Olawole, F. (2024). Green Human Resource Management and Employee Ecological Behaviour: The Mediating Role of Green Commitment. *Social Responsibility Journal*, <https://doi.org/10.1108/SRJ-12-2020-0497> (Emerald, Scopus, Impact Factor: 3.20, ESCI, ABDC-B, H-5 index=52).

Chaudhary, R., Singh, A., and Srivastava, S. (2023). Does Workplace Spirituality Promote Ethical Voice: Examining the mediating effect of Psychological ownership and Moderating Influence of Moral Identity. *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-023-05558-y> (Springer, Impact factor= 8.1, H-5 index= 136, An FT 50 and ‘A’ Category journal rated by ABDC, SSCI listed, Scopus Indexed).

Iqbal, R., Shahzad, K., & Chaudhary, R. (2023). Green human resource management practices as a strategic choice for enhancing employees' environmental outcomes: An affective events theory perspective. *International Journal of Manpower*. <https://doi.org/10.1108/IJM-09-2022-0445> (ABDC-A, Impact factor: 4.40, Emerald, H5 index: 40, SSCI).

Khan, A. and Chaudhary, R. (corresponding author) (2022). Perceived organizational politics and workplace gossip: The moderating role of compassion. *International Journal of Conflict Management*, 34(2), 392-416. (Emerald, Impact Factor= 2.551, SSCI, ABDC-A, H5 index: 25).

Khan, A. and Chaudhary, R. (corresponding author) (2022). Gossip At Work: A Model Of Narcissism, Core Self-Evaluation And Perceived Organizational Politics. *International Journal of Manpower*. <https://doi.org/10.1108/IJM-09-2021-0559>. (ABDC-A, Impact factor: 3.295, Emerald, H5 index: 36, SSCI)

Birasnav, M., **Chaudhary, R. et al.** (2022). Green Supply Chain Management: A Theoretical Framework And Research Directions. *Computers and Industrial Engineering*, 172, part A. (ABDC-A, **Impact factor: 7.18, Elsevier, H5 index: 91, SSCI**)

Lata, M., and **Chaudhary, R.** (corresponding author) (2022). Workplace Spirituality and Employee Incivility: Exploring the Role of Ethical Climate and Narcissism. *International Journal of Hospitality Management*, 102, 103178, <https://doi.org/10.1016/j.ijhm.2022.103178> (ABDC-A\*, **Impact factor: 9.237, Elsevier, H5 index: 86, SSCI**).

**Chaudhary, R.**, Lata, M. and Firoz, M. (2022). Workplace Incivility and its Socio-demographic Determinants in India. *International Journal of Conflict Management*, 33(3), 357-384. <https://doi.org/10.1108/IJCMA-02-2021-0023> (Emerald, **Impact Factor= 2.547, SSCI, ABDC-A, H5 index: 20**).

Firoz, M. and **Chaudhary, R.** (corresponding author) (2022). The impact of workplace loneliness on employee outcomes: what role does psychological capital play?. *Personnel Review*, 51(4), 1221-1247 (<https://doi.org/10.1108/PR-03-2020-0200> (Emerald Publishers, Scopus listed and an 'A' Category journal rated by ABDC, SSCI, **Impact factor: 3.434, H-5 index=37**))

Lata, M. and **Chaudhary, R.** (corresponding author) (2021). Workplace Spirituality and Experienced Incivility at Work: Modeling Dark Triad as a Moderator, *Journal of Business Ethics*, 174, 645-667. (Springer, **Impact factor= 6.430, H-5 index= 105, An FT 50 and 'A' Category journal rated by ABDC, SSCI listed, Scopus Indexed**).

Lata, M. and **Chaudhary, R.** (corresponding author) (2020). Dark Triad and Instigated Incivility: The Moderating Role of Workplace Spirituality. *Personality and Individual Differences*, Vol. 166, (Elsevier, **Impact factor= 3.004, H-5 index=76 'A' Category journal rated by ABDC, SSCI listed, Scopus Indexed**).

**Chaudhary, R.** (2020). Corporate Social Responsibility and Employee Performance: A study amongst Indian Business Executives. *The International Journal of Human Resource Management*, 31(21), 2761-2784. (Taylor & Francis, Scopus listed and an 'A' Category journal rated by ABDC, SSCI listed, **Impact Factor=3.150, H-5 Index=57**).

**Chaudhary, R.** and Akhouri, A. (2018). Linking Corporate Social Responsibility attributions and Creativity: Modeling Work Engagement as a Mediator. *Journal of Cleaner Production*, 190, 809-821. (Elsevier, **SCI, Impact Factor=11.072, an 'A' Category journal rated by ABDC, Scopus listed, H-5 index=182**).

Rastogi, M. and **Chaudhary, R.** (Corresponding Author) (2018). Job Crafting and Work-Family Enrichment: The Role of Positive Intrinsic Work Engagement. *Personnel Review*, 47(3), 651-674. (Emerald Publishers, Scopus listed and an 'A' Category journal rated by ABDC, SSCI, **Impact factor: 3.434, H-5 index=37**).

