




## RAM LAL ANAND COLLEGE (University of Delhi)

### Faculty Details



Title	Dr.	First Name	Shikha	Last Name	Makkar	Photograph
Designation	Assistant Professor					
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VIDWAN ID.	<a href="https://vidwan.inflibnet.ac.in/profile/418197">https://vidwan.inflibnet.ac.in/profile/418197</a>					
LinkedIn Profile page	<a href="https://www.linkedin.com/in/dr-shikha-makkar-a8a5a533">linkedin.com/in/dr-shikha-makkar-a8a5a533</a>					

#### Educational Qualifications

Degree	Institution	Year
Ph. D.	Department of Commerce, University of Delhi	2018
M. Com.	Rajdhani College, University of Delhi	2008
B. Com.	Jesus & Mary College, University of Delhi	2006

#### Career Profile

Dr. Shikha Makkar is an Educationist, Researcher, Learner, & has been teaching undergraduate and postgraduate students for over 15 years. She is currently teaching as an Assistant Professor in the Department of Commerce, Ram Lal Anand College, University of Delhi. She has published research papers in Scopus Indexed and UGC listed Journals and presented various research articles at international and national conferences and has also to her credit the best research paper award at various international conferences. She is a Commerce graduate and scholarship Awardee, from Jesus and Mary College and Masters in Commerce from University of Delhi. She has completed her Ph.D. in the field of Organizational Behavior from the Department of Commerce, University of Delhi on the topic "Measurement of Spirituality and its impact on students and teachers". She has also Contributed in the e-PG Pathshala Project by UGC under the NMEICT mission of MHRD, Govt. of India, as Co-Author in Commerce subject Modules, on Management Concept and Organizational Behavior (Emotions & Leadership: An introduction) and Human Resource Management (Recruitment-Factors Affecting Recruitment). She is also invited as a Guest speaker/moderator, and Resource Person for Faculty Development Programs on topics/discussions in the domain of Organizational Behavior, Human Resource Management, Spirituality & Research, by Management B-Schools, Institutions etc.

JULY 2023- Present: Assistant Professor, Ram Lal Anand College, University of Delhi

2012-2023: Assistant Professor, Shri Ram College Of Commerce, University Of Delhi

2009-2012: Assistant Professor, Jesus And Mary College, University Of Delhi

### Administrative Assignments

- 2023: Organised, managed and coordinated as a Convenor; one-week online Short-Term Programme (STP) on Indian Knowledge System, jointly organised by the Department of Commerce (DOC); Institute of Life Long Learning (ILLL); and Shri Ram College of Commerce (SRCC), University of Delhi scheduled from 16 January - 21 January, 2023.
- 2019: Contributed in organizing, managing and supervising Annual Refresher Programme in Teaching (ARPIT): Online Refresher Course in Commerce, for higher education faculty through SWAYAM Portal, Ministry of Human Resource Development (MHRD), 2019, at the National Resource Centre – Commerce Discipline, Shri Ram College of Commerce established vide MHRD-Notification No. F. No. 1-26/2019-PN-II. This included video recording, editing, post production and preparation by resource Persons of all the four quadrants of e-content, covering teaching- learning material, assessments, presentations, online reference material. Also managed the uploading of programme and online delivery, including assignment evaluation and preparation of question papers.
- 2017: Co-Founding Faculty Member of the 1<sup>st</sup> ever Spirituality Club in University of Delhi, “Atman- Mind, Body and Soul Club” of Shri Ram College of Commerce, University of Delhi, inaugurated by Honorable Minister of Information & Broadcasting Shri M. Venkaiah Naidu Ji on the 7<sup>th</sup> February.

### Areas of Interest / Specialization

- Organisational Behaviour
- Human Resource Management
- Organisational Psychology
- Spiritual Leadership
- Mental health and well-being

### Subjects Taught

- Organisational Behaviour
- Human Resource Management
- Organisational Psychology
- Leadership and team development
- Business Laws

### Publications Profile (Books/Chapters/Research articles, etc.)

2020: Paper titled “A conceptual development of Spiritual Leadership Model” in International Journal of Business and Globalisation, Inderscience Publishers. Vol.26 No.3, pp.239 – 252,DOI: 10.1504/IJBG.2020.110953 Scopus Indexed, ISSN online: 1753-3635.

2020: Paper titled “Diversity Management in Higher Education in India” in Our Heritage Journal (Vol. 68 No. 51), Listed in UGC-Care List of Journals, ISSN: 0474-9030, (p. 33-40).

