



Dr. Nishant Gaur

Assistant Professor

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Educational Qualification

- Ph.D (Management), Delhi Technological University (Formerly DCE, Delhi University)
- UGC NET Management
- MBA HR, GGSIPU
- A Qualified Graduate, Bachelor Degree in Engineering (AKTU, Formerly UPTU).

Work Experience: 14 Years

- **Academics: 13 Years 6 Months**
- **Industry: Less than 1 Year**

Area of Interest / Specialization :

- Human Resource Management
- Organizational Behavior
- Organizational Development
- Strategic Human Resource Management
- Training and Development
- Industrial Relations and labor laws

Research Paper: 13

Publications in SSCI (1), Scopus (2), ABDC (2) and Peer reviewed Journals (8).

- Published a paper titled “Analyzing the concatenation between ethics and Knowledge culture in Indian IT sector” in Sage Open, October-December 2023, Vol. 13 Issue , ISSN 2158 -2440 (SSCI Indexed and Scopus Indexed Journal).
- Published a paper titled “Analyzing the Ethical Impact on Knowledge Management Approach of Organization ” in European Economics Letters, March 2023, Vol. 13 Issue 1, Page No. 17-30, ISSN 2323 -5233 (ABDC Listed Journal).

- Published a paper titled "Impact of Ethical Behavior on Knowledge Culture of an Organization" in Empirical Economics Letters, Special Issue 21, November 2022, Page No. 124-149, ISSN 1681 8997. (ABDC Listed Journal)
- Published a paper titled "Ethical Framework For IOT in People Analytics: Risks and Opportunities" International Journal of Intelligent Systems and Applications in Engineering, 2022, 10(1s), Page No. 376-387, ISSN: 2147-6799 (Scopus Indexed Journal).
- Published a paper titled "Understanding alignment of organizational culture and knowledge management for organizational success: literature review and future research agent" in BIITM Business Review, volumes 10-12,2019-2021, Page No. 29-42, ISSN 2250-1533.
- Published a paper titled "Exploring the relationship between ethics and knowledge culture: A conceptual framework for successful organizations" in Academy of entrepreneurship Journal Vol. 27, Special Issue 5, 2021, P-ISSN: 1087-9595; E-ISSN: 1528-2686 in September 2021 (Scopus Indexed journal).
- Published a paper titled "Devising a Knowledge Culture" in Journal of Contemporary Issues in Business and Government Vol. 27, No. 1, 2021, pp 1587-1622 P-ISSN: 2204-1990; E-ISSN: 1323-6903 in February 2021 (ESCI Indexed journal and in Web of Science)s.
- Published a paper titled "Knowledge sharing culture and ethics" in Gitarattan Journal of Education, Volume:03, Issue:02, January:2021, ISSN: 2581-9518.
- Published a paper titled "An Exploratory Factor Analysis For Developing a scale of Ethics: A Knowledge Management Perspective" in Delhi Business Review Vol. 1, 9 No. 2 (July-December 2018) ISSN 0972-222X . listed in CABELL'S Directory, USA, Index Copernicus (IC value of 82.78), ProQuest, The Indian Journal of Commerce, EBSCO.
- Published a paper titled "Role of Emotional Intelligence in Development of Knowledge Based Leader" in International Journal of Management Research, Volume 8, June 2017, ISSN: 0976-6669. a peer-reviewed biannual journal published jointly by Apeejay School of Management, New Delhi (India) and Thomas Jefferson University, Philadelphia (USA).
- Published a paper titled "Green HRM: HR Addressing Environmental Issues" in IITM Journal of Business Studies, Vol. 4, Issue 1, December 2017, ISSN 2393-9451.
- Paradigm Revolution in Marketing Go Green, Think Green and Act Green in IITM Journal of Business studies Vol. 2, Issue 1, and December 2015. ISSN 2393-941.
- Striking the right work life balance in Journal of Global Information and Business Strategy, Volume 5, Number 1, December 2013. ISSN No. 096-4925, RNI No. DELENG/2010/36534.