**Chaudhary, R.** (2021). Authentic Leadership and Meaningfulness at Work: Role of Employees' CSR Perceptions And Evaluations. *Management Decision*, 59(8), 2024-2039 (Emerald, Scopus listed, SSCI listed, **Impact Factor=4.957, ABDC-B, H-5 Index=50**).

**Chaudhary, R.** (2022). Deconstructing Work Meaningfulness: Sources and Mechanisms. *Current Psychology* 2020 10.1007/s12144-020-01103-6 (Springer, SSCI, Scopus, **H-5 index=30, Impact factor: 4.297**).

Chaudhary, R. (2021). Effects of green human resource management: testing a moderated mediation model. *International Journal of Productivity and Performance Management*, 70(1), 201-216 (Emerald publishers, Scopus, ESCI, ABDC-'B', **H-5 index=35**).

**Chaudhary, R.** (2020). Green Human Resource Management and Employee Green Behavior: An Empirical Analysis. *Corporate Social Responsibility and Environment Management*, 27(2), 630-641 (Wiley, **SCI, Impact Factor=8.741, ABDC-C, H-5 index= 45**).

- Chaudhary, R.** (2019). Green Human Resource Management and Job Pursuit Intentions: Examining the Underlying Processes. *Corporate Social Responsibility and Environment Management*, 26(4), 929-937 (**Wiley, SCI, Impact Factor=8.741, ABDC-C, H-5 index= 45**).
- Firoz, M., Chaudhary, R., and Lata, M.** (2021). The socio-demographic determinants of workplace loneliness in India. *Evidence-based HRM: a global forum for empirical scholarship*. <https://doi.org/10.1108/EBHRM-08-2020-01116> (**Emerald, ABDC-B, H5-index=17, Scopus**).
- Kumar, C. and **Chaudhary, R.** (2021). Environmental Sustainability Practices in Hospitals of Bihar. *Current Research in Environmental Sustainability*, Vol 3, 100106, <https://doi.org/10.1016/j.crsust.2021.100106> (**Elsevier**)
- Chaudhary, R. and Kumar, C. (2022). Innovations and eco-sustainability: exploring the role of organizational environment. *Social Responsibility Journal*, <https://doi.org/10.1108/SRJ-12-2020-0497> (**Emerald, Scopus, ESCI, ABDC-B, H-5 index=33**).
- Chaudhary, R.** and Akhouri, A. (2019). CSR perceptions and Employee Creativity: Examining Serial Mediation effects of Meaningfulness and Work Engagement. *Social Responsibility Journal*, 15(1), 61-74. (**Emerald, Scopus, ESCI, ABDC-B, H-5 index=33**).
- Chaudhary, R.** and Kumar, C. (2021). Determinants of diffusion of environmental sustainability innovations in hospitals of Bihar state in India. *Journal of Global Responsibility*, 12(1), 76-99 (**Emerald, Scopus, ABDC-C, H5-index=19**).
- Firoz, M., Chaudhary, R., and Khan, A. (2021). Desolated milieu: exploring the trajectory of workplace loneliness (2006-2019). *Management Research Review*. <https://doi.org/10.1108/MRR-01-2020-0051> (**Emerald, H5 index= 36, ESCI, ABDC- 'C' Category, Scopus Indexed**)
- Akhouri, A. and **Chaudhary, R.** (2019). **Employee perspective on CSR: a review of the literature and research agenda.** *Journal of Global Responsibility*, 10(4), 355-381 (**Emerald, Scopus, ABDC-C**).
- Birasnav, M., **Chaudhary, R.** and Scillitoe, J. (2019). Antecedents and outcomes of the relationship between collaborative communication and organizational learning. *Global Journal of Flexible Systems Management*, 20(2), 141-155 (**Springer, Scopus**).
- Chaudhary, R.** (2019) Green Human Resource Management in Indian Automobile Industry. *Journal of Global Responsibility*, 10(2), 161-175 (**Emerald, Scopus, ABDC-C, H5-index=19**).
- Chaudhary, R.** and Panda, C. (2019). Examining Self-monitoring and Emotional Stability as Predictors and Self-efficacy as an Outcome of Authentic Leadership. *Organization Management Journal*, <https://doi.org/10.1080/15416518.2019.1628697> (**Taylor and Francis, ABDC-C, Scopus**)
- Chaudhary, R.** (2019). Corporate Social Responsibility Perceptions and Employee Engagement: Role of Psychological Meaningfulness, Safety and Availability. *Corporate Governance: An international journal of business in society*, 19(4), 631-647 (**Emerald, Scopus. ABDC-C, H-5 index=38, Scopus**)
- Kashyap, V. and **Chaudhary, R.** (2019). Linking Employer Brand Image and Work Engagement: Modelling Organizational Identification and Trust in Organization as Mediators, *South Asian Journal of Human Resource Management*, <https://doi.org/10.1177/2322093719844644> (**Sage, Scopus, ABDC-C**).
- Chaudhary, R.** (2018). Can green human resource management attract young talent? An empirical analysis. *Evidence-based HRM: a global forum for empirical scholarship*, 6(3), 305-319 (**Emerald, ABDC-B, H5-index=17, Scopus**).
- Chaudhary, R.** & Panda, C, (2018). Authentic Leadership and Creativity: The Intervening role of Psychological Meaningfulness, Safety and Work engagement. *International Journal of Productivity and Performance Management*, 67(9), 2071-2088 (**Emerald publishers, Scopus, ESCI, ABDC-'B', H-5 index=35**).
- Chaudhary, R.** (2018). Green Buying Behavior In India: An Empirical Analysis. *Journal of Global Responsibility*, 9(2), 179-192 (**Emerald, Scopus, ESCI, ABDC-C, H5 index=19**).
- Chaudhary, R.** & Bisai, S. (2018). Factors Influencing Green Purchase Behavior of Millennials in India. *Management of Environmental Quality: An International Journal*, 29(5), 798-812. (**Emerald, Scopus, ABDC-C,**

