Pooja garg

**Department of Humanities and Social Science,**

**Indian Institute of Technology Roorkee,**

**Roorkee-247667, Uttarakhand, India**

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[**gargpdhs@gmail.com**](mailto:gargpdhs@gmail.com)

## EDUCATION

**2007 *Ph.D. in Psychology (Organizational Behavior)***

Department of Humanities and Social Sciences

Indian Institute of Technology Roorkee, Roorkee, India

**1998-2000 *M.A in Psychology (Organizational Behavior)***

Ch. Charan Singh University (Formerly Meerut University) Uttar Pradesh, India

**1995-1998** ***B.A (English, Economics, Psychology)***

Ch. Charan Singh University (Formerly Meerut University) Uttar Pradesh, India

**1994-1995** ***Senior Secondary Education***

Uttar Pradesh Board. Meerut, India

**1992-1993** ***High School***

Uttar Pradesh Board. Meerut, India

**2000 (December)** Qualified UGC-National Eligibility Test (NET) for Lectureship

## EMPLOYMENT

April 29, 2016-Present *Associate Professor Psychology (Organizational Behavior)*

Department of Humanities and Social Sciences,

Indian Institute of Technology Roorkee, Roorkee, India.

September 06, 2012- *Assistant Professor (Regular Cadre)–Psychology*

*(Organizational Behavior)*

April 28, 2016 Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee, Roorkee, India.

June30, 2008- *Assistant Professor (on contract)–Psychology*

September 05, 2012  *(Organizational Behavior)*

Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee, Roorkee, India.

**April 04, 2008- *Assistant Manager (Human Resource)***

**May21, 2008** Bajaj Auto Ltd, Pune, Maharashtra, India

August 02-- *Guest Faculty (Psychology)*

**November 21, 2007 &** Department of Humanities and Social Sciences,

January 02- Indian Institute of Technology Roorkee,

**March 14, 2008** Roorkee, India.

**01October, 2003- *Research Investigator***

**August 04, 2004**  Defence Institute of Psychological Research,

Intelligence and Aptitude Division,

Defence Research and Development Organization,

Ministry of Defence, Delhi, India

AWARDS

**2013**  Jindal. A, Agarwal. S, Garg. P &Rastogi, R. (2013). “Role of job design for Achieving work life balance” *Indore Management Journal* (Special Issue), May, pp.72-86, ISSN NO: 0975- 1653***Best paper award in the 5th Conference* on Excellence and Research**  **and Education** (CERE),2013 ***held at IIM-Indore, 09- 12th May, 2013.***

**2012** 1.Best paper presentation award in the International Conference on Management and Behavioural Sciences (organized by Society of Management and Behavioural Sciences),in June 2012, for the paper titled, “Mutualistic Perspective of Individual Resilience and Organizational Commitment: A Path Analysis Model”.

2. Paul, H., & Garg, P. Organizational commitment of frontline sales professionals: Can resilience help? ***Paper presented in International Marketing Conference (MARCON) at IIM Calcutta during December 28-30, 2012.***

3. Paul, H., & Garg, P. (2012). Revisiting Resilience in Indian Context. Paper presented in International Conference on Management in the New World Order held during August 13-15, 2012 at Indian Institute of Management (IIM) Ranchi. Awarded best paper award and published in conference proceedings (pp. 380-397) by Tata McGraw Hills, New Delhi (ISBN13: 978-1-25-902824-3, ISBN10: 1-25-902824-0)

**2007** Winner of **Outstanding Paper Award at the Emerald Literati Network Awards for Excellence 2007,** for the paper titled, ***“A New model of job design: motivating employees’ performance*”,** published in **Journal of Management Development**,(Emerald Publication, UK), Vol.25, No. 6, pp.572-587, 2006.

* ***The statistics showed that the article is one of the most frequently downloaded article with a total of 1969 downloads in the first six months of its publication.***

Winner of **Outstanding Paper Award at the Emerald Literati Network Awards for Excellence 2007,** for the paper titled, ***“A New model of job design: motivating employees’ performance*”,** published in **Journal of Management Development**,(Emerald Publication, UK), Vol.25, No. 6, pp.572-587, 2006.

* ***The statistics showed that the article was one of the most frequently downloaded article with a total of 1969 downloads in the first six months of its publication.***
* ***The paper has been cited in 22 journals indexed in SCOPUS***
* ***The paper has been cited by 125 journals as per the data of Googlescholar***
* ***Till date, as per the data given by researchgate, the paper has 40 citations and 2736 reads***

**2000 (December)** Qualified UGC-National Eligibility Test (NET) for Lectureship

## MANAGEMENT &

## INSTITUTIONAL ACTIVITIES

**2014** i)Acted as Institute Representative for Indian Institute of Technology for Graduate Aptitude Test of Engineering 2014.

