

Name: Dr. Saniya Chawla

Jagannath International Management School
MOR Pocket -105, KALKAJI New Delhi -110019

Email: saniya.chawla@jagannath.org



Specialization	Human Resources
Designation	Assistant Professor
Educational Qualification	Ph.D., MBA (HR), UGC (NET)
Experience	Teaching : 8 Industry : 0
Research Interest	Human Resources, Learning Organization, Organizational Learning
Membership of Professional / Academic Bodies	NHRDN
Research Publications	<p>Research Publications –Total -19</p> <p><i>ABDC Listed /Scopus /Web of Science (Selected Papers)</i></p> <p>Chawla,S. & Kukreja, J. (Under Review). Leadership with respect to the Latent and categorical emotional contagion in an organization.Submitted in Development and learning in organizations (Emerald).</p> <p>Chawla,S. & Lenka, U. (Under Review). Learning organization: Literature review and proposed conceptual framework. Journal of Management Development. (Emerald).</p> <p>Chawla, S. & Lenka, U. (Under Review). Enablers of Learning Organizations: Case of Private Management Institutes of India. Journal of Asia Business Studies. (Emerald).</p> <p>Chawla,S, D. R. R. D. R. K. D. (2020). EXPLORATION OF MANAGEMENT OF BUSINESS ETHICS AND EMPLOYEE MOTIVATION IN INDIAN IT SECTOR. <i>International Journal of Advanced Science and Technology</i>, 29(3s), 1507 - 1521.</p> <p>Chawla, S. & Lenka, U. (2016). Organizational level antecedents of learning organizations for Indian higher educational institutions. <i>International Journal of Management in Education</i>, 10 (1), 24-44 (Inderscience publishers).</p> <p>Chawla,S. & Lenka,U.(2015). Resonant leaders: An Impetus to change the organizations. Development and learning in organizations, 29(6), 17-19 (Emerald).</p> <p>Chawla,S. & Lenka,U.(2015). Knowledge management in Indian higher educational institutes for developing as a learning organization-an exploratory study. JIMS 8M: The Journal of Indian Management & Strategy 20(4),46-54.</p> <p>Chawla,S. & Lenka,U. (2015). A study on learning organizations in Indian higher educational institutions. <i>Journal of Workplace Learning</i>, 27 (2), 142-161 (Emerald).</p> <p>Lenka,U. & Chawla,S (2015). Higher educational institutes as learning organizations for employer branding. <i>Industrial and Commercial training</i>, 47 (5), 165-176 (Emerald).</p>

Ratna,R.,Chawla,S., & Mittal,R. (2013). Organizational Role Stress: Level of Stress, Major Stressor and Its' Differences.

Ratna, R., & Chawla, S. (2012). Key factors of retention and retention strategies in telecom sector. *Global Management Review*, 6(3).

Ratna,R.,Chawla,S. & Jain,M. (2012). Industrial Relations and Welfare Activities prevailing in SAIL and RDCIS –A Comprehensive analysis. *Global Journal of Management & research*, 5 (2), 33-50.

Ratna,R.,Chawla,S.,& Grover,S. (2012). Types of Changes in Manufacturing Sector: Extent, Impact and Management. *Zenith International Journal of Multidisciplinary Research*, 2 (4).

Ratna,R.,Chawla,S.,& Vashist,V. (2012). Comparative Analysis of Organizational Role Stress across Healthcare Sector in Punjab. *Journal of Practicing Managers*, 2 (1), 2230 – 2419.

Ratna,R.,Chawla,S., & K.K. Nagra. (2012). HR Outsourcing: Trend and Strategies. *Journal of Army Institute of Management*, 1 (1).

Ratna,R.,Chawla,S., & Shekhar,D. (2012). Diversity Management and its impact on Job satisfaction. *Acumen- Marian Journal of Commerce and Management*.

Ratna,R., Garg,S., & Chawla,S. (2011).Study of Consumer perception about Business Strategy and Brand of Carlsberg. *International Journal of Management Prudence*, 3 (2), 60-66.

Ratna,R., Gupta, A., & Chawla,S. (2011). Job Happiness Quotient in the Banking Sector. *BIZ N BYTES*, 3.

Ratna, R. Jain,M., & Chawla,S. (2011). Job Happiness Quotient Of Indian Managers. *International Journal of research in IT & Management*, 1 (6), 90-105.

Ratna,R., & Chawla,S. (2011).Human Resource Planning: Functioning and Contribution. *International Journal of IT,Management & Engineering*, 1 (3), 203-216.

