

Dr. MOHD RAFIQ TELI

{Ph.D, SRF/JRF, MBA, ADCAWD}

Assistant Professor, Department of HSS&M, NIT Srinagar. (190006), J&K-India.

D.O.B: 14/11/1986.

Languages: English, Urdu, Kashmiri.

Marital Status: Married

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Areas of Interest.

i. Human resource management.

ii. Human resource development.

iii. Research Methodology.

iv. Organizational Behavior.

Career Objective

To strive for achieving and sustaining excellence in teaching and research and to be able to contribute substantially to the growth and development of the society as a whole, through dedicated efforts and performance regularity.

Education

1. ***PhD, Human Resource Management, October 2017.***

   (First division; 77%)

   Department of Management Studies, University of Kashmir.

2. ***Master of Business Administration (MBA), March 2012.***

   {First division; 70.96%}

   Department of Management Studies, University of Kashmir.

3. ***Bachelor of Science (B.Sc.), February 2009.***

   {First division; 61.16%}, University of Kashmir.

Awards/fellowship

- *University Grants Commission (UGC, India) awarded Junior Research Fellowship /Senior Research Fellowship,Sep-2012-March -2016*
- *Qualified National Eligibility Test for Assistant professorship, UGC, Sep-2012.*

Academic summer project

"Promoting the penetration of TVS Scooty in urban Kashmir".

A two month summer research project with TVS Company aimed at promoting the TVS Scooty in Kashmir. The project was a success and led to the increased sales of the TVS Scooty in Kashmir.

Teaching Experience

More than 4 years teaching experience as lecturer (on contract) in the Department of Management Studies, University of Kashmir. The subjects taught included:

- *Human Resource Management.*
- *Human Resource Development.*
- *Industrial Relations Management.*
- *Principles of Management.*
- *Public Administration.*
- *Business Ethics*

Industry Work Experience

Thirteen month work experience with TVS Company as a city manager. The activities performed included:

- *Designing promotional campaign for the TVS company dealer in Kashmir.*
- *Increasing brand awareness through seminars and festivals.*
- *Creating a socially responsible image of TVS in Kashmir through road safety awareness programs.*

Original Research Papers Published

- *Impact of Work-Life Balance on Employee Satisfaction, Serbian Journal of Management 14 (2) (2020) 85 – 96.*
- *Job Satisfaction and Work Engagement: A Study Using Private Sector Bank Managers, Advances in Developing Human Resources, , 21 (4) (2020) 1–14.*
- *Green Human Resource Management: Policies and practices, Cogent Business & Management, (2019), 2: 1030817, http://dx.doi.org/10.1080/23311975.2015.1080817*
- *OCTAPACE Culture: A Comparative analysis of Higher Education Institutions, VSRD International Journal of Business and Management Research, Vol. IX Issue III March 2019.*
- *Job satisfaction among academic staff in higher education: an empirical study, VSRD International Journal of Business and Management Research, Vol. VIII Issue X October 2018.*
- *Gender & Work Engagement: A study of academic staff in higher education. Arabian Journal of Business & Management Review. Vol. 8, Issue 2, 2018.*
- *Emotional Intelligence and Innovative Work Behavior: Evidence from Banking Sector of J&K, International Journal of Advance and Innovative Research Volume5, Issue 3(IV):July–September 2018*
- *Examining the impact of emotional intelligence on the job satisfaction of teachers. Asian Journal of Managerial Science, vol. 6 No. 2, 2017.*
- *Innovation and HRD Climate: An empirical examination. Published in edited book "Sustainable Management Practices", ISBN-9761544796499.*
- *Job satisfaction and Individual characteristics: A study of academic staff in higher education. The Business Review, Vol. 21, Issue 1, Jan-July, 2017.*

- *An Empirical Evaluation of antecedents of Job Satisfaction among Academic Staff in Higher Education. International Journal in Management and Social Science, Vol.03 Issue-06, (June, 2015).*

Conferences Attended to present Papers

- *Presented paper entitled "Innovation & HRD Climate: An empirical examination" in 2-day AICTE Sponsored International conference on* ***sustainable development and technological innovation*** *organized by School of Business Studies Islamic University of Science and Technology (Dec. 2015).*
- *Presented paper entitled "Job satisfaction in Higher education" in 2 day ICSSR sponsored international conference on* ***Shifting paradigms in applied economics and management: course correction****(August 2014).*

Research Workshops Attended

- *Attended 1 week research methodology workshop conducted by UGC-Academic Staff College, university of Kashmir, 2014.*
- *Attended 10 days ICCSR sponsored research methodology workshop at central university of Jammu, 2015.*
- *Attended 3-week research methodology workshop conducted by management studies department, university of Kashmir, 2015.*
- *Attended one week short term course on "Basics of Management Research" organized by Humanities and social sciences department, NIT, Srinagar, 2020.*

Additional skills

- *Advanced diploma in computer applications.*
- *Proficient in MS Office.*
- *Proficient in SPSS, Amos.*

Interests

- *Reading*
- *Writing*
- *Painting*
- *Photography*.