

Dr. Diwakar Singh



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Professional Summary

As a researcher in social entrepreneurship and OB/HRM, I explore how organizational culture, indigenous values, and frugal innovation support sustainability in mission-driven enterprises. My work is grounded in rich qualitative inquiry and informed by ***more than 20 years of leadership experience in the Indian Air Force***, giving me a unique perspective on resilience, human behavior, and the functioning of mission-driven organizations.

1. Academic Positions

- Assistant Professor, Entrepreneurship Development Institute of India (EDII), Ahmedabad (Feb 2025–Present)

Visiting/Adjunct Teaching

- BML Munjal University, Gurugram (2024)
- Dr. B. R. Ambedkar University Delhi (AUD), School of Management (2021–2024)

2. Research Interests & Teaching Competencies

- Social Entrepreneurship & Indigenous Management
- Organizational Culture & OB
- Innovation, Frugality, and Jugaad Practices
- Qualitative Methods & Case Study Research
- Human Values, Spirituality, and Indian Knowledge Systems

3. Education Qualification

- **Ph.D. (Management): Dr. B R Ambedkar University Delhi, 2024**

Thesis: Understanding Organizational Culture of Social Enterprises Using Case Study Approach
Supervisor: Dr. Richa Awasthy

- MBA (OB/HRM): Indira Gandhi National Open University, 2011
- MA (Psychology): Gujarat University, 2009
- BA (Hons): Indira Gandhi National Open University, 2004

4. Publications

Peer-Reviewed Journal Articles

1. Navigating Paradox through Jugaad: Sustainability Practices in Indian Social Enterprises. *Journal of Social Entrepreneurship* (2025) (ABDC B, Scopus). DOI: 10.1080/19420676.2025.2584838
2. Lokasamgraha: An Indigenous Construct for Social Entrepreneurship. *IIMB Management Review* (2023) (ABDC B, Scopus). <https://doi.org/10.1016/j.iimb.2023.04.005>
3. Expanding the Horizons of Social Entrepreneurship Through Indigenous Research: A Review and Research Agenda. *Journal of Social Entrepreneurship* (2023) (ABDC B, Scopus). DOI: 10.1080/19420676.2023.2178484
4. Spirituality in Social Entrepreneurship: An Ethical Approach to Sustainability. *Social Enterprise Journal* (2024) (ABDC C, Scopus). DOI: 10.1108/SEJ-05-2024-0083
5. Organizational Culture: A Longitudinal Study of a Public Sector Bank. *Parikalpana – KIIT Journal of Management* (2023) (UGC-Care). Dol: 10.23862/kiit-parikalpana/2023/v19/i2/223461
6. A Literature Review on Employee Retention. *International Journal of Science Research Science and Technology* (2019). DOI: <https://doi.org/10.32628/IJSRST195463>
7. Managing Cross-cultural Diversity. *IOSR-JMCE* (2014).

Academy of Management Proceedings

1. What Makes Social Enterprises Unique? Examining Sustainability Through a Cultural Lens, **Academy of Management Proceedings, Aug 2025**, <https://journals.aom.org/doi/abs/10.5465/AMPROC.2025.16284abstract>
2. Exploring the role of Spirituality in Social Entrepreneurship using sustainability lens, **Academy of Management Proceedings, Aug 2023**, <http://dx.doi.org/10.5465/AMPROC.2023.19371abstract>
3. Lokasamgraha: An Indigenous Construct for Social Entrepreneurship from India, **Academy of Management Proceedings, Aug 2022**, <http://dx.doi.org/10.5465/AMBPP.2022.17427abstract>

Book Chapters

- Talent Acquisition and Retention: Issues and Challenges. (2014)
- Spirituality at Workplace: Managing Millennials. (2019)
- Philosophical Underpinnings of Research Paradigms. (2019)
- Disaster Management Education in India. (2014)

Manuscripts Under Review

1. *Balancing Growth and Culture: The Case of Akhand Jyoti Eye Hospital*, Ivey Publishing.

Manuscript under preparation

1. Exploring Dimensions of Organizational Culture: Evidence from Social Enterprises
2. Cultural Framework for Resolving Tensions in Social Enterprises
3. Redefining Women's Empowerment: The Case of Akhand Jyoti Eye Hospital

5. Conference Paper Presentation

1. Frugal AI Innovations for Social Enterprises: Leveraging technology to Deliver Affordable Eyecare to the Masses, **Singapore Management University, Singapore, Strategic Entrepreneurship Journal PDW**, 11-12 April 2025

2. Value Co-creation through Community Engagement: Evidence from Aravind Eye Care System, Paper Presentation, **IIM Nagpur, Ivey Case Conference**, 21-22 December 2024
3. Frugal AI Innovations for Social Impact: Delivering Affordable Eye Care to the Masses, Paper Presentation, **IIM Ahmedabad, India Strategy Conference**, 15-18 December 2024
4. Unveiling Organizational Dynamics of SEs: The Triumph of Aravind in Delivering Affordable Eye Care, Poster Presentation, **IIM Bangalore, India Strategy Conference**, 14-17 December 2023
5. Uncovering the dimensions of organizational culture in social entrepreneurship: Insights from Aravind Eye Care Systems, **IIM Kashipur, MERC, International Conference**, 20 May 2023
6. Lokasamgraha: An indigenous construct for social entrepreneurship, **IIM Rohtak, INDAM, International Conference**, 9 January 2022
7. Facilitating Dimensions of Social Entrepreneurship: A Case for Indigenous Research, **IRMA, Anand, DOCMAD, International Conference**, 04- 07 Nov 2020
8. Role of spirituality in social entrepreneurship: Review of literature and future research agenda, **IIM Trichy, INDAM, International Conference**, 3 January 2020