**ESCI, H5 index=26).**

**Chaudhary, R.,** Rangnekar, S., Tanlamai, U., Rajkulchai, S., Asawasakulsorn, A. (2018). Work engagement in India & Thailand: A Comparative Analysis. *Global business Review* (**Sage, ABDC-C, h5 index=34**), 19(1), 1-13.

**Chaudhary, R.** (2017). Corporate Social Responsibility and Employee Engagement: Can CSR help in redressing the engagement gap? *Social Responsibility Journal*, 13(2), 323-338. (**Emerald, Scopus, ESCI, ABDC-B, H5 index=41**).

**Chaudhary, R. &** Rangnekar, S. (2017). Development Climate & Work Engagement: A Multilevel Study. *Evidence-based HRM: a global forum for empirical scholarship*, 5(2), 166-182. (**Emerald, Scopus, ESCI, ABDC-B, H5 index=17**).

**Chaudhary, R.** (2017). CSR & Turnover Intentions: Examining the Underlying Psychological Mechanisms. *Social Responsibility Journal*, 13(3), 643-660. (**Emerald, Scopus, ESCI, ABDC-B, H5 index=41**).

**Chaudhary, R.** (2017). Demographic factors, Personality & Entrepreneurial Inclination: A Study among Indian University Students. *Education+Training*, 59(2), 171-187 (**Emerald, Scopus, ESCI**).

Bisai, S. and **Chaudhary, R.** (2017). Stress Among the Students of an Engineering Institution in India: An Empirical Analysis. *Jindal Journal of Business Research* (**Sage**), 6 (2), 186-198.

**Chaudhary, R. &** Rangnekar, S, (2017). Socio-demographic contextual factors & Work Engagement: An Empirical Analysis. *Emerging Economy Studies* (**Sage**), 13(1), 1-18.

**Chaudhary, R.** (2014), "A Multilevel Investigation of Factors influencing Work Engagement", *The Psychologist-Manager Journal* (**APA**), 17(2), 128-158.

**Chaudhary, R.,** Rangnekar, S. and Barua, M.K. (2012), 'Relationships between occupational self efficacy, human resource development climate, and work engagement, *Team Performance Management* (**Emerald, Scopus, ABDC-C, ESCI, H5 index=19**), Vol. 18 No. 7/8, pp 370-383.

**Chaudhary, R.,** Rangnekar, S. and Barua, M.K. (2012), "HRD Climate, Occupational Self-Efficacy and Work Engagement: A Study from India", *The Psychologist Manager Journal* (**Taylor & Francis**), Vol. 15 No.2, pp. 86-105.

**Chaudhary, R.,** (2014), "Occupational Self efficacy expectations among Indian executives: Examining the Psychometric properties of Occupational Self efficacy Scale", *Global Business Review* (**Sage Publications, Scopus, ABDC-C, H5 index=34**), Vol. 15, No.1, pp. 47-58.

**Chaudhary R.,** Rangnekar, S. and Barua, M.K. (2013), 'Engaged Versus Disengaged: The Role of Occupational Self-efficacy', *Asian Academy of Management Journal* (**Scopus, ABDC-C, H5 index=14**), Vol 18, No.1, pp. 91-108.

Birasnav, M., Murbati, H. A., **Chaudhary, R.** and Rangnekar, S. (2013), "Predictors of Career Success among Government Employees: An Empirical Study", *Management and Labour Studies* (**Sage Publications, ABDC-C, Scopus, H5 index=12**), Vol 38, No.4, pp. 517-529.

**Chaudhary R,** Rangnekar, S & Barua, MK. (2013), "Human Resource Development Climate in India: Examining the Psychometric Properties of HRD Climate Survey Instrument", *Vision: The Journal of Business Perspective* (**Sage Publications, ABDC-C**), Vol 17, No.1, pp. 41-52.

**Chaudhary R.,** Rangnekar, S & Barua, M.K.(2012), 'Psychometric Evaluation of Utrecht Work Engagement Scale in an Indian sample', *Asia Pacific Journal of Management Research & Innovation* (**Sage publications**), Vol. 8 No.3, pp. 343-350.

**Chaudhary, R.,** Rangnekar, S. and Barua, M.K. (2012), "Impact of Occupational Self efficacy on Employee Engagement: An Indian Perspective", *Journal of the Indian Academy of Applied Psychology*, Vol. 38 No.2, pp.329-338.