Ratna, R., Gupta, N., Devnani, K., & Chawla, S. (2011). Work-life balance in BPO sector. *International Journal of Physical and Social Sciences*, 1(3), 74-107

Books/Books Chapter/Review

- Chawla S.,& Lenka U. (2018). Leadership in VUCA Environment. In: Dhir S., Sushil (eds) Flexible Strategies in VUCA Markets. Flexible Systems Management, pp. 213-224. Springer, Singapore. DOI: 10.1007/978-981-10-8926-8_16
- Chawla,S. & Lenka, U. (2017, July). Leadership for a VUCA Landscape: Transforming Indian higher educational institutes into learning organizations for success. Paper published in proceedings of International Conference on Strategies in Volatile and Uncertain Environment for Emerging Market, IIT Delhi, Delhi.
- Chawla,S. & Lenka, U. (2017, March). Learning organization as a source of competitive advantage for strong employer branding. Paper published in proceedings of Second International Conference on Evidence Based Management 2017 (ICEBM2017), BITS PILANI, Pilani. **Also chaired a session on “EMPLOYEE and TALENT”.**
- Chawla,S. (2017, February). Building a learning organization- Crucial Role of Learning Analytics. Proceedings in the form of an edited book of 12th International conference on leveraging big data analytics for global business excellence, JIMS Kalkaji, New Delhi.
- Chawla,S. & Lenka,U. (2015, March). Learning organization-A strong employer brand?. International conference on trends in economics, Humanities, and Management. ICEHM, Singapore.
- Chawla,S. & Lenka,U. (2015, February). Developing Indian higher educational institutes as learning organizations through the practice of intrapreneurship. 3rd International Conference on creating opportunities in emerging markets – A Global Approach. Symbiosis centre for management studies, Noida.
- Chawla,S. & Lenka,U. (2015, February). Creating Indian higher educational institutes as learning organizations through supportive learning culture. International Business Research Conference. IMI, Bhubneshwar.
- Chawla,S. & Lenka,U. (2014, December). Transformational leaders: Paving way to resonant leaders in developing a learning organization. SIMS Annual International Research Conference, Symbiosis Institute of Management Studies, Pune.

- Chawla,S. & Lenka,U. (2014, December). Knowledge management- An antecedent of learning organization for Indian higher educational institutions. International Conference on Business Paradigms in Emerging Markets (ICBPEM-2014). NIT Rourkela.
- Chawla,S. & Lenka,U. (2013, April). A review on transforming higher educational institutes into learning organizations. 6th Doctoral thesis conference, ICFAI business school Hyderabad, India.
- Ratna,R., & Chawla,S. (2012, March). Impact of Work Culture on Performance Management System. Proceedings of the national conference on emerging challenges for sustainable Business, IIT Roorkee, India.
- Ratna,R.,Chawla,S.,& Jain,P. (2011,November). Quality of Work Life- A way to organizational Excellence. Proceedings of the National conference in emerging trends and various challenges for business & management, Chandigarh Business School, Mohali.
- Ratna,R.,Chawla,S.,& Kumari,N. (2011,November). Perception of Employees about 360-Degree Appraisal System: Kotak Mahindra. Proceedings of the National Conference on Employees' Performance Appraisals – Systems and Practices Across Different Sectors/ Organizations, Manav Rachna International University, Faridabad.
- Ratna,R. & Chawla,S., (2011, March). Determination of impact of strategic Leadership on organizational effectiveness. Proceedings of the International Conference on Management Perspectives: Emerging Trends and Leadership Challenges, Amity University, Jaipur.
- Ratna, R., Chawla, S., & Garg, M. (2011, March). Organisational Role Stress and its Management among IT Professionals. International Conference Technology and Business Management , Dubai.
- Ratna,R.,Srivastava,N.,Chawla,S., & Yadav,U. (2011,January). Attrition and Retention in BPO Sector: Key Drivers and Strategies. Proceedings of the 3rd International Conference on Transformation and Survival of Business Organizations: Challenges and Opportunities, Prestige Institute of Management, Gwalior, India.

Other Achievements

- Member of the HR Club committee, JIMS Kalkaji.
- Member of the Professional Counselling Committee JIMS Kalkaji.
- Main Coordinator of the Mentoring Programme, JIMS Kalkaji.
- Certified Six Sigma Green Belt with 74% marks.
- PGDM-Marketing Management from IMT-CDL with 71.22% marks.
- UGC NET in Management, 2010.
- UGC-NET-2010 Qualified in Management (First-Attempt)
- Amongst Top 5 in Post-Graduation - 2010
- Secured rank 2 in Sociology- 2008