

Dr. Arti Gupta

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ACADEMIA

Degree	University	Specialization	Class
Ph.D.	Indian Institute of Information Technology Allahabad, India	Human Resource Management and Organizational Behaviour	Degree awarded
MBA	University of Pune, India	Human Resource Management	First
M.A.	Bundelkhand University, India	Sociology	First
B.Sc.	Bundelkhand University, India	Chemistry, Zoology	First
Intermediate	Uttar Pradesh, Board, India	Science	First
High School	Uttar Pradesh, Board, India	Science	First

PROFESSIONAL EXPERIENCE

Assistant Professor, J.C. Bose University of Science and Technology, YMCA, Faridabad, India (April 2021-till date) (A Haryana State Government University)

(Formerly known as YMCA University of Science and Technology, is a state university located in Faridabad, in the state of Haryana, India.)

Designed and developed the course outline, course material and methodology, teaching the following courses:

- Human Resource Management (MBA)
- Management Process and Organizational Behavior (MPOB)
- Leadership Lab

Assistant Professor, National Institute of Technology (NIT), Delhi, India (January 2020- April 2021) (An Institute of National Importance)

Teaching the following courses:

- Human values & Ethics
- Industrial Management

Assistant Professor, J.C. Bose University of Science and Technology, YMCA, Faridabad, India (July 19-December 2019) (A Haryana State Government University)

(Formerly known as YMCA University of Science and Technology, is a state university located in Faridabad, in the state of Haryana, India.)

Designed and developed the course outline, course material and methodology, teaching the following courses:

- Human Resource Management (MBA)
- Business Communication (MBA)
- Organizational Behavior (MBA)

Research Associate, Indian Institute of Management (IIM), Lucknow, India (Jan'19 – July'19) (IIMs are ranked among the top B-Schools in the World) (Mentor: Prof. Himanshu Rai, Director IIM Indore)

- Organizational Re-structuring and Change Management in an organization in the changing global scenario.
- To study and recommend the need of specialists and professionals to assist the organization in realizing its potential.
- Reorganization of field formations on the basis of reengineering of business process
- Development of a suitable hierarchical structure of each wing of the organization.

Research Scholar (Ph.D.) Indian Institute of Information Technology (IIIT) Allahabad, India (Jan'14 – Dec'18) (IIIT Allahabad ranked among the top 25 institutions in India & (An Institute of National Importance) (Supervisor: Dr. Vrijendra Singh)

Doctorate Thesis Topic: *Determinants of Turnover Intention: A Study among Software Professionals in India* Designed a retention model to assess employees' turnover intention in IT organizations.

- Developed a retention mechanism by collecting data from 500 employees working in NASSCOM listed top 5 organization to enhance employees' stay.
- Evaluated existing methods of employee retention and recommend improvements to ensure long term stay, quality and productivity.
- Published papers in conferences and journals on topics related to employee turnover, retention, job satisfaction and organizational commitment.

Assistant Professor, Sahyadri Institute of Management Studies, Pune (Nov'09-Dec'13)

Designed and developed the course material and methodology, taught the following courses:

- Human Resource Management (MBA Core Course)
- Organizational Behavior (MBA Core Course)
- Personal Administration Application & Procedure (MBA Elective)
- Communication for Management (MBA Core Course)
- Training & Development (MBA Elective)

Successfully conducted **Maharashtra TET** in 2012 & 2013 as **Examination Controller** for the institute.

CONSULTANCY ASSIGNMENTS

- Developed a Knowledge Management Information System to Retain Talented Professionals for a Government Department in Oman with the team of Department of Computer Science, College of Arts and Applied Sciences, Dhofar University, Salalah, Sultanate of Oman and IIIT Allahabad, Prayagraj, India.

PUBLICATIONS

1. Arti Gupta, Riya Gupta and Rachna Agrawal (2021), "Flying Journey and the Contemporary Customers Combating Covid-19: The 'Need' of the Hour" International Journal of Applied Decision Sciences, **Inderscience. (Scopus)** <https://doi.org/10.1504/IJADS.2022.10042292>.
2. Arti Gupta and Rachna Agrawal (2021) "Female Spiritual Tourism: An Application of Conjoint Analysis", International Journal of Tourism Policy, Vol.11 No. 2, pp188-202, **Inderscience (Scopus, ABDC)** <https://doi/abs/10.1504/IJTP.2021.117366>.
3. Arti Gupta and Vrijendra Singh (2020), "Incorporating organizational justice, job satisfaction and organizational commitment in a model of turnover intentions for software professionals", International journal of Indian culture and business management, Vol. 21 No. 4, pp. 544-562, **Inderscience** <https://doi.org/10.1504/IJICBM.2020.111375>.
4. Arti Gupta and Vrijendra Singh, (2018) "Enhancing intention to stay among software professionals", Academia Revista Latinoamericana de Administración, Vol. 31 Issue: 3, pp.569-584, **Emerald. (Scopus, SSCI)** <https://doi.org/10.1108/ARLA-11-2017-0319>.
5. Arti Gupta and Vrijendra Singh (2018) "Influence of organisational justice on intention to stay of IT professionals", International journal of Indian culture and business management, Vol. 17, No. 4, pp.428–441, **Inderscience.** <https://doi.org/10.1504/IJICBM.2018.095677>.
6. Arti Gupta and Vrijendra Singh (2016), "Employer branding- a strategic tool to employee retention: A study on IT industry in India", Vol. 7, Issue 2, Viewpoint.
7. Arti Gupta and Bhatrihari Pandiya (2015), "A study of the efficacy of the system of workers participation in management in paper industry of India with special reference to Cachar paper mill", International Journal of Advanced Technology in Engineering and Science, Vol. 03.
8. Arti Gupta, Anurika Vaish, Vrijendra Singh (2015), "An exploratory study on factors affecting retention of talented professionals in Indian IT industry", International Journal of Global Management, Vol. 5 Issue 2, pp36-48.