**Chaudhary, R.,** Rangnekar, S. and Barua, M.K. (2011), "Relation between human resource development climate and employee engagement: Results from India", *Europe's Journal of Psychology* (**Scopus**), Vol. 7 No.4, pp. 668-685.

**Chaudhary, R.,** Rangnekar, S. and Barua, M.K. (2011),” HRD Climate and Occupational Self-efficacy as Predictors of Employee Engagement”, *Review of Management (Ebsco)*, Vol.1 No.3, pp. 16-28.

### Papers under R&R

Chaudhary, R., Singh, A., and Srivastava, S. (2023). Understanding the Differential Consequences of Unethical Pro-organizational Behavior: The Role of Personality and Cultural Orientation. *Journal of Business Ethics* (FT 50, ABDC-A, Submitted)

Firoz, M. and Chaudhary, R. (2022). Home alone yet creative chaos! A mediated moderation model of work meaningfulness, workplace loneliness, creativity, and perceived organizational support. *Applied Psychology: An International Review* (Under R &R, ABDC-A, APA, IF=7.2)

Khan, A. and Chaudhary, R. (corresponding author) (2022). They see as they are! Dynamics of personality, perceptions of organizational politics and behavior through the lens of Protection-Motivation Theory. *Journal of Business Research* (Submitted, Elsevier, ABDC-A, IF= 10.969)

Khan, A. and Chaudhary, R. (Dish the dirt, did you? A personality-perception model of workplace gossip. *Applied Psychology: An International Review* (Under R &R, ABDC-A, APA, IF=7.2)

### CONFERENCE PROCEEDINGS/PRESENTATIONS

Khan, A. and **Chaudhary, R.** (2023). Personality, perceptions of organizational politics and behavior through the lens of protection-motivation theory. Accepted for presentation at the 2023 Annual Meeting of the Southern Management Association (SMA) taking place 25-28Oct 2023.

Khan, A. and **Chaudhary, R.** (2023). They see as they are! Personality, Perceptions of Organizational Politics and Employee Behavior. Presented at 83rd Annual Meeting of the Academy of Management, 4-8 August 2022, Boston, Massachusetts, USA.

Khurram, S., Iqbal, R. and **Chaudhary, R.** (2023). Green Human Resource Management Practices as a Strategic Choice for Enhancing Employee’s Environmental Outcomes: An Affective Events Theory Perspective. Accepted for 83rd Annual Meeting of the Academy of Management taking place 4-8 August 2022, Boston, Massachusetts, USA.

Khan, A. and **Chaudhary, R.** (2022). Prattling politics: Examining the effect of perceived organizational politics on workplace gossip. Presented at the 82nd Annual Meeting of the Academy of Management taking place August 2022, Seattle, Washington, USA.

Khan, A. and **Chaudhary, R.** (2022). Picking "pieces" to play: Gossip as mediator between perceived organizational politics and employee outcomes. Presented at the 82nd Annual Meeting of the Academy of Management taking place August 2022, Seattle, Washington, USA.

Lata, M. and **Chaudhary, R.** (2021), Does meaningful work curb onset of workplace incivility? Examining the role of psychopathy. 37th EGOS (European Group of Organizational Studies) Colloquium 2021. VU University Amsterdam (8-10 July 2021).

Firoz, M. and **Chaudhary, R.** (2021). Workplace loneliness, personality traits, and organizational citizenship behaviors: A study from India, 37th EGOS (European Group of Organizational Studies) Colloquium 2021. VU University Amsterdam (8-10 July 2021).

Lata, M. and **Chaudhary, R.** (2021), Spiritual workspace and incivility: unraveling the psychological mechanisms and boundary conditions, 81<sup>st</sup> Academy of Management Annual Meeting (29 July - 4 August 2021).

Firoz, M. and **Chaudhary, R.** (2021). Antecedent & outcomes of workplace loneliness: Role of perceived organizational support. 81<sup>st</sup> Academy of Management Annual Meeting (29 July - 4 August 2021).

Khan, A., & **Chaudhary, R.** (2021). Do whispers whisk uncivil workplace? Investigating the impact of

workplace gossip on incivility. Paper presented at 32nd International Congress of Psychology 2020+, Czech Republic, Prague.

Lata, M., & **Chaudhary, R.** (2021). Sense of community at work and instigate incivility: Exploring the role of Machiavellianism. Paper presented at 32nd International Congress of Psychology 2020+, Czech Republic, Prague.

Firoz, M. and **Chaudhary, R.** (2020), "Workplace Loneliness, Quality of Interpersonal relationship, and Work-Family Conflict: Moderating Influence of Psychological Capital", 36<sup>th</sup> EGOS Colloquium, Hamburg, Germany.

Lata, M. and **Chaudhary, R.** (2020), Does Spiritual Work Environment Reduce Workplace Incivility? The Mediating Role of Prosociality, 80<sup>th</sup> Academy of Management Annual Meeting, Vancouver, Canada, USA.

