



Dr. NOOPUR

Education

Degree	Year	Institute	CGPA/Percentage
Ph.D. (Human Resource Management)	2019	IIT Roorkee	9.35
MBA Integrated	2014	CUJ Ranchi	9.01
12 th	2009	Rajendra Vidyalaya, Jamshedpur	80 %
10 th	2007	Rajendra Vidyalaya, Jamshedpur	78 %

PhD Thesis Title

- “Strategic Human Resource Management and Its Impact on Innovation Performance”

Work Experience

- Assistant Professor, Department of Humanities/Social Sciences and Management, IIIT Ranchi 23rd March 2023-Present
- RUSA 2.0 Postdoctoral Fellow at CoE Unorganised Labour, Utkal University, 25th November 2020 – 20th March 2023
- Visiting Faculty, XISS- Ranchi, January 2020 – May 2020
- Assistant Professor, Department of Commerce & Business Studies Central University of South Bihar, 30th July 2018-9th August 2019
- Graduate Teaching Assistantship, B-tech and MBA students, IIT-Roorkee, Jan 2016- May 2018

Paper Publications

- Aier & Noopur (2023). Entrepreneurial satisfaction, Flow and Life Satisfaction: The Mediating and Moderated Mediating Role of Psychological Flexibility, Under Review
- Noopur (2023). Identifying the Stressors hindering Performance in the Indian Construction Industry: An Empirical Investigation, *Engineering, Construction and Architectural Management*, In press, (ABDC-A, SSCI: 4.245, Q1)
- Noopur & Hota. (2023). Assessing Competencies and Developing Human Capital at Workplace: A Case Study, *Asian Journal of Management Cases*, In press, (ABDC-C, Scopus, Q3)
- Burman, R & Noopur. (2022). The narratives of Police service quality during COVID 19 pandemic: an empirical investigation, *Int. J. of Indian Culture and Business Management*, In Press Accepted for Publication DOI: 10.1504/IJICBM.2023.10055657
- Noopur (2021). Socio-Economic Dynamics of Migrant Labours Due to Various State Govt Schemes: Special Emphasis on KALIA Yojna, National Seminar on Unveiling the Paradigms of Indian Unorganised Sector during the COVID 19 Pandemic, Utkal University, The Utkal Business Review, Vol. XXXI No. 1, ISSN: 0975-6191 October
- Noopur & Burman, R. (2021). Role of Perceived HRM towards Workplace Bullying and Turnover Intention: Mediating role of Resilience and Psychological Health, *Asia-Pacific Journal of Business Administration*, 13(4), 433-451 (ABDC-C, Scopus, Q3)
- Noopur (2021). High Involvement HR Practices as a precursor to Innovation Performance: A Study of the Indian IT Firms, *International Journal of Business Excellence*, 24(2), 227–247, (ABDC – C, Scopus, Q3)
- Noopur, & Dhar, R. L. (2019). Knowledge-based HRM practices as an antecedent to service innovative behaviour. *Benchmarking: An International Journal*, 27 (1), 41-58, (ESCI, Q2, ABDC - B)
- Noopur, & Dhar, R.L. (2019). The Role of High Performance Human Resource Practices as an Antecedent to

Organizational Innovation: An Empirical Investigation, *Employee Relations: The International Journal*, 43(1), 279-295, (SSCI- Impact Factor: 3.091, Q2, ABDC – B)

