



Kirori Mal College

(University of Delhi)

University of Delhi, Delhi-110007

(Phone No. - 011-7121 9084 : Email - principal@kmc.du.ac.in)



Print Date : 15-02-2026

1. Personal Profile

Title: Dr. First Name: **NIDHI** Last Name: **SHARMA**



Designation: **ASSISTANT PROFESSOR** Mobile No. -----

Phone No. (Office) **011-35682808** Phone No. (Residence): -----

Email: **nidhisharma810@kmc.du.ac.in** Webpage: -----

Facebook: ----- Twitter: -----

LinkedIn: ----- Instagram: -----

Youtube: ----- Research Gate Link: -----

Google Scholar Link: -----

Address: -----

2. Educational Qualifications

| Degree/ Certification | Institution | Year |
|-----------------------|--|------|
| Ph.D. | Department of Commerce, Delhi School of Economics, University of Delhi | 2021 |
| NET+JRF | University Grants Commission, National Educational Testing Bureau | 2012 |
| M.Com. | Department of Commerce, Delhi School of Economics, University of Delhi | 2012 |
| B.Com. (Hons) | Shri Ram College of Commerce, University of Delhi | 2010 |

3. Career Profile & Administrative Assignments

| Category | Role/ Designation | Department/ Committee | Date From - To | Remarks |
|----------------|---------------------|------------------------------------|---------------------------|---------|
| CAREER PROFILE | ASSISTANT PROFESSOR | COMMERCE KIRORI MAL COLLEGE, DELHI | 15.Feb.2016 - Till date | |
| CAREER PROFILE | ASSISTANT PROFESSOR | COMMERCE SHIVAJI COLLEGE, DELHI | 05.Jan.2013 - 14.Feb.2016 | |

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| ADMINISTRATIVE ASSIGNMENTS | MEMBER | CAREER DEVELOPMENT CELL KIRORI MAL COLLEGE, DELHI | 01.Jun.2023 - Till date | |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | NEW PENSION SCHEME COMMITTEE KIRORI MAL COLLEGE, DELHI | 01.Jun.2022 - 31.May.2024 | |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | NORTH EAST STUDENT CELL KIRORI MAL COLLEGE, DELHI | 01.Jun.2023 - Till date | |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | MUSOC – THE MUSIC SOCIETY KIRORI MAL COLLEGE, DELHI | 01.Jun.2021 - 31.May.2025 | |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | RESEARCH COUNCIL KIRORI MAL COLLEGE, DELHI | 01.Jun.2023 - Till date | |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | COMMERCE KIRORI MAL COLLEGE, DELHI | 01.Jun.2019 - 31.May.2024 | Time Table Committee, Department of Commerce |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | COMMERCE KIRORI MAL COLLEGE, DELHI | 01.Jun.2023 - Till date | Comsoc (Commerce Society), Department of Commerce |
| ADMINISTRATIVE ASSIGNMENTS | CO-CONVENER | COMMERCE KIRORI MAL COLLEGE, DELHI | 01.Jun.2023 - 31.May.2024 | Comercio: E-Magazine of Commerce Department |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | ADMISSIONS COMMITTEE FOR B.A (P) & B.COM. (P) KIRORI MAL COLLEGE, DELHI | 01.Jun.2020 - 31.May.2021 | |
| ADMINISTRATIVE ASSIGNMENTS | TEACHER-IN-CHARGE | COMMERCE KIRORI MAL COLLEGE, DELHI | 01.May.2019 - 30.Apr.2020 | |
| ADMINISTRATIVE ASSIGNMENTS | CONVENER | COMMERCE KIRORI MAL COLLEGE, DELHI | 01.Jun.2019 - 30.Apr.2020 | Convener, B.Com. (H) Admission Committee, Kirori Mal College |
| ADMINISTRATIVE ASSIGNMENTS | CONVENER | ADMISSIONS COMMITTEE FOR B.A (P) & B.COM. (P) KIRORI MAL COLLEGE, DELHI | 01.Jun.2018 - 31.May.2019 | Convener, B.Com. (P) Admission Committee, Kirori Mal College |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | COMMERCE KIRORI MAL COLLEGE, DELHI | 01.Jun.2024 - Till date | Comercio: E-Magazine of Commerce Department |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | COMMERCE KIRORI MAL COLLEGE, DELHI | 01.Jun.2024 - Till date | FIC (Finance and Investment Cell), Kirori Mal College |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | THE PLAYERS – THE THEATRE SOCIETY KIRORI MAL COLLEGE, DELHI | 01.Jun.2024 - Till date | |
| ADMINISTRATIVE ASSIGNMENTS | OTHERS | OTHERS KIRORI MAL COLLEGE, DELHI | 24.Aug.2021 - Till date | Election Officer – Kirori Mal College Teachers Co-op T&C Society |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | COMMERCE KIRORI MAL COLLEGE, DELHI | 01.Jul.2023 - 30.Jun.2024 | Member, Time-Table Committee, Commerce Department |