## 2012- 2013 i) Girl’s Adviser, Sports Council, IITR, April, 2013

ii) OC-Maintenance, Department of Humanities and Social Sciences IITR, since 2012

iii)Member of Departmental Faculty Board

**2010** Acted as Institute Representative for Indian Institute of Technology –Joint Entrance Examination (JEE) and Graduate Aptitude Test of Engineering 2010.

**2009- 2014** Member of Student Selection Committee in the Department of Management Studies, Indian Institute of Technology Roorkee, Roorkee, India.

**June2008-**  OC-Psychology Lab, Department of Humanities and Social **January 2013**  Sciences, IITR

***INSTITUTE LEVEL:***

i. Course Co-coordinator of HS-102 (Behavioral Science) from 2008 to 2013.

ii. Course Co-coordinator IHS-03 (Group Dynamics) from 2008 to 2013.

iii. Course Co-coordinator HIS-301(Positive Psychology) Spring Semester- 2016

**MEMBERSHIP OF PROFESSIONAL SOCIETIES**

1. National Academy of Psychology (Membership No. 20100005)

2. Indian Academy of Applied Psychology (Membership No.1342)

3. Life member of International IT Applications and Management Society

**PUBLICATIONS**

**2015**

Garg P., Rani R., &Rastogi R. (2015). Psychological Make-up of Indian Police Personnel: Role of

Justice and Quality of Work Life, ***The International Journal of Nepalese Academy of Management*,** Vol.3, No.1, March, pp.119-135.

**2014**

Garg,P., Paul,H and Rastogi,R.(2014). Does perception of justice effect psychological well- being of employees?. ***International Journal of Society Systems Science***,Vol.6,No.3,.pp:264-28*.* ***Inderscience Publications***.

Paul,H., and Garg,P.(2014). “Healing HRM through positive psychology: An outlook”. *Procedia****-Social and Behavioral Sciences***, Elsevier, Vol.133, pp: 141-150.

Paul,H., and Garg,P.(2014). “Factor Structure of the Resilience Scale-14: Insights From The Indian Sample. Accepted for its publication in ***South Asian Journal Of Management***, Vol.21, No.2,pp.70-86.

Kataria,A., Garg, P, and Rastogi, R . (2014).“ The Role of Work Engagement in the Pursuit of

Organizational Effectiveness”, **International Journal of Indian Culture and Business Management**, Vol.9,No.1, pp.37-54.

**2013**

1.Rana, G., Rastogi, R., and Garg, P.(2013). Organizational Justice as Predictor of Activity of the

Position, Achieving Result and Developing further Potential. ***Jindal Journal of Business Research***, December,Vol.2, No.2, pp: 104–115, Sage Publications.

Garg, P., Rastogi, R., and Kataria, A.(2013).Promoting Citizenship Behaviors in Workplace: The Relevance of Organizational Justice and Psychological Well-being of Employees. ***Jindal Journal of Business Research***,December, Vol.2, No.2, pp: 1–67, Sage Publications.

Kataria, A., Garg, P. and Rastogi, R. (2013). Work Engagement in India: Validation of the Utrecht Work Engagement.***Asia-Pacific Journal of Management Research and Innovation***. Vol.9,No.3,pp. 249-260, SAGE Publications.

Kataria, A., Garg, P. and Rastogi, R. (2013). *“*Does psychological climate augment OCBs? The mediating role of work engagement”. **The Psychologist-Manager Journal**, ,Vol 16(4), November, pp.217-242,Taylor and Francis Publications.

Kataria, A., Garg, P. and Rastogi, R. (2013).“Organizational Effectiveness as a Function of Employee Engagement”. ***South Asian Journal Of Management***, Vol. 20, No. 4, pp.56- 73

Rana,G.,Goyal, A. and Garg, P.(2013). Career mapping practices enhance retention at Birla Tyres: ***Strategic HR Review, Emerald Group of Publishing***, Vol. 12, Issue, 5, pp:277- 279.

**OTHER EXTENSION TASKS( ACADEMIC)**

***Outside India***

Visited Incheon National University as a **Visiting Scholar**, in the department of Creative HRD, from June 05-July17, 2015.

