

**Dr. RAGHVENDRA KUMAR SHARMA**  
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**I. Professional / Academic Qualifications: -**

<b>Degree</b>	<b>University</b>	<b>% / Grade</b>	<b>Year of passing</b>
Ph.D. (Management)	The ICFAI University Dehradun	NA	June, 2020
MBA (HR)	Sikkim Manipal University, Gangtok.	65.83% (Grade-B)	2010
LL.B.	Dr. B.R. Ambedkar University, Agra.	61%	2002
B.Sc.	Dr. B.R. Ambedkar University, Agra.	65%	1997

**II. Professional Summary: -** Expert University Professor with 21 Years (8 Years in Industry & Entrepreneurial + 12 Years 11 Months in Academics) of distinguished experience in practicing and teaching management skills. Substantially progressive record of publications in ABDC and Scopus indexed academic journals of international repute. Committed to help management students to unfold their latent potential in their studies and entrepreneurial initiatives. Dedicated partner to university programs and institution building activities that promote learning with ethics and support the community.

**III. Academic Experience at IBS, The ICFAI University, Dehradun.**

**January 7, 2009 – Continuing till date**

**1. Associate Dean at IBS Dehradun: July 01, 2021 till date**

**Responsibilities as Associate Dean, IBS:** Broader responsibilities ensuring proper academic functioning of the department. Worth-mentioning assignments include finalizing MoUs with foreign universities for academic and research collaborations, arranging international guest lectures for MBA students, ensuring smooth conduction of classes, helping for SIP generation for MBA students, guiding & developing department faculties for various criteria of NAAC accreditation, and other day-to-day responsibilities.

## 2. **Assistant Professor at IBS Dehradun: January 07, 2009 to June 30, 2021**

**Responsibilities as Assistant Professor at IBS:** Key responsibilities as an assistant professor at IBS Dehradun included teaching undermentioned subjects to MBA and BBA students, organizing management development program, organizing guest lectures, delivering guest lectures/expert talks at various other management institutions organizing international conference, developing courses and session plans, setting question papers, signing MoUs with foreign universities etc. The details of key responsibilities as an assistant professor are as under: -

### **Key Achievement:**

1. Instrumental in signing Memorandum of Understanding (Virtual Academic Exchange Program) between IBS, The ICFAI University Dehradun and **Kyiv National Economic University, Ukraine (29-09-2021)**.
2. Instrumental in signing Virtual Mobility Agreement between The ICFAI University Dehradun and **University of Economics and Law, Vietnam National University, Vietnam (28-01-2021)**.
3. Organized International Conference on Innovations in Business Management (**ICIBM-2020**). ICIBM-2020 was organized in collaboration with **University of Derby, United Kingdom**.
4. Has been appointed as an Observer for the IPM Online Test by **Indian Institute of Management –Rohtak** in 2021 and 2019.
5. Invited as a panelist in the panel discussion on Impact of Covid-19 on Tech Sales. The panel discussion was organized on August 5, 2020 by **Stephen Stagner Sales Excellence Institute, University of Houston, USA**.
6. Delivered sessions on various topics to students of University of Economics and Law, Vietnam National University, Vietnam.
7. Delivered expert talks on various topics to students of Kyiv National Economic University, Kyiv, Ukraine.
8. Conferred **IBSAF Best Teacher Award for overall excellence in 2018** with cash prize of Rs. 1,00,000.00
9. Member of IQAC and Entrusted with key responsibilities while applying for NAAC accreditation.
10. Organized various workshops/seminar.

**Subjects Taught:** following teaching assignment have been taken with an excellent student feedback.

- a) Organizational Behavior (MBA, BBA)
- b) Human Resource Management (MBA)
- c) Legal Environment of Business (MBA, BBA)
- d) Business Ethics and Corporate Governance (MBA)
- e) Human Resource Planning (MBA)
- f) Performance Management and Reward Systems (MBA)
- g) Training and Development (MBA)
- h) Strategic Human Resource management (MBA)
- i) Employment laws for HR Manager (MBA)
- j) Soft Skills (MBA)
- k) Personal Effectiveness Management (MBA)

**Other Academic Administration Responsibilities (Department Level)**

1. Member of APEX Committee (IBS).
2. Timetable coordinator 2018-2021.
3. Examination Coordinator IBS (2018-2020).
4. Chairman Hostel Empanelment committee (2018).

**3. University level responsibilities**

1. **President IIC – IUD:** Appointed President Institution’s Innovation Council – The ICFAI University Dehradun. Institution Innovation Councils are creation of **Ministry of Education Innovation Cell (MIC)**. I made IIC-IUD functional and the council is actively engaged in fostering entrepreneurial skills among students.
2. **Coordinator NISP-2019:** Appointed as Coordinator to implement **National Innovation and Startup Policy -2019**. **NISP-2019 is also an initiative of Ministry of Education** and UGC to encourage students/faculty/staff of the university to take entrepreneurial initiatives.