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| ADMINISTRATIVE ASSIGNMENTS | MEMBER | NEW PENSION SCHEME COMMITTEE KIRORI MAL COLLEGE, DELHI | 01.Jul.2023 - 30.Jun.2024 | Member, New Pension Scheme Committee |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | OTHERS KIRORI MAL COLLEGE, DELHI | 01.Dec.2023 - 29.Feb.2024 | Member, Founder's Day Celebrations Committee |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | OTHERS KIRORI MAL COLLEGE, DELHI | 01.Mar.2024 - 31.May.2024 | Member, Annual Day Prize Distribution Committee, Kirori Mal College |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | OTHERS KIRORI MAL COLLEGE, DELHI | 01.May.2024 - 31.May.2024 | Member, Coordinating Team for submission of Internal Assessment (IA) and Continuous Assessment (CA) marks on the ERP portal |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | COMMERCE KIRORI MAL COLLEGE, DELHI | 01.Apr.2025 - Till date | Member – Department Research Committee, Department of Commerce, Kirori Mal College |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | RESEARCH COUNCIL KIRORI MAL COLLEGE, DELHI | 01.May.2025 - 31.May.2025 | Member – Screening Committee, KMC Research Projects, Kirori Mal College |
| ADMINISTRATIVE ASSIGNMENTS | CONVENER | MUSOC – THE MUSIC SOCIETY KIRORI MAL COLLEGE, DELHI | 01.Jun.2025 - Till date | |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | IQAC KIRORI MAL COLLEGE, DELHI | 01.Jul.2025 - 30.Jun.2027 | |
| ADMINISTRATIVE ASSIGNMENTS | OTHERS | KIRORI MAL COLLEGE KIRORI MAL COLLEGE, DELHI | 21.Aug.2024 - Till date | Election Officer – Kirori Mal College Teachers Co-op T&C Society |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | CAREER DEVELOPMENT CELL KIRORI MAL COLLEGE, DELHI | 01.Jun.2024 - 31.Jul.2025 | Member, Career Development Centre (CDC), Kirori Mal College, in association with University of Delhi and Samarth Bharat, June 2023 onwards |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | RESEARCH COUNCIL KIRORI MAL COLLEGE, DELHI | 01.Jun.2024 - 31.Jul.2025 | Member, College Research Council, Kirori Mal College, University of Delhi, June 2023 onwards |
| ADMINISTRATIVE ASSIGNMENTS | MEMBER | OTHERS KIRORI MAL COLLEGE, DELHI | 15.Jan.2026 - 02.Feb.2026 | Member, Founder's Day Celebrations Committee |

4. Other Profiles

Other Profile Name/ Description

AREAS OF INTEREST/ SPECIALIZATION

Positive Psychology and Organizational Effectiveness

SUBJECTS TAUGHT

Human Resource Management

Business Laws

Management Accounting

UG/ PG RESEARCH PROJECTS/ INTERNSHIPS

Recognized as an external supervisor (from colleges) in the Department of Commerce, Faculty of Commerce and Business, Delhi School of Economics, University of Delhi, Delhi – 110007, September 2024 onwards

Serving as a Project Guide for Ms. Kriti Singh for Paper No. MCOP-001: PROJECT under Masters in Commerce program pursued at IGNOU (April 2024 Onwards)

External Faculty Member Representative to the SIP Viva-voce Committee for the conduct of MBA/BMBA/FBE/BBA Summer Internship Viva and Report Evaluation on 8th December 2022 at University School of Management and Entrepreneurship, Delhi Technological University, East Delhi Campus.