### CONFERENCE PRESENTATIONS

1.Garg P., Agarwal S., and Rastogi, R. (2016).”Quality of Work Life as a Predictor of Trust and Subjective Well-Being of Employees”. Paper presented at the International [Symposium on Business and Social Science](https://www.google.co.in/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&cad=rja&uact=8&ved=0ahUKEwiy5rHW16bMAhVOA44KHfBdAgkQFggbMAA&url=http%3A%2F%2Fwww.isbass.org%2F&usg=AFQjCNHOVcgcIBtv-EXYOQpRQJTMOShWCA&bvm=bv.119745492,d.c2E)(ISBAAS), from April 19-21, 2016, at Jeju Island,South Korea.

2.Garg P., Lee,K., and Rathi, N. (2015). “Mapping Contours of Justice and Citizenship Behaviors: An Insight from Indian Sample”. Paper presented at the 14th International Conference on IT Applications and Management (ITAM), from June 24-26, 2015, at Ewha Woman’s University, Seoul, South Korea.

3.Garg P., Rani R.,& Rastogi R.(2015). "Psychological Make-up of Indian Police Personnel: Role of Justice and Quality of Work Life”. Paper presented at *The Nepalese Academy of Management*, Kathmandu, Nepal, from March, 27-29, 2015.

4.Garg, P and Rastogi, R. (July,2012). “Organizational Justice: Predictor of Psychological well- Being of Employees.” Paper presented at International Congress of Psychology, Cape Town, South Africa, from July 21-27, 2012.

5.Garg, P and Rastogi, R. (March, 2011). “Organizational Justice: Antecedent of Organizational Citizenship Behaviors” Paper presented at International Conference for Academic Disciplines, at the University of Central Florida (UCF), Orlando, Florida, USA,from March 21-24, 2011.

6.Garg, P and Rastogi, R. (March, 2010).Organizational Justice and Organizational Citizenship Behaviors: Positive Attitudinal Behaviors at Workplace. Paper presented at XIXth Annual Conference of National Academy of Psychology, at Bangalore University, India.

7.Garg, P and Rastogi, R. (September, 2006). Effect of Psychological Well-Being on Commitment of Employees working in Public and Private Sectors. Paper presented at National Conference on Emerging Paradigms in Psychology, at Defence Institute of Psychological Research (DIPR), DRDO, Ministry of Defence, Delhi, India.

8.Garg, P and Rastogi, R. (February, 2005). Pedagogical Issues Involved in Teaching of Human Values toTechnical Students. Paper presented at the International Conference on Applied and Community Psychology: Trends and Directions, at Gurukul Kangri Vishwavidalaya, Haridwar, Uttarakhand, India.

9.Garg, P and Rastogi, R. (February, 2005).Enrichment of Human Life; Issues and Challenges. Paper presented at 5th International Conference at University of Delhi, Delhi, India.

10.Garg, P (February, 2004). A new model of job design for motivating employees’ performance. Paper presented at the 14th Annual Conference of National Academy of Psychology at Indian Institute of Technology Kharagpur, India.

**TEACHING ENGAGEMENTS**

1. Behavioral Science as Institute Core to UG students
2. Ethics and Self-Awareness as Institute Core to UG students to UG students
3. Group Dynamics as Institute Elective to UG students
4. Positive Psychology as Institute Elective to UG students
5. Advance course in Social Psychology to Ph.D students
6. Research Methodology to Ph.D students
7. Organizational Behavior to PG(MCA) students

***Supervision of Doctoral Theses:***

***a)Awarded***

***1)Ms. Shivani Jindal****,* Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee. Roorkee, India. **Title**: *“Quality of Work Life as a Predictor of Trust and Subjective Well-being of Employees”.*

***2) Mr. Happy Paul***, Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee. Roorkee, India. **Title**: *“Resilience, Subjective Well-being and Commitment as Predictors of OCB”.*

***3) Ms. Aakanksha Kataria***, Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee. Roorkee, India. **Title**: *“OCB: A Function of High-performance HR Practices, Psychological Climate & Work Engagement”*

***4)Ms. Anjali Jindal****,* Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee. Roorkee,India. **Title**: *“Impact of Job Design on Work-Life Balance and Burnout”*

***5)Ms. Rekha Rani***, Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee. Roorkee,India. **Title**: “*Effect of Quality of Work Life and Organizational Justice on Psychological Well-* *Being”*

***6)Ms. Geeta Rana****,* Department of Management Studies, Indian Institute of Technology Roorkee. Roorkee,India. **Title**: *“Work Values and Organizational Justice as a Predictor of Managerial Effectiveness”*

1. ***Ongoing:***

***1)Parul Malik****,* Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee. Roorkee, India. **Title:** “*Impact of Learning Organizations on Employee Resilience and Work Engagement”*

***2)Sunita Tiwari***,Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee. Roorkee, India. **Title**: *“Personality as a Predictor of Self-determination and Mindfulness”*

**Pooja Garg**