**4. Membership of Committees at School and University Levels**

**At University level:** Member of Internal Quality Assurance Cell (IQAC). I was one of the key members who have been given responsibilities for NAAC Accreditation in 2018-19.

**At School level:** Member of Board of Studies.

## 5. Consultancy Projects

1. **Intern kings Services Private Limited:** Intern Kings Pvt. Ltd. is a Kolkata based start-up company incorporate by one student of IBS in 2018. I provided management consultancy services to this start-up company in areas viz. business strategy formulation, staffing, employee training/orientation etc. The start-up idea was incubated and consultancy services were provided.
2. **Credence Hardware Exports:** Credence Hardware Exports is based in the city of Aligarh, UP. Two consultancy assignments have been completed for this company. **The first assignment** (2018) included negotiations for actualizing payments for goods exported to **Basta Parsons Limited Ireland**. The complexities arose due to acquisition of business of Basta by **Desand, another Irish Company**. **The second assignment** is received in August, 2021. This includes training company's managers in areas of Cross-cultural aspects, Inculcating Leadership competence, Time Management, Stress Management etc.

## 6. International Conference on Innovation in Business Management (ICIBM-2020)

One of the Most important contribution to the IBS and ICFAI University was Organizing **International Conference in collaboration with University of Derby, UK**. It has happened for the first time in the history of IBS Dehradun and ICFAI university that such an international Conference was organized in collaboration with foreign university (University of Derby, UK) of international Repute. We were able to receive 6 international research papers and three session chairs were also graced the conference with their presence. The Keynote Speaker of the conference was **Dr. Jose Arturo Garza-Reyes**.

## 7. International Webinars Organized

S. No.	Topic	Resource Person	Date
1	Start-Ups and Innovations	Dr. Lien Tran, Vice Dean, Faculty of Business Administration, University of Economics and Law, Vietnam National University, Vietnam	March 06, 2021
2	Export-Import Business Opportunities between	Prof. Nhu Chung, Faculty at International	February 01, 2021

	Vietnam and India	Economic Relations, UEL, Vietnam National University, Vietnam	
3	Market Research for Entrepreneurs	Dr. Yeliena Prokhorova, Associate professor, deputy head of Management Department, Kyiv National Economic University	June 11, 2021
4	Innovations and Start-ups: Challenges and Prospects	Mr. Erik W Charles, VP, Solutions Evangelist, Xactly Corporation, California USA.	December 14, 2020
5	Tourism and Hospitality Industry: Present and Future Perspectives	Dr. John Palabiyik, Framingham State University, Massachusetts , USA	July 9, 2020
6	International Webinar on Unfolding International Business in the era of COVID-19 Global Pandemic	Dr. Robert C. Sinclair, President and CEO Sinclair and Associates Consulting, Advisory Director Global Mining Sustainability, Canada	June 24, 2020

## 8. International talks Delivered

S. No.	Topic	Institution/University	Date
1	Power & Politics in Business Organizations	Kyiv National Economic University, Kyiv, Ukraine	Scheduled on November 16, 2021
2	Employee Motivation: Strategic Advantage for Modern Organizations	Kyiv National Economic University, Kyiv, Ukraine	November 02, 2021
3	Leadership: Contemporary Perspective	Kyiv National Economic University, Kyiv, Ukraine	October 19, 2021
4	Online Learning During Covid- 19	University of Economics and Law – Vietnam National University, Vietnam	April 9, 2021
5	Understanding Personality	University of Economics and Law – Vietnam National University, Vietnam	April 2, 2021

6	Perception	University of Economics and Law – Vietnam National University, Vietnam	March 5, 2021
7	Leadership	University of Economics and Law – Vietnam National University, Vietnam	January 21, 2021
8	Entrepreneurship	University of Economics and Law – Vietnam National University, Vietnam	January 6, 2021
9	Impact of Covid-19 on Tech Sales	Stephen Stagner Sales Excellence Institute, University of Houston, USA	August 05, 2020