MEMBERSHIPS IN ACADEMIC/ PROFESSIONAL BODIES

Life member of Indian Accounting Association

Member of American Psychological Association

Serving as a Reviewer for the South Asian Journal of Business Studies, Emerald Publishing since November, 2020

Serving as a Reviewer for the Journal of Managerial Psychology, Emerald Publishing since May, 2021

Serving as a Reviewer for IGI Global Publications since September, 2021

Serving as a Reviewer for Journal of Religion and Health, Springer Nature since February, 2022

Serving as a Reviewer for Frontiers in Psychology Journal since July, 2022

Serving as a Reviewer for Journal of Health Organization and Management, Emerald Publishing since December, 2022

Serving as a Reviewer for Evidence-based HRM Journal, Emerald Publishing since November, 2023

Serving as a Reviewer for International Journal of Organizational Analysis, Emerald Publishing since December, 2023

Topic Coordinator for the Research Topic titled “The Psychological Enablers and Barriers to the Institutionalization of Workplace Spirituality” under the Organizational Psychology section of Frontiers in Psychology Journal, December 2023 onwards

Serving as a Reviewer for Journal of Hospitality and Tourism Insights, Emerald Publishing since February, 2024

Serving as a Reviewer for the International Journal of Contemporary Hospitality Management, Emerald Publishing since August, 2024

Serving as a Reviewer for the Asian Education and Development Studies Journal, Emerald Publishing since August, 2024

Serving as a Reviewer for the Applied Psychology: Health and Well-Being Journal published by Wiley-Blackwell on behalf of the International Association of Applied Psychology since November, 2024

Serving as a Reviewer for the Psychology in the Schools Journal published by Wiley since May, 2025

Serving as a Reviewer for the Journal of Management, Spirituality & Religion published by AOM (Academy of Management) since June, 2025

AWARDS AND DISTINCTIONS

Received Certificate of Appreciation in recognition of outstanding participation and meaningful engagement during the sessions of the 2nd Refresher Course (Commerce, Management and Accounting) on "Transforming Education: Insights into Commerce, Management, and Accounting for the Digital Era" organized by the Malaviya Mission Teacher Training Centre (MMTTC), Shri Ram College of Commerce, from February 10, 2025 to February 22, 2025

Recipient of KMC Research Excellence Award (KREA) for the years 2023 and 2024

Recipient of KMC Research Recognition Certificate (KRRC) for the years 2023, 2024, and 2025 for significant contributions in the field of Research

Received Best Paper Award for paper titled 'Mediating role of select work attitudes on the relationship between workplace spirituality and organizational effectiveness' presented at International E-Conference on Advances in Business and Management (4th to 6th March 2021), organized by Department of Commerce, Shaheed Bhagat Singh College, University of Delhi.

UGC NET & JRF: 2012 (June)

B.Com.(H): Awarded certificate for 3rd rank in SRCC, DU in the year 2009-10

Class XII: School Topper in All India Senior School Certificate Examination (CBSE), Delhi Public School, Rohini, Delhi and Awarded Certificate of Merit by CBSE for outstanding academic performance and for being among the top 0.1% of successful candidates of AISSCE 2007 in Economics

CONTRIBUTION TOWARDS DEVELOPMENT OF E-CONTENTS/ MOOCS

Contributed online chapter titled 'Socio Cultural Environment' at the Institute of Lifelong Learning, University of Delhi under MHRD Project "National Mission on Education through ICT", ISSN: 2349-154X

5. Research Guidance

| Year | Guide For | Title of the Dissertation/ Thesis | Scholar Name | Status |
|------|-----------|-----------------------------------|----------------------|----------|
| 2024 | Ph. D. | ---- | Ms. Sunita Yadav | Pursuing |
| 2025 | Ph. D. | ---- | Ms. Shivangi Kaushik | Pursuing |

6. Research Projects

| Year | Title of Project | Sponsorship Agency | Duration | Amount Sanctioned | Date of Sanction |
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7. Publications

| Category | Publication Name | Title | Name of Author | Reference Link/ DOI Link |
|--------------------------|---|--|--------------------------|-----------------------------|
| JOURNAL PAPER (National) | Managing Talent for Sustainable Competitive Differentiation | Parikalpana – KIIT Journal of Management | Sharma, N. (Sole Author) | |