PUBLICATIONS UNDER REVIEW

1. Arti Gupta and Himanshu Rai (2022), “Prioritizing antecedents of retention for software professionals: an application of analytic hierarchy process”, International Journal of Manpower, **Emerald (SSCI, ABDC)**. (Under review)
2. Arti Gupta, Munish Nagar and Rachna Agrawal (2022) “Analyzing the impact of management strategies on knowledge workers engagement and retention”, Knowledge Management Research & Practice, **Taylor & Francis (SSCI)** (Under review)

SELECTED INTERNATIONAL REFEREED CONFERENCES

1. Arti Gupta (2021), “Attributes Influence Consumer Preference, Selection and Revisit Intention to a Fine-Dining Restaurant”, ISDSI-Global Conference 2021 Leading Business in a Fluid world, **IIM, Nagpur**.
2. Arti Gupta & Vrijendra Singh (2017), “Trends and Drivers of employee turnover: A scenario of IT industry in India” International Employment Relation Association (IERA 2017), **Kuala Lumpur, Malaysia**.
3. Arti Gupta & Vrijendra Singh (2016), “Will employee stay? A model to check Employee’s intention to stay” International Conference on Computers & Management (ICCM 2016), **Rajasthan Technical University, Kota**.
4. Arti Gupta & Vrijendra Singh (2016) “Employer Branding a strategic tool to employee Retention: A study on IT Industry in India”, Conference on Brand Management, **IIT Delhi**.
5. Arti Gupta (2016) “Role of Human Resource Management Professionals to implement Corporate Social Responsibility in Indian IT SME’s” SUSCON-5, 5th annual International Conference on Sustainability, **IIM Shillong**.
6. Arti Gupta & Bhatrihari Pandya (2015) “A study of the efficacy of the system of workers’ participation in management in paper industry of India with special reference to Cachar paper mill”, International journal of advanced technology in engineering and science, **JNU, New Delhi**.

NATIONAL CONFERENCES

1. Arti Gupta & Vrijendra Singh (2018) “*Impact of organizational justice on turnover intention of IT professionals*” 4th Management Doctoral Colloquium and VGSoM Research Scholars Day (MDC & VRS 2018), **IIT Kharagpur**.
2. Arti Gupta & Vrijendra Singh (2015) “*The Relationship between Human Resource Practices and Employee Retention*” 68th All India commerce conference, **Vinoba Bhave University, Hazaribag, Jharkhand**.
3. Arti Gupta, Anurika Vish & Vrijendra Singh (2014) “*An exploratory study on Factors affecting Retention of Talented Professionals in Indian IT Industry*”, 8th doctoral conference, **IBS Hyderabad**.

FACULTY DEVELOPMENT PROGRAM/ WORKSHOPS/ SEMINAR ATTENDED

S.N.	Topic	Duration	Organized By
1	A 4-Week Induction/Orientation Programme for “Faculty in Universities/Colleges/Institutes of Higher Education	21 st March – 19 April, 2022	Teaching Learning Centre, Ramanujan College University of Delhi under the aegis of Ministry Of Education Pandit Madan Mohan Malaviya National Mission On Teachers And Teaching
2	Cardinal Role of Quality Education in Developing Self-Reliant India	7th to 14th July, 2021	Aggarwal College, Ballabgarh
3	Research Methods and Data Analysis Tools in Business Applications	29th to 4th May, 2021	Department of Management Studies, JCBUST YMCA, Faridabad
4	Strategy	7 th Dec 2020 to 11 th Dec 2020	Amity Business School
5	Social Enterprise Management	23 rd Nov. 2020 to 27 th	Banaras Hindu University

		Nov. 2020	
6	Advanced and Innovative Approaches in Management Education	25th to 29th Nov., 2019	Centre for Teaching, Research and Learning, IILM University, Gurugram
7	Innovative teaching methodologies in technical education	24th to 28th Sept., 2019	Department of Management Studies, JCBUST YMCA, Faridabad
8	IEEE LaTeX workshop	2016	Indian Institute of Information Technology, Allahabad
9	10-day workshop on research methodology	16 th to 25 th March 2015	Giri Institute of Development Studies, Lucknow
10	Peter f. Drucker – A school of thought	2012	S. B. Patil Institute of Management, Pune.
11	Didactics of developing research paper	2012	Indira School of Business Studies, Pune.

ACHIEVEMENTS & AWARDS

- Qualified for lectureship at University level by clearing the National Eligibility Test with a Junior Research Fellowship Award conducted by University Grants Commission (UGC), India, 2011.
- Awarded Scholarship for Ph.D. by Ministry of Human Resource Development, India.
- Amongst one of the third University toppers in Graduation.
- Secured first position in MBA.

AFFILIATIONS

- Life time member of **National HRD Networks**.
- **Fellow member** of ForHumanity a New York based nonprofit organization.
- **Reviewer** for Journal of Hospitality and Tourism Management, Elsevier. (**SSCI & ABDC**).
- **Reviewer** for International Journal of Organizational Analysis, Emerald (**Scopus & ABDC**).
- **Editorial Board Member** of Journal of Advances in Management Sciences & Information Systems.

TECHNICAL SKILL

Application Based Software
Management Software
Statistical Software

Microsoft Office, LATEX
Basic knowledge of SCM and CRM Software
SPSS AMOS, EView, SYSTAT and R
Programming language