## 9. Workshops/Seminars/Management Development Programs Organized

1. Organized one day seminar on “How to make a successful Startup Business Plan” on September 24, 2021. Resource Person: - Prof. (Dr.) Raj Kumar Singh, Dean (R&D) & HoD (Deptt. Of Commerce), SMS Varanasi.
2. Organized two days workshop on “HR Analytics” during August 17 – 18, 2021. Resource Person: - Dr. Manish Gupta, Assistant Professor Mahindra University and Co-Author of a book titled ‘Practical Applications of HR Analytics’ published with prestigious Sage Publication.
3. Organized a two days’ workshop on “Empowerment of Entrepreneurship & Start-Ups in Export-Import” in association with NEDC. The workshop was organized during January 22 – 24, 2021. Participants: MBA students. Resource persons: 1) Mrs. Rishu Bhardwaj, Trainer NEDC; 2) Mr. A. Din Pangotra, Chief Mentor, NEDC.
4. Organized a two days’ workshop on “Export-Import” in association with NEDC. The workshop was organized during September 06 – 09, 2019. Resource Person: Mrs. Rishu Bharwdaj, Trainer – NEDC.
5. Organized Shri N. J. Yasaswy Memorial Lecture on January 08, 2019. **Resource Person: Dr. Rajendra Singh [recipient of prestigious Magsaysay Award (2001) and Stockholm Water Prize (2015)].**
6. Organized one day seminar on “Combating Corruption Through Collective Actions” in association with Transparency International India. The Seminar was

organized on December 23, 2016. Resource Person: Mr. Anil Kumar Raturi, Director Vigilance, Uttarakhand Govt.

7. **Voice of Customers:** The MDP was organized on May 18, 2015 at hotel Madhuban in Dehradun. The objective of the MDP was to address challenges executives face in the area of marketing.
8. **Strategic HR and Change Management:** The MDP was organized on July 25, 2015 in Gurgaon. The objective of the MDP was to train HR executives of various companies on change management. Another objective was institution building and strengthening of relationship with existing and prospective recruiters. The venue of the MDP was hotel Le Meridian Gurgaon.

## **10. Research and Publication**

1. Raghvendra Kumar Sharma, Niraj Kishore Chimote (2021), Psychological & Emotional Considerations for Diabetic Patients During Global Pandemic SARS-CoV-2, Empirical Economic Letters, Vol. 20, Special Issue 4, 197-204. **(ABDC-C)**.
2. Raghvendra Kumar Sharma, Ankita Srivastava, Muddu Vinay & Rajiv Sethi (2020) An integrated framework of socio-economic and technological interventions for COVID-19 in different economies, Journal of Statistics and Management Systems, 24:1, 81-98, DOI: 10.1080/09720510.2020.1838062 **(ABDC-C)**
3. Mohan, V., Chakraborty, C. B., Sharma, Raghvendra (2020), Vibration Analysis of Circular Cylindrical Shells - A Comparative study, International Journal of Advanced Science and Technology, Vol. 29, Issue 11, pp. 87-99 **(Scopus)**
4. Srivastava, A., Sharma, R., Suresh, A. (2020), Impact of Covid-19 On Sustainable Development Goals, International Journal of Advanced Science and Technology, Vol. 29, Issue 9s, pp. 4968-4972 **(Scopus)**
5. Sharma, Raghvendra (2019), Employee Engagement – Key Element of Employee Performance at Workplace: A Review of Literature, International Journal of Management, Technology And Engineering, Volume IX, Issue III, pp. 110-120 **(UGC)**
6. Sharma, Raghvendra Kumar, & Muddu Vinay (2019), A Review of Constructs of Organizational Commitment and Employee Engagement, International journal of Scientific Research and Reviews, Volume 8, Issue 1, pp 3274-3283 **(UGC)**

7. Manna, R., & Sharma, R. (2017). South 2 Mouth: Innovative Fusion Food Deal on Wheel. The Case Centre UK, available at <https://www.thecasecentre.org/products/view?id=145794> .
8. Sharma, R. (2016). Informalization of workforce in Manufacturing Sector: Degeneration of Employment Standards. *International Journal of Research in IT and Management, Vol. 6, Issue 7*, 179-183 (UGC)
9. Sharma, R., & Manna, Reshmi (2015). HRM In Unorganized Sector. *Business Manager (Magazine), Vol. 18, No. 4*, 36-37. (Magazine Article)
10. Sharma, R., & Manna, Reshmi (2015). Handling Data Tsunami for Better People Management. *Business Manager (Magazine), Vol. 18, No. 6*, 24-27. (Magazine Article)

### 11. Conferences Attended

S. No.	Title of the Paper Presented	Title of the Conference	Organized by	Date
1	Employee Engagement: A Review of Literature	International Conference on “People Analytics and Future of Work”	New Delhi Institute of Management, New Delhi	January 23, 2018
2	Employee Engagement: A Key Determinant of Employee Performance at Workplace	National Conference on “Management in 21 <sup>st</sup> Century: A Paradigm Shift”	IBS Kolkata	January 19 – 20, 2018

### 12. Expert Talks Delivered (in India)

1. Delivered a talk on “A Practical Introduction to Intellectual Property Rights” at School of Basic Sciences and Research, Sharda University Gr. NOIDA on 09-9-2020.
2. An Expert talk on “Employability: Preparing Students for Bright Future” was delivered on 22-7-2021. Participants were TPOs of various management college.