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| JOURNAL PAPER (National) | Talent Management at TESCO HSC: A Case Study | Management and Labour Studies, SAGE Publications | Sharma, N. (Joint Author, Corresponding Author) | DOI: https://doi.org/10.1177/0258042X15578020 |
| JOURNAL PAPER (National) | Organisational Conflict Literature: A Review | Parikalpana - KIIT Journal of Management | Sharma, N. (Joint Author, Corresponding Author) | DOI: 10.23862/kiit-parikalpana/2016/v12/i2/132971 |
| JOURNAL PAPER (National) | Impact of Organisational Culture on Employee Commitment: A Review | Ramanujan International Journal of Business and Research | Sharma, N. (First Author, Corresponding Author) | DOI: https://doi.org/10.51245/rijbr.v2i1.2017.131 |
| JOURNAL PAPER (National) | Values, Organizational Culture & Organizational Effectiveness in India | The Indian Journal of Industrial Relations, Shri Ram Centre for Industrial Relations | Sharma, N. (Joint Author, Corresponding Author) | |
| JOURNAL PAPER (International) | A Unified Model of Organizational Effectiveness | Journal of Organizational Effectiveness: People and Performance, Emerald Publishing Limited | Sharma, N. (First Author, Corresponding Author) | DOI: https://doi.org/10.1108/JOEPP-10-2018-0084 |
| JOURNAL PAPER (International) | Workplace Spirituality and Organizational Effectiveness: Exploration of Relationship and Moderators | Journal of Management, Spirituality & Religion, Routledge, Taylor and Francis Group | Sharma, N. (First Author, Corresponding Author) | DOI: 10.1080/14766086.2020.1829011 |
| JOURNAL PAPER (International) | Exploring the psychometric properties of personal optimism and self-efficacy optimism-extended (POSO-E) scale among Indian teachers | Benchmarking: An International Journal, Emerald Publishing Limited | Sharma, N. (First Author) | DOI: https://doi.org/10.1108/BIJ-01-2022-0054 |

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| JOURNAL PAPER (International) | Does workplace toxicity influence turnover intentions among Indian healthcare employees? Investigating the moderating role of gratitude | Journal of Health Organization and Management, Emerald Publishing Limited | Sharma, N. (Joint Author) | DOI: https://doi.org/10.1108/JHOM-08-2022-0233 |
| JOURNAL PAPER (International) | Three-item Loneliness Scale: Exploring the psychometric properties in the Indian context | Asian Journal of Psychiatry, Elsevier | Sharma, N. (Joint Author, Corresponding Author) | DOI: https://doi.org/10.1016/j.ajp.2022.103323 |
| JOURNAL PAPER (National) | Maximising organisational outcomes: The essentiality of individual spirituality | NIU International Journal of Human Rights | Sharma, N. (First Author, Corresponding Author) | |
| JOURNAL PAPER (International) | Validation of the Existential Gratitude Scale (EGS) in India and its Relationship with Spiritual Well-being and Distress | British Journal of Guidance and Counselling, Routledge, Taylor and Francis Group | Sharma, N. (Joint Author, Corresponding Author) | DOI: https://doi.org/10.1080/03069885.2023.2196712 |
| JOURNAL PAPER (International) | Does Gratuitous behaviour promote workplace nonviolence? Exploring the mediating role of constructive deviance | International Journal of Emerging Markets, Emerald Publishing Limited | Sharma, N. (Joint Author) | DOI: https://doi.org/10.1108/IJOEM-07-2022-1129 |

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| JOURNAL PAPER (National) | Corporate Tax in India: A Critical Analysis | The IUP Journal of Accounting Research & Audit Practices | Sharma, N. (Joint Author) | https://www.proquest.com/openview/f0fac92a9c99054eb95cc2b44029b8origsite=gscholar&cbl=54439 |
| JOURNAL PAPER (International) | Workplace Spirituality and Organisational Effectiveness in the Indian Higher Education Sector: Exploring the Relationship and Mediating Role of Positive Organisational Scholarship Factors | International Journal of Indian Culture and Business Management | Sharma, N. (First Author, Corresponding Author) | DOI: 10.1504/IJICBM.2023.10054922 |
| JOURNAL PAPER (International) | Does spirituality at work promote work-to-family enrichment among Indian female employees? | International Journal of Organizational Analysis, Emerald Publishing Limited | Sharma, N. (Corresponding Author) | DOI: https://doi.org/10.1108/IJOA-04-2024-4434 |
| JOURNAL PAPER (International) | Gratitude Scales: Review and Future Directions | Management Review Quarterly, Springer Nature | Sharma, N. (Joint Author) | DOI: https://doi.org/10.1007/s11301-025-00514-8 |
| CHAPTER (National) | Consumer's Buying Behaviour Towards Eco-friendly Products: An Empirical Analysis. In Marketing in the 21st Century: Issues and Challenges | Bharti Publications | Sharma, N. (Joint Author) | |