Lata, M. and **Chaudhary, R.** (2019), 'Workplace Spirituality and Incivility at Work: A Conceptual Framework', 79<sup>th</sup> Academy of Management Annual Meeting, Boston, USA.

**Chaudhary, R.** (2019), 'Authentic Leadership and Meaningfulness at Work: Role of Employees' CSR Perceptions and Evaluations, 79<sup>th</sup> Academy of Management Annual Meeting, Boston, USA.

**Chaudhary, R.** and Akhouri, A. (2018), 'CSR Attributions, Work engagement and Creativity: Examining the role of Authentic Leadership', 78<sup>th</sup> Academy of Management Annual Meeting, Chicago, USA.

**Chaudhary, R.** and Akhouri, A. (2017). Linking Corporate Social Responsibility attributions and Creativity: Modeling Work Engagement as a Mediator, Fifth Biennial Indian Academy of Management Conference, IIM Indore, 18-20 December, 2017.

**Chaudhary, R.** and Akhouri, A. (2017). Green Human Resource Management and Job Pursuit Intentions: A Study among Prospective Employees, International Conference on Sustainability and Business, IIM Calcutta , 13-14 Jan 2018.

**Chaudhary, R.** and Akhouri, A. (2017). Authentic Leadership, CSR Attributions, and Work Engagement in Indian IT Industry, Fifth PAN IIM Management Conference, IIM Lucknow, 14-16 Dec 2017.

Gupta, M and **Chaudhary, R.** (2017). Does Perceived Career Support help Improve Work Performance among Engaged Young Workers? , 4th International Conference on Human Resource Management, ICFAI Business School, Hyderabad, 10-11 November 2017.

**Chaudhary, R.** (2016). CSR & Turnover Intentions: Examining the Underlying Psychological Mechanisms. Fourth Pan-IIM World Management Conference, to be held at IIM Ahmedabad, December 13-15, 2016.

**Chaudhary, R.** and Panda, C (2016). Authentic Leadership, Trust, Work Engagement & Gender: A Conceptual Study. Fore International OB & HR Conference (FIOHC) 2016, Fore School of Management, Delhi, 24-25th Nov 2016.

Akhouri, A. and **Chaudhary, R.** (2016). Linking CSR and Turnover Intentions: Modeling Work Engagement as a Mediator. Fore International OB & HR Conference (FIOHC) 2016, Fore School of Management, Delhi, 24-25th Nov 2016.

Akhouri, A. and **Chaudhary, R.** (2016). Corporate Social Responsibility and Organizational Citizenship Behaviour: Examining Gender as Moderator. International Conference on Global Trends in Business and Sustainability Research (ICGTBSR) 2016, IIT Roorkee, 2-4 Dec 2016.

Panda, C and **Chaudhary, R.** (2016). A Study of Corporate Social Responsibility with Special Reference to Vedanta Aluminium Limited. International Conference on Global Trends in Business and Sustainability Research (ICGTBSR) 2016, IIT Roorkee, 2-4 Dec 2016.

**Chaudhary, R.**, Rangnekar, S. and Barua, M.K. (2014), 'Climate Quality, Climate Strength & Work Engagement, *Procedia-Social & Behavioral Sciences (Elsevier)*, 133, 291-303 presented in **International Conference on Trade, Markets & Sustainability (ICTMS)** 2013 at Symbiosis Institute of International Business, Pune.

**Chaudhary R.**, Rangnekar, S., & Barua, MK. (2013), "Job Resources, Personal Resources and Work



Engagement: A Multilevel Investigation of the Dynamics of the Relationships”, *Indore Management Journal (Special Issue)*, Peer-Reviewed Proceedings of 5<sup>th</sup> Conference on Excellence in Research and Education (CERE-2013), pp. 329-351.

**Chaudhary R**, Rangnekar, S & Barua, M.K.(2012), ‘Examining the Factor Structure and Role of Unit Level Development Climate on Work Engagement among Indian Business Executives’ pp.(198-213), CD Proceedings of the Twelfth Global Conference on Flexible Systems Management at University of Vienna, Austria from 30 July -1 August 2012, ISBN No. 978-81-906294-9-2.

**Chaudhary R**, Rangnekar, S. and Barua, M. K. (2012), "Analyzing the dynamics of the relationship between organizational resources and work engagement", In Agarwal, P.K. and Jain, R.S. (Eds.), *2<sup>nd</sup> International conference on Exploring Non-linear Growth through HR Driven Strategies* (pp. 314-330) held at IMS Noida, 12-13 Oct 2012, Excel India Publishers: New Delhi, ISBN No. 978-921148-2-8.

**Chaudhary R**, Rangnekar, S and Barua, M. K. (2012), "HRD Climate in India: An Empirical Analysis", Excel Publishers, New Delhi, ISBN - 978-93-81583-46-3, pp. (886-900). Proceedings of National Conference on Emerging Challenges for Sustainable Business, 2012 held during 1-2 June 2012 at Department of Management Studies, IIT Roorkee.