Patents Published: 2

Application Number	202311081637A
Application Type	Ordinary Application
Date of filing	01/12/2023
Applicant Name	Govind Murari Upadhyay, Pramod Kumar Soni, Prashant Vats, Nishant Gaur
Title of Invention	SHOPEASY: A PERSONALIZED RECOMMENDATION ENGINE USING ARTIFICIAL INTELLIGENCE
Field of Invention	E Business
Publication Date	05/01/2024

Design No.	406401-001
Application Type	Ordinary Application

Date of filing	02/02/2024
Applicant Name	Mr. Amol Anand Phatak, Dr. Shrikant B. Joshi Avinash Kashinath Lavnis, Sumedh Sunitrao Pathak , Dr. Shwetha Javali, Nishant Gaur, Dr. Mr. Aswini Kumar Mohanty
Title of Invention	SMART EMPLOYEE SELECTION DEVICES
Field of Invention	Human Resource Management
Publication Date	05/04/2024

Conference Proceedings: 8

- Effectiveness of recruitment and selection process at HDFC Bank in conference proceedings of Management Innovation Infocomm Technology and Values(changing Paradigm in business) in October 2019.
- A study on affordable and sustainable housing in India” in conference proceedings of Management Innovation Infocomm Technology Values (Changing paradigm in business) in November 2018.
- Emotional Intelligence As Driving Force For Managing Knowledge In Contemporary World” in Conference Proceedings of National Conference on "Indian Economy & Recent Reforms", in February 2018. ISBN 978-93-5300-655-6
- “An Exploratory Factor Analysis For Developing a scale of Ethics: A Knowledge Management Perspective” in Conference Proceedings of International Conference on Managing Digital Revolution: Inventing Future India”, in January, 2018. ISBN NO.- 978-81-936606-0-7.
- “Exploring the relationship between Ethics and Knowledge Management: A Conceptual Framework for Successful Organizations” in Conference Proceedings of 17th Global Conference GLOGIFT, “Transforming Organizations through Flexible System Management” in December, 2017.
- Way to Entrepreneurship: Bridging the employment gap in proceedings of National Conference on Integrating Higher Education and employability: Issues, Challenges and opportunities in proceedings of January 2017. ISBN No. 978-81-933224-3-7
- E Recruitment- A renaissance in contemporary recruitment scenario in proceedings of Innovative practices in IT & Operations Management in January 2014. ISBN: 978-81-906991-9-7.
- Payment methods in E-Retailing: Its issues and effective strategies” in proceedings of National Conference “Paradigm shift in Innovative management theory and practices” in May 2013. ISBN No. 9873-93-5126-261-9.

Accomplishments / Achievements/ Professional Activities :

Faculty Development Program: 16

- Attended One Week Online Faculty Development Programme on “TRANSFORMING INDIA ENTREPRENEURIAL EVOLUTION FOR VIKSIT BHARAT @ 2047” organized by Faculty of Management, MJPRU, Bareilly 3-10 March, 2024.
- Attended One Week Online Faculty Development Programme on “Skill Enhancement Courses (Digital Marketing, Personal Financial Planning and Innovation & Entrepreneurship” organized by Department of Commerce, Sri Venkateswara College, University of Delhi in collaboration with

Mahatma Hansraj Malaviya Mission Teacher Training Centre (MH-MMTTC), Hansraj College, University of Delhi on 01-07 February, 2024.