2019: Paper titled “Spirituality Measurement Scale: An Empirical Study” published in Purushartha Journal, School of Management Studies (Vol. 12 No. 1). Scopus Indexed, ISSN: 0975-024X, (p. 21-31) URL: <http://journals.smsvaranasi.com/index.php/purushartha/article/view/297/283>

2018: Paper titled “Development of a spirituality measurement scale” published in Current Psychology Journal, Springer Nature (p. 1-8). Scopus Indexed, with Impact factor 2.208. Listed in Thomson Reuters. Online ISSN: 1936-4733 DOI:<https://doi.org/10.1007/s12144-018-0081-7>

2016: Paper titled “Marketing of products sold by spiritual organizations: An Analysis”, in an edited volume of book titled “Marketing in the 21<sup>st</sup> century: issues and challenges” by Shaheed Bhagat Singh College, University of Delhi, ISBN: 978-93-85000-73-7, (p. 126-137).

2016: Paper titled “Spirituality, Ethical behavior and Corporate social responsibility- The influence of affinity”, published in an edited volume of a book titled “New horizons for leveraging business” by the Department of Commerce, University of Delhi, ISBN: 978-81-261-6498-1, (p. 1-19).

2015: Contributed in the e-PG Pathshala Project by UGC under the NMEICT mission of MHRD, Govt. of India, as Co-Author in Commerce subject. For the following modules:

Paper 1: Management Concept and Organizational Behavior

Module 17: Emotions

Module 26: Leadership: An introduction

Paper 9: Human Resource Management

Module 14: Recruitment-Factors Affecting Recruitment.

2015: Paper titled (jointly with Prof. Ajay Kumar Singh) “Measurement of spirituality: Development and validation of a questionnaire” presented in the technical session V of ICSSR sponsored XVI Annual international conference on “Governance: Changing paradigms” at India habitat centre, NewDelhi, organized under the joint auspices of DSPSR, Sri Aurobindo College (eve.) [University of Delhi], et al.,ISSN: 978-81-923211-7-2,(p. 806-847).

2015: Paper titled “Relationship between spirituality and corporate social responsibility-An empirical study” (also awarded for best paper presentation), in Journal Abhinav Prabandhan, Sri Sharada Institute of Indian Management-Research, NewDelhi, ISSN: 2249-5339, (p. 660-689).

## National & International Conference Paper Presentations

2020: Presented a research paper titled “Diversity Management in Higher Education in India” (Received the Best Paper Award) at the Two day National Conference on “Exploring Spiritual Foundations of Leadership and Management” at DME Management School, I. P. University, Noida on 14<sup>th</sup>-15<sup>th</sup> February.

2019: Recorded a Video Lecture (60 minutes) and developed E-content and E-tutorial covering all four quadrants: Preparation of Teaching Learning Material E-content, Video Presentation, Online Reference Material, Discussion Forum and Assessments on the Topic, Managing Classroom Diversity, for the HRD Ministry Sponsored Refresher Course in Commerce conducted by National Resource Centre – Commerce Discipline at Shri Ram College of Commerce under ARPIT 2019 vide MHRD-Notification No. F. No. 1-26/2019-PN-II.

2019: Presented a research paper titled “Excellence in Higher Education: Measuring the influence of spirituality on Teachers’ Attitude at Work”, at the ICSSR sponsored, XX Annual International Conference on Global Vision 2030: Challenges and opportunities at Deen Dayal Upadhyaya College, Dwarka, under the joint auspices of DSPSR, DDU, et al., on 4<sup>th</sup>-5<sup>th</sup> January.

2017: Presented a research paper titled (jointly with Prof. Ajay Kumar Singh) “Entrepreneurship development and its impact on employment”, at the 70<sup>th</sup> All India Commerce Conference of Indian Commerce Association organized by IIS University, Jaipur, 12<sup>th</sup>-14<sup>th</sup> October.

2017: Presented a research paper titled “Development and Validation of a Spirituality Measurement Scale”, (jointly with Prof. Ajay Kumar Singh), at the Third International Research Conference organized by International Association of Research and Development Organization, at Indian Federation of United Nations Association, (Received the Best Paper Award), New Delhi, on 16<sup>th</sup> July.

2016: Presented a research paper titled “Spirituality in marketing-a case of products sold by spiritual organizations”, at the UGC sponsored national seminar on “Marketing in the 21<sup>st</sup> century: Issues and Challenges” on 5<sup>th</sup> and 6<sup>th</sup> February, organized by Shaheed Bhagat Singh College, University of Delhi.

2015: Presented a research paper titled (jointly with Prof. Ajay Kumar Singh) “Measurement of spirituality: Development and validation of a questionnaire” presented in the technical session V of ICSSR sponsored XVI Annual International Conference on “Governance: changing paradigms” at India habitat centre, New Delhi, organized under the joint auspices of DSPSR, Sri Aurobindo College (eve.) [University of Delhi], et al., on 3<sup>rd</sup>-4<sup>th</sup> January.