**Chaudhary R.**, Rangnekar, S. and Barua, M.K. (2011), “Effect of HRD Climate on Work Engagement in Indian IT/ITES/BPO industry”, Pragyan, Conference Souvenir, pp. 11, paper presented at 7<sup>th</sup> International Conference on IT Applications and Management: Technological Innovation and the Future of Culture and Tourism, December 28-29, 2011, at J K Lakshmi Pat University, Jaipur, India, in association with The Korea Database Society.

**Chaudhary R**, Rangnekar, S. and Barua, MK (2011), “HRD Climate and Occupation Self efficacy as Predictors of Employee Engagement” In Jha, S., Jha, S. and Malviya, V (Eds.), *Contemporary Issues in Human Resource Management* (pp. 13-24). Spartacus India: New Delhi. (Published in Review of Management Journal).

**Chaudhary R.**, Rangnekar, S., & Barua, M.K. (2011). Impact of HRD Climate on Work Engagement. Paper presented in 3<sup>rd</sup> conference on Excellence in Research & Education, Indian Institute of Management Indore, May 13-16, 2011. Published in Europe’s Journal of Psychology).

**Chaudhary R**, Rangnekar, S & Barua, MK (2011), "Influence of Demographics & Job Characteristics on Work Engagement" Conference, Abstract proceedings, pp. 49, presented in National Conference for Research Scholars in Management (NCRSM) 2011 at ABV-IIITM Gwalior, 26-27 March 2011

**Chaudhary R.**, Rangnekar, S., Tanlamai, U., Rajkulchai, S and Asawasakulsorn, A, ‘Work Engagement in Two Asian countries: The Role of Human Resource Development Climate and Occupational Self efficacy, Paper presented at 12<sup>th</sup> International Human Resource Management Conference at MDI, Gurgaon, 10-13 Dec 2012 and recommended for publication in International Journal of Human Resource Management (Taylor & Francis) This paper was written as a part of joint research work with Thailand.

**Chaudhary R.**(2013), ‘A Multilevel Investigation of Factors influencing Work Engagement’, proposal presented at 6<sup>th</sup> IIMA Doctoral Colloquium at IIM Ahmedabad, 7-9 Jan 2013.

**Chaudhary R.**, Rangnekar, S. and Barua, M.K. (2013), ‘Climate Quality, Climate Strength & Work Engagement, paper presented at International Conference on Trade, Markets & Sustainability (ICTMS) 22-23 February, 2013, Symbiosis Institute of International Business.

**Chaudhary R.**, Rangnekar, S. and Barua, M.K., ‘Influence of Organizational level & Personal Resources on Employee Engagement in Indian Organizations’ Paper presented at 5<sup>th</sup> International Conference on Excellence in Research & Education, 9-12<sup>th</sup> May 2013, IIM Indore.

**Chaudhary R.** (2013). A Multilevel Level Examination of the Factors Influencing Work Engagement. Paper accepted for poster presentation at pan IIM World Management Conference on Emerging Issues in Management (WMC-2013).

## BOOK CHAPTERS

Chaudhary, R. and Firoz, M. (2023) The Dark Side of Green Human Resource Management: Evidence from India. In Yusliza, M.Y. and Renwick, D. (Eds), Green human resource management: a view from Global South Asian Countries, Springer. [https://link.springer.com/chapter/10.1007/978-981-99-7104-6\\_13](https://link.springer.com/chapter/10.1007/978-981-99-7104-6_13)

Chaudhary, R. and Firoz, M. Modeling Green Human Resource Management and Attraction to Organizations. In Pascal, P. (Eds), Research Handbook of Green Human Resource Management Research: Issues, Trends, and Challenges, Sustainable Development Goals Series. Palgrave Macmillan, Cham. [https://doi.org/10.1007/978-3-031-06558-3\\_3](https://doi.org/10.1007/978-3-031-06558-3_3)

Chaudhary R, Rangnekar, S. and Barua, M. K. (2012), "Analyzing the dynamics of the relationship between organizational resources and work engagement", In Agarwal, P.K. and Jain, R.S. (Eds.), *Exploring Non-linear Growth through HR Driven Strategies* (pp. 314-330), Excel India Publishers: New Delhi, ISBN No. 978-921148-2-8.

Chaudhary, R. and Rangnekar, S. (2012), "Employee Engagement: A key to Business Excellence", in Haldar, U.K., Pradhan, R.K., Chaudhary, A.R. and Sarkar, J. (Eds.), *Value Creation through Human Development The emerging Dimensions*, Indian Society of Training and Development (ISTD) Kolkatta, pp. 76-85.

Chaudhary R., Rangnekar, S. and Barua, M.K. (2011), "Occupational Self efficacy and Work Engagement: Examining the mediating Effect of HRD Climate" In Srivastava, R., Agrawal, V. & Singh, S. (Eds.), *Organizations in the new millennium: Challenges & Opportunities* (pp.43-48), Macmillan Publishers: New Delhi, ISBN: 978-9350-59007-2.

Maurya, U.K. and Chaudhary, R. (2011), "Drivers and Barriers of Brand Orientation in Small and Medium Enterprises (SMEs)" In Srivastava, R., Agrawal, V. & Singh, S. (Eds.), *Organizations in the new millennium: Challenges & Opportunities* (pp. 66-71), Macmillan Publishers: New Delhi. ISBN No. 978-935-059-007-2.

