



# Kirori Mal College

(University of Delhi)

University of Delhi, Delhi-110007

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



Print Date : 13-05-2026

## 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	

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

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
ADMINISTRATIVE ASSIGNMENTS	MEMBER	OTHERS KIRORI MAL COLLEGE, DELHI	01.Mar.2026 - 30.Apr.2026	Member, Cultural Committee, Annual Day Prize Distribution Function, Staff Felicitation Function & Graduate Dinner
ADMINISTRATIVE ASSIGNMENTS	MEMBER	COMMERCE KIRORI MAL COLLEGE, DELHI	11.May.2026 - 30.Apr.2027	FIC (Finance and Investment Cell), Kirori Mal College
ADMINISTRATIVE ASSIGNMENTS	MEMBER	COMMERCE KIRORI MAL COLLEGE, DELHI	11.May.2026 - 30.Apr.2027	Comsoc (Commerce Society), Department of Commerce

ADMINISTRATIVE ASSIGNMENTS	CO-COORDINATOR	OTHERS KIRORI COLLEGE, DELHI	MAL	01.Apr.2026 - 30.Apr.2026	Coordinator, Bandish, the singing competition organized at the Annual College Festival, Renaissance April 2026
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#### 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

Appointed as Supervisor for the Academic Project pursued under the Research Track by B.Com.(hons) 4th Year students under NEP for the session 2025-26

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

Served as a Project Guide for Ms. Kriti Singh for Paper No. MCOP-001: PROJECT under Masters in Commerce program pursued at IGNOU (April 2024 to April 2026)

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)	

JOURNAL PAPER (National)	Talent Management at TESCO HSC: A Case Study	Management and Labour Studies, SAGE Publications	Sharma, N. (Joint Author, Corresponding Author)	DOI: <a href="https://doi.org/10.1177/0258042X15578020">https://doi.org/10.1177/0258042X15578020</a>
JOURNAL PAPER (National)	Organisational Conflict Literature: A Review	Parikalpana - KIIT Journal of Management	Sharma, N. (Joint Author, Corresponding Author)	DOI: <a href="https://doi.org/10.23862/kiit-parikalpana/2016/v12/i2/132971">10.23862/kiit-parikalpana/2016/v12/i2/132971</a>
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: <a href="https://doi.org/10.51245/rijbr.v2i1.2017.131">https://doi.org/10.51245/rijbr.v2i1.2017.131</a>
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: <a href="https://doi.org/10.1108/JOEPP-10-2018-0084">https://doi.org/10.1108/JOEPP-10-2018-0084</a>
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: <a href="https://doi.org/10.1080/14766086.2020.1829011">10.1080/14766086.2020.1829011</a>
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: <a href="https://doi.org/10.1108/BIJ-01-2022-0054">https://doi.org/10.1108/BIJ-01-2022-0054</a>

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: <a href="https://doi.org/10.1108/JHOM-08-2022-0233">https://doi.org/10.1108/JHOM-08-2022-0233</a>
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: <a href="https://doi.org/10.1016/j.ajp.2022.103323">https://doi.org/10.1016/j.ajp.2022.103323</a>
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: <a href="https://doi.org/10.1080/03069885.2023.2196712">https://doi.org/10.1080/03069885.2023.2196712</a>
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: <a href="https://doi.org/10.1108/IJOEM-07-2022-1129">https://doi.org/10.1108/IJOEM-07-2022-1129</a>

JOURNAL PAPER (National)	Corporate Tax in India: A Critical Analysis	The IUP Journal of Accounting Research & Audit Practices	Sharma, N. (Joint Author)	<a href="https://www.proquest.com/openview/f0fac92a9c99054eb95cc2b44029b8/origsite=gscholar&amp;cbl=54439">https://www.proquest.com/openview/f0fac92a9c99054eb95cc2b44029b8/origsite=gscholar&amp;cbl=54439</a>
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: <a href="https://doi.org/10.1108/IJOA-04-2024-4434">https://doi.org/10.1108/IJOA-04-2024-4434</a>
JOURNAL PAPER (International)	Gratitude Scales: Review and Future Directions	Management Review Quarterly, Springer Nature	Sharma, N. (Joint Author)	DOI: <a href="https://doi.org/10.1007/s11301-025-00514-8">https://doi.org/10.1007/s11301-025-00514-8</a>
JOURNAL PAPER (International)	An Integrated View of Spirituality: A Qualitative Study	International Journal of Management Concepts and Philosophy (Inderscience Publishers)	Sharma, N. (First Author, Corresponding Author)	Awaited
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
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)	

## 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
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
2026	WORKSHOP/ SEMINAR/ CONFERENCE ATTENDED	ORGANIZER	International	International Interdisciplinary Conference 2026 on "Moving Towards Egalitarian Horizons"	28.Apr.2026 - 29.Apr.2026

**Dr. NIDHI SHARMA**