- **Noopur**. (2018). Strategic human resource practices for innovation performance: an empirical investigation. *Benchmarking: An International Journal*, 25(9), 3459-3478, (ESCI, Q2, ABDC - B)
- **Noopur & Dhar** (2017). Unveiling the Black-box of Contingency theory through an integrative framework of Strategic HRM and High Performance HR Practices, 5th PAN-IIM World Management Conference, IIM Lucknow, ISBN: 978-93-5291-635-1
- **Noopur & Dhar** (2015). Review Of Workplace Bullying, International Conference On Research and Business Sustainability, IIT-ROORKEE, ISBN: 978-93-84935-59-7
Book Published
- **Noopur** (2023). The Invisible Workforce: The Plight of Unorganized Workers In India”, Book Published as an Editor, Excel Books, ISBN 978-93-9158-046, May 2023
Book Chapter
- Aier & **Noopur** (2022), Embracing COVID-19 Pandemic: Entrepreneurship within the Indigenous Context, International Conference on Emerging Perspectives in Commerce, Economics, Environment and Management: Road towards Sustainable Economy, Book: Emerging Issues in Commerce, Environment, Economics and Management, St. Xavier’s College (Autonomous), Kolkata, INSC International Publisher, ISBN Nos: 978-1-68576-269-8

Courses / Webinar Organized

- Coordinator, Training Program on *Precaution and Safety Mechanisms at Workplace for Construction Workers*, Telugu Basti, Bhubaneswar, 1st – 2nd Nov, 2022
- Coordinator, Webinar on *Exploring Data Collection Techniques for Study on Unorganised Labour* organized by CoE Unorganised Labour, Utkal University on 22nd January 2022
- Coordinator of seven day value addition certificate course on *Entrepreneurship Ideation* jointly organized by Deptt of Commerce and CoE Unorganised Labour, Utkal University from 17.12.2021 to 23.12.2021
- Course Coordinator, *The New Age HR Analytics*, Centre for Study on Unorganized Labour, RUSA 2.0; Utkal University from March 12 to April 2’2021

Industrial Experience

- Project on developing a format for “Exit Interviews”, which was well appreciated and later executed, Tata Cummins Ltd, 2013
- Project on “Manpower Utilization”, Institute for Steel Development and Growth, 2012
- Project on “Business Process Management (BPM services)”, Usha Martin Pvt Ltd Ranchi, March 2012
- Project on Manufacturing & Selling process, Bokaro Steel Plant (BSL) Bokaro, October 2012
- Project on “Customer Satisfaction Index”, Jamshedpur Utilities Services Company (Subsidiary of Tata Steel), 2011

Conference

- Paper Presentation in the 12th edition of Conference on Excellence in Research and Education (CERE) 2022, “COVID-19 Pandemic and Indigenous entrepreneurs: Role of Adaptive resilience, held from 3rd to 5th June 2022, IIM Indore
- Paper Presentation in International Conference on Business, IT, and Enterprise Architecture ICBIT 2021, “The Plight of Women Domestic Workers during the COVID-19 Pandemic: a Study in Jharkhand, 25 – 27th November, 2021, MDI Murshidabad
- Poster Presentation in Research Scholars Conclave at University level “*The Neglected Migrant Workers during the COVID 19 Pandemic: A Study in Eastern India*” on 22nd December, 2021, Utkal University
- Paper Presentation in National Conference on Health and Well-being: Emerging Areas of Practices, Training and Research, “*Unveiling the Black-box of Job Stress, Health and Wellbeing of selective Police Officials: an empirical analysis*”, 16-17th March, 2019, Central University of South Bihar

- Paper Presentation in 4th Management Doctoral Colloquium, VGSoM, “Strategic HRM for Innovation Performance: An Empirical Investigation”, March 2018, IIT- Kharagpur
- Paper Presentation in International Conference on Research and Business Sustainability, “Strategic HRM: Future avenues for service firms”, December-2017, IIT-Roorkee
- Presented paper titled, “*The Next Leap Within: Exploring Sustainable and Spiritual Leadership for Organizational Change*” in International Conference on Exploring New Paradigms in Business, CUJ-Ranchi, 2014
- Participated in National Conference on “*Inclusive and Impactful Corporate Social Responsibility*”, IIM- Ranchi, 2013
- Presented paper titled, “*Mapping Organizational Democracy: Human Resource Management and Decentralization in Industrial India*”, in National Seminar on Decentralized Governance and Changing Paradox of Development in Rural Areas, CUJ-Ranchi, 2013