## PhD GUIDANCE

NAME	TOPIC	STAGE
Anuja Akhouri	Understanding the Relationship between Corporate Social Responsibility and Employee Creativity	<b>Awarded</b> (Working as Assistant Professor at IIM Jammu)
Mantasha Firoz	Workplace Loneliness: Antecedents and Outcomes	<b>Awarded</b> (Working as Assistant Professor at Goa Institute of Management)
Aamna Khan	Positive Side of Workplace Gossip	Thesis writing (submission due in May 2023)
Chinmay Panda	Authentic Leadership and Work Engagement	Thesis Writing (Submission due in May 2023, Part-time working as HR manager at HEC Ranchi)
Madhu Lata	Workplace Spirituality and Incivility at Work	Thesis Writing (Submission due in May 2023)
Zeba Rehman	Career Protection Behaviors	Registration Seminar Completed (Part-time, working as HR executive at NGSL, Jharsuguda)

## COURSES TAUGHT

- Industrial & Organizational Psychology (Btech 4<sup>th</sup> Year, Btech 3<sup>rd</sup> year)

- Business Ethics (Btech 4<sup>th</sup> year, PhD)
- Entrepreneurship (Btech 3<sup>rd</sup> year)
- Organizational Behaviour (MBA, PhD)
- Sourcing and Managing Talent (MBA, PhD)
- Research Methodology (PhD, Btech 3<sup>rd</sup> year)
- Recruitment and Staffing (MBA)
- Performance Management (MBA)

#### WORKSHOPS AND CONFERENCES ORGANIZED

- Organized (organizer and resource person) a **CEP Short term course** on “Understanding Your Data: Analytical Tools” at IIT Patna during Nov 30-Dec 1, 2018.
- Organized (organizer and resource person) a **CEP Short term course** on “Mediation, Moderation, and Conditional Process Analysis” at IIT Patna during Dec 7-8, 2018.
- Organized (organizer and resource person) a **CEP Short term course** on “Mediation, Moderation, and Conditional Process Analysis” at IIT Patna during May 17-18, 2019.
- Organized (convener) one day **conclave** on “Social Entrepreneurship, Youth Leadership & Careers in the 21<sup>st</sup> Century” on 1<sup>st</sup> Oct 2016 at IIT Patna.
- Organized one day workshop on “Human Values” as part of Wellness centre team, IIT Patna on 20-22 June 2016.
- Organized (organizing committee member and resource person) “Project DISHA” for Indian Oil Petrol Pump Dealers on 18-19<sup>th</sup> Nov 2016 at IIT Patna.
- Organized (organizing committee member and resource person) ‘Project DISHA’ for Indian Oil Petrol Pump Dealers on 24-25<sup>th</sup> April 2017 at IIT Patna.

#### INVITED TALKS /LECTURES

- Chaired a session on Human Resource Management in an International Conference on Contemporary Issues in Management and Information Technology 2024 at Amity Business School, Amity University Patna (25-26<sup>th</sup> April 2024).
- Delivered sessions on organization behavior and human resource management for executive MBA batches I,II and III (March 2024).
- Delivered a session on Data Analysis using SPSS at **NIT Patna** in an FDP on 12<sup>th</sup> July, 2023.
- Delivered a session on Cognitive Biases in Entrepreneurial Decision Making in an FDP on Entrepreneurial Skill Development (27<sup>th</sup> Nov 2023) organized by Department of Electrical Engineering, **IIT Patna**.
- Delivered a session on Emotional and Social Intelligence in an FDP on Entrepreneurial Skill Development (10<sup>th</sup> to 22<sup>nd</sup> Feb 2023) organized by Department of Electrical Engineering, **IIT Patna**.
- Delivered session on “Organizational Justice and Employee engagement” in an MDP on Developing and Sustaining Employee Engagement conducted by **NTPC Business School** on 15<sup>th</sup> Feb, 2023.
- Delivered Session on ‘Emotional and Social Intelligence’ in an E&ICT Academy sponsored Two Week online **Faculty Development Program** “Professional Communication and Soft Skills” conducted at IIITDM Jabalpur ( 22 August – 02 September 2022)
- Delivered Session on ‘Business Conflict and Problem Solving’ in an E&ICT Academy sponsored Two Week online **Faculty Development Program** “Professional Communication and Soft Skills” conducted at IIITDM Jabalpur ( 22 August – 02 September 2022)
- Delivered session on “Organizational Justice and Employee engagement” in an MDP on Developing and Sustaining Employee Engagement conducted by **NTPC Business School** on 3<sup>rd</sup> August, 2022.
- Delivered sessions on Employee engagement in MDPs conducted by **NTPC Business School** (7<sup>th</sup> Oct 2021, 23<sup>rd</sup> Feb 2022).
- Delivered a session on Managing Stress and Overcoming Fears in **ATAL FDP** on Personnel Effectiveness (23<sup>rd</sup>-27<sup>th</sup> Aug 2021) organized by IIITDM Jabalpur.