- Attended one week Faculty development Program on “Basic and Advanced Research Techniques: A PLS-SEM Approach” at Maharaja Agrasen Institute of Technology, Rohini, New Delhi (3-7 July 2023).
- Attended one week faculty development Program on Research Methodology and Introduction to modeling techniques at Delhi Technological University (18 to 23 July 2022).
- Attended 10 Day Faculty Research Series organized at SRCC, Delhi University, New Delhi.(11-20 July 2022).
- Attended one week Faculty development program on “Advanced Research Methods: A Qualitative and Quantitative Approach” at Maharaja Agrasen Institute of Technology, Rohini, New Delhi (25-29 July 2022).
- Attended one week E-Faculty development Program cum workshop on “Data Analytics Using R” at Maharaja Agrasen Institute of Technology, Rohini ,New Delhi (23-27 July 2021).
- Attended one week E-Faculty Development Program on ‘Stress and Health Issues due to COVID-19: Management and Technical Solutions’ at Maharaja Agrasen Institute of Technology, Rohini , New Delhi (6-7 July 2020).
- Faculty development program on Advanced Data Analysis Techniques: SEM & Econometrics” Maharaja Agrasen Institute of Technology, Rohini, New Delhi (24th -29th May 2019).
- Faculty development program on “Innovations in teaching pedagogy in business education” at Dr. Akhilesh Das Gupta Institute of Technology & Management, New Delhi ,(24th July -30th April 2019).
- Faculty development program on structural equation modeling at Mata Sundri College for women, Delhi University (16-17 November 2018).
- Faculty development program on assuring quality in higher education and research: New initiatives at IITM, Delhi,(03-08July, 2017).
- Faculty development program on Issues and challenges in current business scenario at IITM, Delhi (15-21July, 2016).
- Faculty development program on an approach towards innovative pedagogy at IITM , Delhi (20-25July, 2015).
- Faculty development program on outcome based learning teaching pedagogy at IITM, Delhi (07-19 July, 2014).
- Faculty development program on innovative practices in pedagogy at IITM, Delhi (15-20 July, 2013).

Workshops Attended: 3

- Workshop on “Professional excellence through values, meditation and self management” organized by centre for value based education at Delhi Technological University on 26th July 2019
- Workshop on Research Methodology and data analysis at department of commerce, KMC, University of Delhi on April 27th-28th 2017.
- Workshop on case study method of teaching at IITM, GGSIPU on 17th march 2015.

National Conference Attended: 11

International Conference Attended: 02

- National Conference on New challenges and opportunities in wake of covid 19 at Department of Management, Dr. Akhilesh Das Gupta Institute of Technology & Management, New Delhi, held on 29th July -30th July 2020.
- National Conference on Management Innovations Infocomm Technology and Values at Department of Management, Maharaja Agrasen Institute of Technology, Delhi held on October 04, 2019.
- National Conference on Management Innovations Infocomm Technology and Values at Department of Management, Maharaja Agrasen Institute of Technology, Delhi held on November 03, 2018.
- National Conference on Innovative Research in computer science and information technology at IITM, Delhi in collaboration with CSI, Delhi held on 17th February 2018.
- National Conference on Indian economy and recent reforms at IITM, Delhi held on 3rd February 2018.
- International Conference on Managing digital revolution: Inventing future India at Delhi Technological University, Delhi held on 5th-6th January, 2018.
- International Conference on Transforming Organizations through flexible system Management at Delhi School of Management, Delhi Technological University, Delhi held on 11th-13th December, 2017.
- National Conference on Integrating higher education and employability: Issues, challenges and opportunities at IITM, Delhi held on 28th January 2017.
- National Conference on Emerging trends in information technology “Cyber security: Contemporary Threats and Solutions” at IITM, Delhi held on 19th March 2016.
- National Conference on Emerging trends in information technology “Cyber security: A Panoramic View” at IITM, Delhi held on 21st March 2015.
- National Conference on Emerging trends in information technology “Multifaceted role of cyber security: A national concern” at IITM, Delhi held on 22nd March 2014.
- National Conference on Innovative practices in information technology & operations management at Apeejay School of Management, Delhi held on 17th January 2014.
- National Conference on Paradigm shift in innovative management theory and practices at BPIT, Delhi held on 23rd May 2013.

Seminar Attended: 5

- National seminar on Emerging Paradigms in Marketing: Trends, Challenges and Opportunities (Building Sustainable Roadmap for Future) at MAIT, Delhi held on 26TH May 2023.
- National seminar on Emerging Paradigms in Marketing: Trends, Challenges and Opportunities at MAIT, Delhi held on 10TH July 2021.
- National seminar on Transforming India for sustainable development: Issues, challenges and opportunities at IITM, Delhi held on 12TH March 2016.
- National seminar on Sustainable business practices in global business environment: Issues, challenges and Prospects at IITM, Delhi held on 14TH March 2015.
- International seminar on India China Trade Relations: Issues, Impact and Future Prospects at IITM, Delhi held on 15TH March 2014.