

## Curriculum Vitae

**Dr. Rinki Dahiya**

Assistant Professor

Department of Organizational Behavior and Human Resources Management

Indian Institute of Management Sirmaur

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### Educational Profile

**Ph.D (2016-2019): Organizational Behavior**

Department of Management Studies, Indian Institute of Technology Roorkee, India

*Thesis Title:* Impact of Organizational Trust and Forgiveness on Happiness of Employees

**Master in Commerce (2013-2015):** Maharishi Dayanand University, Rohtak

**Post Graduate Diploma in Business Administration:** SCDL, Pune (2009-2011)

### Experience Summary

*Academic experience*

- Currently working as Assistant Professor (OB and HR) at the Indian Institute of Management Sirmaur, Himachal Pradesh (Since Jan 2020).
- Teaching Assistant for Human Resource Management (Jan' 17 to May' 17), Management of Self and Interpersonal Dynamics (July' 17 to Nov' 17), and Organizational Behaviour (Jan' 18 to May' 18) at the Department of Management Studies, IIT, Roorkee.

*Industry experience:* Three years and nine months of industrial experience.

### Teaching Interest

Organizational Behavior, Human Resource Management, Critical Thinking and Communication for Managers, Negotiation Management and Positive Organizational Scholarship

### Research Interest

Workplace forgiveness, Employee happiness, Organizational Trust, Innovative Work Behavior, Human Capital and correlates of Positive Organizational Scholarship

## Research Publications

**Citations:** 163  
**h-index:** 9  
**i10-index:** 8

### **Research Papers Published in Reputed International Journals (Peer Reviewed)**

1. **Dahiya, R.** (2022). Interpersonal forgiveness and employee life satisfaction: The role of affect at work. *International Journal of Organizational Analysis*, 30(2), 1934–8835.
2. **Dahiya, R., & Raghuvanshi, J.** (2022). Measure human capital because people really matter: development and validation of human capital scale (HuCapS). *International Journal of Productivity and Performance Management*, 71(6), 2235–2261.
3. **Dahiya, R.** (2022). Insecure people can eclipse your sun; so identify before it is too late: revisit to the nexus between job insecurity, organizational identification and employee performance behaviour. *Evidence-based HRM: a Global Forum for Empirical Scholarship*, 10(1), 1–16.
4. **Dahiya, R., & Raghuvanshi, J.** (2022). Validation of innovative work behaviour scale: Indian apparel manufacturing sector. *Asia Pacific Management Review*, 27(2), 120–136.
5. **Dahiya, R.** (2022). Life satisfaction model of intention to contribute in sustainability: through the lenses of servant leadership theory. *International Journal of Innovation and Sustainable Development*, 16(1), 61–81.
6. **Dahiya, R., & Raghuvanshi, J.** (2022). Pay Attention to those who are not epidemiology affected by COVID-19 Pandemic. *IEEE Engineering Management Review*, 50(2), 29–39.
7. Raghuvanshi, J., Shukla, D., & **Dahiya, R.** (2022). Parameters for selecting the partners in locally owned renewable energy small-scale project for achieving energy security in Atlantic Canada. *Energy for Sustainable Development*, 68, 512–524.
8. **Dahiya, R., & Raghuvanshi, J.** (2021). Do values reflect what is important? Exploring the nexus between work values, work engagement and job burnout. *International Journal of Organizational Analysis*, DOI 10.1108/IJOA-02-2021-2608.
9. **Dahiya, R.** (2021). Refusing to forgive is your own loss: relationship between forgiveness and employee happiness. *International Journal of Business Excellence*, 25(2), 261–276.
10. **Dahiya, R., & Raghuvanshi, J.** (2021). Happiness at work: a multi-criteria decision-making approach. *Journal of Indian Business Research*, 13(4), 459–482.
11. **Dahiya, R., & Rangnekar, S.** (2020). Forgiveness in Indian organizations: A revisit of the heartland forgiveness scale. *Current Psychology*, 39(6), 2174–2191.
12. **Dahiya, R., & Rangnekar, S.** (2020). Validation of satisfaction with life scale in the Indian manufacturing sector. *Asia-Pacific Journal of Business Administration*, 12(3/4), 251–268.
13. **Dahiya, R., & Rangnekar, S.** (2020). Relationship between forgiveness at work and life satisfaction: Indian manufacturing organisations. *International Journal of Business Excellence*, 21(3), 359–377.
14. **Dahiya, R.** (2020). Does organisational sustainability policies affect environmental attitude of employees? The missing link of green work climate perceptions. *Business Strategy & Development*, 3(3), 395–403.
15. **Dahiya, R.** (2020). Does virtue in the organisation affect happiness of employees? *International Journal of Indian Culture and Business Management*, 21(4), 459–477.
16. **Dahiya, R., & Rangnekar, S.** (2020). Harnessing demographical differences in life satisfaction: Indian manufacturing sector. *International Journal of Business Excellence*, 22(2), 247–261.