2014: Presented a research paper titled “Relationship between spirituality and corporate social responsibility –An empirical study” (*Awarded for best paper presentation*) at the national seminar on “Corporate governance & Business integrity” held at Sri Sharada Institute of Indian Management-research, New Delhi, 25<sup>th</sup>-26<sup>th</sup> April.

2014: Presented a research paper on the topic “Spirituality, Ethical behavior and corporate social responsibility – The influence of affinity” at the third Annual Commerce convention on leveraging business: Discovering New horizons”, held at the Department of Commerce, University of Delhi, 12<sup>th</sup>-13<sup>th</sup> April.

2014: Presented a Research paper titled “Impact of Technology on work life balance” at the UGC sponsored National Seminar “Linking Human Resources with Business Strategies” held at Jesus and Mary College, University of Delhi, 26<sup>th</sup>-27<sup>th</sup> March.

2013: Presented a paper on the topic “Financial inclusion in India-Policies and perspectives” at the Sixth International Conference on global studies organized by common ground publishing, University of Illinois, U.S.A, at India International Centre, NewDelhi on 5<sup>th</sup>-7<sup>th</sup> September.

2013: Presented a paper on the topic “Agricultural marketing reforms in India” at the 15th Thinkers and Writers’ forum, Skoch Development Foundation, NewDelhi on 26<sup>th</sup> March.

2010: Presented a paper on the topic “Impact of global recession on Indian financial markets” at the 3rd National Conference on Contemporary Management Research at Apeejay School of Management, Dwarka, Delhi on 14<sup>th</sup> may.

#### Awards and Distinctions

2020: Received the “Award for best Paper”, for a research paper titled “Diversity Management in Higher Education In India” presented in the National Conference on “Exploring Spiritual Foundations of Leadership and Management” at DME Management School, I. P. University, Noida on 15<sup>th</sup> February.

2017: Received the “Award for best Paper”, for a research paper titled “Development and Validation of a Spirituality Measurement Scale”, jointly with Prof. (Dr.) Ajay Kumar Singh, at the Third International Research Conference organized by International Association of Research and Development Organization, at Indian Federation of United Nations Association, New Delhi, on 16<sup>th</sup> July.

2014: Received the “Award for best Paper”, first prize in recognition of the paper for its subject content, analysis, composition and presentation in the national seminar on “Corporate governance & business integrity” held at Sri Sharada Institute of Indian management-research, NewDelhi, 25-26 April.

2013: Received the “Graduate Scholar Award” at the Global studies conference, for having demonstrated significant scholastic achievement and leadership skills on 7<sup>th</sup> September at NewDelhi.

#### Association With Professional Bodies

Life time member of Indian Commerce Association since 2018.

## Contribution as a resource person

2023: Invited as a Resource Person, for a Five- Week Value Added Certificate Course on Research Methodology and Data Analysis, Shobhit University, Gangoh, Saharanpur, 21st July- 20th August.

2021: November: Participated in AICTE Training and Learning (ATAL) Academy Online Elementary FDP on “Essentials of Academic research” at International School of Management Excellence, 8<sup>th</sup> – 12<sup>th</sup> Nov.

2021: July: Participated in the 5 weeks Online Faculty Development Programme in Pedagogy and Research Methods conducted by India Institute of Management, Ahmedabad (IIMA), 07<sup>th</sup> June-13<sup>th</sup> July.

2021: Invited as a Resource Person, for Short Term Training Programme on “Research 2.0: From Discovery to Dissemination” organised by Centre for Information Research Management (CIRM), University of Kalyani, Nadia, West Bengal, 02-08 March.

2021: Invited as a Resource Person, for ICSSR Sponsored “Seven Days Online Research Methodology Course for Ph.D.Research Scholars in Social Sciences”, School of Commerce, BharathiarUniversity, Coimbatore, Tamil Nadu, held from 18th- 25thFebruary.

2021: Invited as a Resource Person, for a National Workshop on “Techniques of Writing a Quality Research Paper”, By school Of Business Studies & Entrepreneurship (SBS & E), Shobhit University, Gangoh, Saharanpur, on 17thFebruary.

2020:Invited as a Resource Person, for conducting a Faculty Development Program on the topic “Diversity in the classroom” by Dr. M. G. R. University, Chennai, on 8th September.

2020: Invited as a Resource Person, for a National Webinar on “Business Analytics- Tools for decision making” by P. K. R. Arts College for Women, Bharathiar University, Tamil Nadu on 8th August.

2020: Invited as a Resource Person, for a National Webinar on “How analytics is useful for business decision making” by Vivek college of management and technology, Bijnor, Uttar Pradesh on 25th July.