6. Teaching Experience

Entrepreneurship & Innovation

- Innovation & Entrepreneurship (AUD, 2021-22)
- Innovation & Entrepreneurship (BML Munjal University, 2024)
- Innovation and Business Opportunities (AUD, 2024)
- Design Thinking & Innovation Management (EDII, 2025)

Organizational Behavior / HRM

- Diversity & Intercultural Management (2024)
- Leadership & Change (2024)
- Positive Psychology (BBA, 2024)

Quantitative / Research Methods

- Business Statistics & Analytics for Decision Making (EDII, 2025)

Executive Education & Training Delivered

1. Business Model Canvas & Opportunity Identification: Entrepreneurship Immersion Program
2. Communication & Presentation Skills (TN EDII Students)
3. Team Building (**Khadi and Village Industries Commission Officials**)
4. HR & Talent Management (Farmer Producer Groups)
5. Sustainability Frameworks – **Indian Technical and Economic Cooperation (ITEC) International Program**

7. Research Engagements & Consulting Projects

Raising and Accelerating MSME Performance (RAMP), UT of Ladakh

- Leading SPIU-level strategic execution, stakeholder coordination, entrepreneurship ecosystem development for the UT of Ladakh.

“Enterprising Ladakh” Initiative

- Working with the Department of Higher Education to build student and youth entrepreneurship pathways.

Khadi and Gramodyog Vikas Yojana

- Led proposal and research design for Evaluation Study of Khadi and Gramodyog Vikas Yojana

ATAL FDP – Social Enterprise Management

- Designed and proposed a national faculty development program (approved by AICTE).

Other Sponsored Research Proposal Contributions

- Developed multiple proposals for central/state missions including MoTA, MNRE, KVIC, NHMC etc.

8. Academic Awards

1. PhD shortlisted for UGC Excellence Citation Award (2025)
2. Best Paper Award – 16th EDII Biennial Conference (2025)
3. Best Reviewer Award – Academy of Management ‘Entrepreneurship Division’ (2024)
4. Best Paper – Indian Culture & Philosophy Track, INDAM (2022)
5. SAMS Bursary – Journal of Management Studies Workshop (FIU, USA)
6. International Travel Grant – AUD Delhi

Military Distinctions

1. Commendation by the Air Officer Commanding in Chief (AOC-in-C)
2. Best Air Warrior (twice)
3. Flight Safety Award

9. Professional Experience (Indian Air Force, 1998–2018)

Core Responsibilities

- Led teams in communication systems, cyber security, and IT infrastructure
- Managed HR operations, training, mentoring, and performance evaluation
- Conducted technical and behavioral workshops
- Oversaw procurement, inventory, and administrative operations
- Conducted cyber audits and readiness assessments

10. Academic Services

- **Peer Reviewer**

- Reviewed 31 articles for the Academy of Management Entrepreneurship and Management Spirituality and Religion interest groups, EAM and SAM.
- Reviewed 09 article for Journals including Polar Record Journal, Journal of Entrepreneurship, and FIIB Business Review
- Reviewed 03 articles for India Strategy Conference 2024, IIM Ahmedabad

- **Program Coordinator & Academic Leadership**

- Program Coordinator, PGDM (Entrepreneurship), EDII (2025–)
- Led National Entrepreneurship Day Mega Event, Leh (2025)
- Moderated a session on the topic “Startup ecosystem in the UT of Ladakh” (2025)
- Co-ordinated National Summer Camps for children and Youth at EDII and Delhi, 2025.

- **Curriculum Development and International MoUs**
 - Designed multi-semester entrepreneurship curriculum for Acharya Institute, Bangalore
 - Developed MoU documentation for collaboration with Kenyatta University, Kenya
- **Mentoring & Volunteering**
 - Secretary, Maa Saraswati Educational Trust, Bihar – focuses on rural youth empowerment through vocational training
 - Mentor to UGC NET and PhD aspirants via WhatsApp groups and LinkedIn professional communities

11. Workshops & FDPs

- Case Method & Theory Linked Case Writing – BIMTECH, CMFM
- Qualitative Data Analysis using NVivo & Atlas.ti – AUD
- Manuscript Writing & High-Quality Publishing – IIM Ahmedabad
- Virtual Summer Seminar in Entrepreneurship Research – University of Alabama
- Business Analytics using R & Tableau – KPMG
- Universal Human Values II – SPU Visnagar

12. Certifications

- **UGC NET Management**, Electronic certificate Number 122020834, December 2012
- **UGC NET Psychology**, Electronic Certificate Number 142006597, December 2014
- **UGC NET Commerce**, Electronic Certificate Number 181016812, July 2018

13. Membership

- Directorate of Air Veterans, Indian Air Force
- American Psychological Association, 2023-24
- Catalyst 2030 (Collaborating to Achieve Sustainable Developmental Goals)

14. References

- Dr. Richa Awasthy, School of Management, Dr. B. R. Ambedkar University, Delhi, Kashmere Gate Campus, Lothian Road, New Delhi- 110006, richa@aud.ac.in, 91-9810438737
- Prof. Rajen K. Gupta (Retd), MDI Gurugram, rajenkgupta@gmail.com, 91-9868558258