- Delivered two sessions on team building and stress management in **ATAL FDP** on soft skills in the workplace organized by IIT Patna (17May-21 May 2021).
- Invited as resource person in an online certificate course in **The New Age HR Analytics by Utkal University** on 14<sup>th</sup> March 2021.
- Invited as **resource person** for the 5 days student development workshop (23-27 Sept 2020) on 'Increasing students' online engagement' at **MNIT Jaipur**.
- Delivered Lecture on **Staffing for Entrepreneurs** in Entrepreneurship Development Program at IIT Patna for Entrepreneurs by **Incubation center** (23<sup>rd</sup> January 2020)
- Delivered **Invited Lectures on Research Methodology** at AMITY University Patna in a seven days National Workshop on Research Methodology and Statistical Packages from 22<sup>nd</sup> -26<sup>th</sup> July 2021.
- **Keynote Address delivered in an International Conference** on Rural Management for a Sustainable World held on 15<sup>th</sup> Feb 2017 at Xavier Institute of Social Service (XISS) Ranchi.
- Delivered an **invited lecture on 'Rethinking Performance Management'** for MBA students and Faculty at International School of Management Patna (ISM Patna) on 21<sup>st</sup> March 2018.
- **Keynote Address** delivered in a **National Seminar on Management Education and Employability** held on 21<sup>st</sup> April 2018 at International School of Management Patna (ISM Patna).
- Delivered lectures as resource person for Indian Oil Corporation Employees under 'Project DISHA' on 18-19<sup>th</sup> Nov 2016 in IIT Patna Campus.
- Delivered lectures as resource person for Indian Oil Corporation Employees under 'Project DISHA' on 24-25 April 2017 in IIT Patna Campus.
- Delivered a talk on "Career in Defence Services" in Career Counseling Cell, Glocal University on 24th Feb 2014.
- Delivered a talk on "Self efficacy, HRD Climate and Work Engagement" in Weekly Faculty Enrichment Forum at Glocal University on 24th Sept 2013.
- Conducted training session on Employee Engagement at Ambuja Cements Ltd., Roorkee.
- Conducted training session on Employee Engagement at Everest Industries Ltd., Roorkee.
- Delivered lectures and demos on Structural Equation Modeling using AMOS and LISREL in AICTE sponsored short term course on "Research Methodology: tools and Techniques", at IIT Roorkee during December 12-16, 2011.
- Delivered lectures and demos on Regression analysis using SPSS in AICTE sponsored short term course on "Decision Making Techniques for Engineering and Management", at IIT Roorkee during March 07-11, 2011.

### COMMITTEE MEMBERSHIPS

Doctoral committee of students at NIT Patna  
 Research Advisory Committee at MIT WPU  
 Thesis Advisory Committee at Fore School of Management

### OTHER ACHIEVEMENTS and RESPONSIBILITIES

- **Total Citations (as on 2<sup>nd</sup> July 2024): 3996, H-index: 32, i10 index: 45**
- **Head, Department of Humanities and Social Sciences, IIT Patna (March 2023- June 2024)**
- **Chairperson, Internal Complaints Committee (Sept 2022-Oct 2023)**
- **MBA Program coordinator: Actively involved in setting up MBA department at IIT Patna.**
- **Incharge:** Executive Program "PG diploma in People Management"
- **Other Administrative roles at IIT Patna:** HSS Department PhD Coordinator, DAPC Secretary, HSS, Warden Girls Hostel, Member: Training and Placement Cell, Member: Institute Wellness Center, Member: Institute Security Committee
- Qualified **UGC NET & JRF** (Human Resource Management) in 2009
- **UGC SRF (2012)**
- Won Bhabha Award for **Best Outstanding Student** for all four years in Graduation (B.Sc. B.Ed)
- 2<sup>nd</sup> Rank in College in Post Graduation (MBA)

- School topper in class 12th

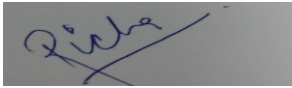
**REFERENCES**

Dr. Santosh Rangnekar,  
Professor (HR/OB),  
Department of Management Studies, IIT Roorkee.  
Email id: [srangnekar1@gmail.com](mailto:srangnekar1@gmail.com)  
Contact No. 9410543454

Prof. Kashi Balachandran  
Professor Emeritus of Accounting & Operations Management,  
14 Stern School of Business, New York University  
Former , Editor-in-Chief, Journal of Accounting, Auditing and Finance,  
Email Id: [kbalacha@stern.nyu.edu](mailto:kbalacha@stern.nyu.edu)  
Contact No.: 212-998-0029 Fax: 212-995-4004

Dr. Mukesh Kumar Barua  
Professor, Department of Management Studies, IIT Patna,  
Email id: [mukesh.barua@ms.iitr.ac.in](mailto:mukesh.barua@ms.iitr.ac.in), [barua71@gmail.com](mailto:barua71@gmail.com), [baruafdm@iitr.ac.in](mailto:baruafdm@iitr.ac.in)  
Contact number: 9359460608

I declare that the above information is true to the best of my knowledge.



**(Richa Chaudhary)**

**Date: 016/06/2022**