3. Delivered a lecture on “teacher as Transformational Leader” at Motherhood University Haridwar. Participants were faculties of Motherhood University. The session was scheduled on 25-6-2021
4. An expert talk on “Career Exploration and Development” was delivered to students of SGRRIT, Dehradun on 16-4-2019.
5. An Expert talk on “Innovative Teaching Methodologies & Uses of Case Studies through Experiential Learning” was delivered on 07-09-2018. The talk was delivered at IMS Roorkee and the audience were faculty members of IMS..
6. Delivered a seminar on ‘Career Counselling’ on 18-11-2017 at Canterbury Bells School Dehradun.
7. Delivered a talk on “Innovative Pedagogical Tools in Education and Innovative Teaching Methodologies”. This talk was delivered in a Faculty knowledge Sharing Program on 26-8-2017 at Hotel Pacific, Dehradun

**13. Faculty Development Programs/Seminars: -** Attended following faculty development programs: -

1. Attended 7 days FDP on Qualitative Research Methods at **IIM-Ahmadabad in April, 2015.**
2. Attended a Six-days FDP on “Productivity Tools for Teaching Enhancement” organized by IBS – IUD during September 6 – 11, 2021
3. Attended a Research Program on “Writing Impactful Research” organized by **Sabaragamuwa University of Sri Lanka in association with Emerald Publishing and Gulf Medical University.** The program was organized during April 22, 2021 to August 5, 2021
4. Attended a Five-days FDP on “Be Future Ready with Business Analytics” Organized by Jaipuria Institute of Management, Jaipur and AICTE during July 5 – 9, 2021
5. Participated in Care Writing Competition and Conference, 2021 organized by AIMA (ICRC) during March 30 – 31, 2021.
6. Attended a five-days FDP on “Capacity Building” organized by UPES Dehradun and AICTE during October 12 – 16, 2020.

7. Attended two-days seminar on “Enhancing Quality in Higher Education” organized by IFHE Hyderabad on February 27 – 28. 2018.
8. Attended one day FDP on “Research Process and Data Analysis Using SPSS & MS-Excel” on April 119, 2015.
9. Attended 12 days FDP in IFHE, Hyderabad in May-June, 2013.

**14. Guided approximately 30 MBA Students for MRP (Management Research Project)**

**15. Guided approximately 125 MBA students for SIP (Summer Internship Program)**

**IV. Industry Experience at Creative & Crofts Industries India Pvt. Ltd.**

January 2002 – December 2008 worked as General Manager (overseas Marketing) At Creative and Crofts Industries India Pvt. Ltd. Aligarh (100% Export Oriented Unit). The Creative & Crofts Industries India Pvt. Ltd. is a joint-venture company having collaboration with **Crofts & Assinder Limited. Based at Birmingham, England.**

**Brief description of Leadership and Administrative capabilities:**

- Made strategies for business expansion in European countries and USA.
- Made direct access to USA market by maturing the deal with COLONIAL BRONZE COMPANY. Received huge appreciation for this.
- **I was sent to United Kingdom to represent the company and to negotiate on various matters, Legal and Commercial, in the month of September of the year 2008.**
- Designed Engagement Model of Employee’s Productivity (EnMEP).
- Created a system of coordination between marketing and production department to ensure timely delivery of products to customers.
- Effectively organized the human resource to enhance the productivity.
- Make Arrangements for the Training of the human resources required to meet the Technological upgradation from time to time.
- Being instrumental in formulating various sales agreements.
- Liasioning with Govt. officials and departments whenever required in matters of priority like securing licenses etc.
- Arranging time to time Training Programs to enhance the efficiency of the workers.
- Recruiting productive human resource to meet the requirement of the company.

## **V. Entrepreneurial experience**

### **July, 2000 to December 2001**

Freelance Legal Consultant dealing with various nature of cases viz. Intellectual property Rights, matters of Civil Nature including Tax matters.

## **VI. Personal Details:**

Date of Birth	09-11-1976
Father's Name	Mr. Brijesh Kumar Sharma
Family Status:	Married.
Schooling:	High School from U.P. Board in 1990 Intermediate from U.P. Board in 1993
Address:	Kamal Kunj, Opposite Qt. No. 38 Suraksha Vihar, G.T. Road, Aligarh-202001 UP

Date: 12-11-2021  
Place: Dehradun



(Signature)

Dr. Raghvendra Kumar Sharma