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| CHAPTER (National) | Workplace Spirituality. In Recent Developments in Management and Marketing | Misha Books | Sharma, N. (First Author, Corresponding Author) | |
| CHAPTER (International) | Impact of workplace spirituality in reducing emotional labour among academics. In Handbook of research on integrating spirituality in modern workplaces | IGI Global | Sharma, N. (Sole Author) | DOI: 10.4018/978-1-6684-2533-6.ch016 |

| 8. Books | | | | |
|--------------------|------------------------------|---|---------------------------|-----------------------------|
| Category | Book Name | Title | Name of Author | ISSN/ ISBN Number |
| BOOK (National) | Human Resource Management | N. Sharma & A. A. Ansari, Professional Advisor T. N. Chhabra (First Author) | Sun India Publications | ISBN: 978-93- 80674-84-1 |

| 9. Faculty Achievements | | | | | | |
|--------------------------------|---|-------------|------------------------------------|---|------------------------------|--|
| Year | Category of Achievement | Role | National/ International etc. | Name | Date From- To | |
| 2016 | FACULTY INDUCTION PROGRAM ATTENDED | PARTICIPANT | National | 4 weeks UGC sponsored Orientation Programme (OR-84) | 20.May.2016 - 17.Jun.2016 | |
| 2018 | REFRESHER COURSE ATTENDED | PARTICIPANT | National | 3 weeks UGC sponsored Refresher Course in Business Management, Economics & Commerce | 19.Sep.2018 - 11.Oct.2018 | |
| 2018 | FACULTY DEVELOPMENT PROGRAM ATTENDED | PARTICIPANT | National | UGC sponsored Short Term Course on Research Methodology | 18.Dec.2018 - 24.Dec.2018 | |
| 2020 | FACULTY DEVELOPMENT PROGRAM ATTENDED | PARTICIPANT | National | 2-Week Faculty Development Programme on "Research Methodology" | 01.Oct.2020 - 15.Oct.2020 | |
| 2021 | REFRESHER COURSE ATTENDED | PARTICIPANT | National | Online Two-Week Refresher Course in "Commerce and Management" | 25.Jun.2021 - 08.Jul.2021 | |

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| 2022 | INVITED LECTURES/ RESOURCE PERSON/ PAPER PRESENTATIONS ATTENDED | RESOURCE PERSON | National | Invited Lecture on the topic 'The philosophy of social science research' at the Faculty Development Program on "Research Methodology" | 08.Feb.2022 - 12.Feb.2022 |
| 2022 | INVITED LECTURES/ RESOURCE PERSON/ PAPER PRESENTATIONS ATTENDED | GUEST LECTURER | National | MBA-FBE, Subject: Organization Development for the Odd Semester 2022-23 | 01.Aug.2022 - 31.Dec.2022 |
| 2023 | INVITED LECTURES/ RESOURCE PERSON/ PAPER PRESENTATIONS ATTENDED | RESOURCE PERSON | National | Invited Lecture on the topic 'Bounded rationality and psychology of money' in the 30-hour Add on Course on "Dynamics of Behavioural Finance" | 20.Jun.2023 - 30.Jun.2023 |
| 2024 | ONLINE CERTIFICATE COURSE/ TRAINING PROGRAMS ATTENDED | PARTICIPANT | National | Online Training Programme on "NEP 2020 Orientation & Sensitization Programme" | 03.Jul.2024 - 13.Jul.2024 |
| 2025 | REFRESHER COURSE ATTENDED | PARTICIPANT | National | 2nd Refresher Course (Commerce, Management and Accounting) on "Transforming Education: Insights into Commerce, Management, and Accounting for the Digital Era" | 10.Feb.2025 - 22.Feb.2025 |
| 2025 | WORKSHOP/ SEMINAR/ CONFERENCE ATTENDED | ORGANIZER | National | Two Days National Workshop titled 'Essential Skills for Students in VIKSIT BHARAT 2047: Empowering Future Visionaries' | 07.Mar.2025 - 08.Mar.2025 |
| 2025 | WORKSHOP/ SEMINAR/ CONFERENCE ATTENDED | ORGANIZER | University | Inter-College/Inter-Department Literary competition 2025 | 22.Sep.2025 - 23.Sep.2025 |

Dr. NIDHI SHARMA