Workshop Attended

- Attended Five Days Online Workshop on *Business Analytics with ‘R’* from 16th - 20th December, 2022, organized by XISS Ranchi
- Attended Five Days Online FDP on *Developing and Measuring Competencies: A way towards Building Dynamic Organizations* from 26th Sep to 30th Sep, 2022, organized by Ajay Kumar Garg Institute of Management, Ghaziabad
- Participated in Training Programme on *Capacity Building on New Labour Codes*, 1st – 2nd , Feb 2021, V.V. Giri National Labour Institute, Noida
- Participated in Training Programme on, *Social Security for Unorganised Sector Workers*, 25th -29th , Jan 2021, V.V. Giri National Labour Institute, Noida
- Participated in two week faculty development programme on *Innovations in Management Education & Research*, 17th August – 30th August, 2020, Ramanujan College Delhi University
- Participated in Workshop on *Application of STATA and EViews Packages for Analysis of Socio-economic Data*, 26th-28th March, 2019, Central University of South Bihar
- Participated in one day *Training Workshop on Reference Management Software- Mendeley*, 20th Jan, 2017, MGCL-IIT Roorkee
- Participated in one day *Author Workshop on Book Publishing: Elsevier*, 26th Sep, 2016, MGCL-IIT Roorkee
- Participated in Workshop on *Cruising your way to Academic Success: Strategies for Research and Publication in Business Management*, 8th Feb 2014 CUJ-Ranchi

Award Received

- Best Paper Award with cashprize in ICBIT 2021, MDI Murshidabad, for a research article titled “*The Plight of Women Domestic Workers during the COVID-19 Pandemic: a Study in Jharkhand*”, 25th – 27th November, 2021
- Third Prize in Poster presentation with cash prize in Research Scholar’s Conclave, Utkal University, titled “*The Neglected Migrant Workers during the COVID-19 Pandemic: A Study In Eastern India*”, 22nd December 2021
- Recipient of the prestigious UGC: Junior and Senior Research Fellowship for Doctoral research (July 2015-July2018)
- University Rank Holder, First Division with Distinction
- First Prize with cash prize in National Case writing competition on “*Transformational Leadership*” Shri Ram College of Commerce, University of Delhi
- First Prize in Inter House Badminton Championship/Debate/Dance/Street Play competitions, Central University Jharkhand

Talks Delivered

- Delivered Talk as a Key Note Speaker on the topic *Strategic HRM to Sustainable HRM* in the SCMS Human Resource Management International Conference, SCMS School of Engineering and Technology, Cochin, 20-22 May’ 2022

Academic/Administrative Assignments

- Member, Institute Website Committee
- Faculty Advisor, IInd Year, Electronics and Communication Engineering from May 2023

Project Guidance

- Masters: 10, M.Phil. 01 (Department Of Commerce, Utkal University)

Skill Set

- **ICT:** MS Office, SPSS 20, SEM, Hayes- Process, HLM, AMOS
- **Languages:** English, Hindi, Basics of Korean (Reading/Writing)

Referees

- Dr. Rajib. L. Dhar, Associate Professor, Deptt Of Management Studies, IIT-Roorkee, Contact Nos: 8859859515, Email Id: rajibfdm@iitr.ac.in rajiblochandhar2000@gmail.com
- Prof. Santosh N. Rangnekar, Professor, Deptt Of Management Studies, IIT-Roorkee, Contact Nos: 9410543454, Email Id: snrnfdm@iitr.ac.in srangnekar1@gmail.com
- Prof. Prabodha. K. Hota, HOD, Department of Commerce, Utkal University, Contact Nos: 8249718935, Email Id: prabodhahota@gmail.com
- Prof Kavita Singh, Professor, Faculty Of Management Studies (FMS), University Of Delhi, Contact Nos: 9810784874, Email Id: kavita@fms.edu