2020: Invited as a Resource Person, for a National Webinar on “Analytics for Beginners” by Sanskriti University, Mathura, Uttar Pradesh on 29th June. Link <https://www.facebook.com/sanskritigroupindia/videos/627938091148438>

2020: Invited as a Resource Person, for a National Webinar on “HR Analytics” by AKS University, Satna, Madhya Pradesh on 26th June. Link <https://www.youtube.com/watch?v=9WmakN1Mjqk>

2020: Invited as a Resource Person, for a National Webinar on “Research and Plagiarism” by AKS University, Satna, Madhya Pradesh on 23rd June. Link: <https://www.youtube.com/watch?v=9o29PTtm1wY>

2020: Invited as a Moderator, for a National Webinar on “Work-life Balance & Happiness” jointly organized by RD & DJ College, Munger University, Munger and Sri Sri University, Cuttack, Odisha, India on 16th June. Link: <https://www.facebook.com/watch/?v=2528684984059775>

2020: Invited as a Moderator, for a Panel Discussion on “Creating Spiritually enabled Leaders for tomorrow” at the Two-Day National Conference on “Exploring Spiritual Foundations of Leadership and Management” at DME Management School, I. P. University, Noida on 15th February.

#### **Faculty Development Programmes / Conferences / Seminars / Workshops Attended**

2021: November: Participated in AICTE Training and Learning (ATAL) Academy Online Elementary FDP on "Essentials of Academic research" at International School of Management Excellence, 8<sup>th</sup> – 12<sup>th</sup> Nov.

2021: July: Participated in the 5 weeks Online Faculty Development Programme (FDP) in Pedagogy and Research Methods conducted by India Institute of Management, Ahmedabad (IIMA), 07<sup>th</sup> June-13<sup>th</sup> July.

2018: November: Attended one day Faculty Development Program (FDP) on MOOCs (Massive Open Online Courses) conducted by Department of Management Studies, Deen Dayal Upadhyaya College, University of Delhi, 17 Nov.

2017: November: Participated in the National symposium on “Dimensions of Quality in Higher Education in India” organized by IQAC, Shri Ram College of Commerce, University of Delhi, 11<sup>th</sup> Nov.

2017: May: Participated in the International Conference on Rethinking Management Education: From Chanakya To Adam Smith jointly organized by Academy of Value Based Management (A Unit of ISOL Foundation) and Vedic Foundations of Indian Management (A Unit of ISOL Foundation), 6<sup>th</sup>-7<sup>th</sup> May.

2017: March: Attended a three day Workshop on “Spiritual values and ethics” organized by C.P.D.H.E., University of Delhi, 1<sup>st</sup>-3<sup>rd</sup> March.

2014: November: Participated in a two day National Faculty Development Programme on “Research Methodology & Statistical Analysis with SPSS” held at Ramanujan College on 20<sup>th</sup>-21<sup>st</sup>.

2013: September: Attended the Publishing connect workshop conducted by Elsevier in association with University of Delhi on 11<sup>th</sup>.

2013: April: Participated at the 2<sup>nd</sup> Annual Commerce convention “Emerging issues in corporate governance” organized by the Department of Commerce, University of Delhi.

2013: April: Participated at the National Conference on the topic “Transformational leadership and beyond” organized by Shri Ram College of Commerce, University of Delhi.

2012: June: Attended a workshop on “open data-open development” organized by the World Bank, NewDelhi on 8<sup>th</sup>.

2012: May: Attended a seven day Faculty Development Programme cum Workshop on “Analytical techniques for research in social sciences” held from may 22<sup>nd</sup>-28<sup>th</sup>, organized by Delhi school of professional studies and research.

2012: March: Attended the UGC sponsored National Seminar on the theme “The future of corporate finance in India”, Delhi College of Arts and Commerce, University of Delhi.

2012: February: Attended the UGC sponsored- National Seminar on the theme “Business for sustainable development”, Jesus and Mary College, University of Delhi.

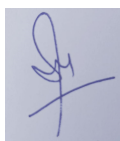
2011: November: Attended a three day workshop at Shri Ram College of Commerce, organized by the Department of Commerce for paper 2.2: Fundamentals of computers and information systems of B.com (Hons.) Semester-II.

2010: April: Delegate at the “Annual private equity convention 2010”, organized by ASSOCHAM on 15<sup>th</sup>-16<sup>th</sup>, NewDelhi.

2010: March: Delegate at the National Microfinance Conference-“Financial inclusion and responsible microfinance” organized by F.I.C.C.I. and Sa-Dhan at Ashok Hotel, NewDelhi on 17<sup>th</sup>& 18<sup>th</sup>.

2010: March: Delegate at “The women leadership summit” organized by Silicon India at Iskcon Auditorium, NewDelhi.

2010: February: Delegate at the PHD Chambers of Commerce& Industry, NewDelhi on “HR Compass: The evolving HR competencies”.



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