17. **Dahiya, R.,** & Rangnekar, S. (2019). Linking forgiveness at work and negative affect. *South Asian Journal of Human Resources Management*, 6(2), 222–241.
18. **Dahiya, R.,** & Rangnekar, S. (2019). Relationship between forgiveness at work and positive affect: the role of age as a moderator. *International Journal of Environment, Workplace and Employment*, 5(3), 247–268.
19. **Dahiya, R.,** & Rangnekar, S. (2019). Validation of the positive and negative affect schedule (PANAS) among employees in Indian manufacturing and service sector organizations. *Industrial and Commercial Training*, 51(3), 184–194.

**Chapters Published in Edited Books:**

- **Dahiya, R.** (2021). Enhancing Employee Happiness: Branding as an Employer of Choice, in Rana, G., Agarwal, S., Sharma, S. (Eds.), *Employer Branding for Competitive Advantage: Models and Implementation Strategies - Information Technology, Management and Operations Research Practices* (pp. 157–168). CRC Press: Taylor & Francis Group.
- **Dahiya, R.,** & Rangnekar, S. (2018). Employee Happiness a Valuable Tool to Drive Organizations. In Yadav, M., Tridevi, S. K., Kumar, A, and Rangnekar, S. (Eds.), *Harnessing Human Capital Analytics for Competitive Advantage* (pp. 24–54). Hershey, PA: IGI Global.

**Conferences and Workshops**

**Conferences Attended and Research Papers Presented in Abroad**

- Smart Life and Dynamic Changes: 18<sup>th</sup> International Conference on IT Applications and Management held at **Shanghai, China** (Aug 4- Aug 8, 2017).
- 48<sup>th</sup> Meeting of the Decision Sciences Institute Theme: Innovative Decision Making: Research & Practices held at **Washington, USA** (Nov 18- Nov 20, 2017).

**National and International Conferences Attended and Paper Presentations in India**

- 8<sup>th</sup> International Conference on Sustainability (SUSCON 2021) held at Indian Institute of Management Shillong (July 26- July 30, 2021)
- First PAN IIT International Management Conference 2018 held at Department of Management Studies, IIT Roorkee, Uttarakhand (Nov 30 – Dec 2, 2018).
- International Conference on Research and Business Sustainability 2017 held at IIT Roorkee, Greater Noida Campus (16-17 Dec 2017).
- 17<sup>th</sup> Global Conference on Transforming Organizations through Flexible Management, held at Glogift Society, Delhi School of Management, DTU, New Delhi (11-13 Dec 2017).
- Business Excellence for Sustaining High Performance: 4<sup>th</sup> Regional Conference of Indian Society for Training and Development held at Dehradun. (8-9 Dec, 2017).
- International Conference on Global Trends in Business and Sustainability Research 2016 held at IIT Roorkee, Greater Noida Campus (2-4 Dec, 2016).

- National Seminar on Contemporary Issues and Challenges I Commerce, Management and Technologies Sponsored by Directorate of Higher Education (DHE), Haryana, held at DAV Centenary College, NIT, Faridabad (7-8 February, 2014).
- Need for Value Education in Modern Era, 3<sup>rd</sup> National Seminar held at Manav Rachna College of Education, Faridabad (25 April, 2013)

#### ***Workshops attended***

- Case Writing Workshop held at NIT Hamirpur (17- 19 Mar, 2017).
- National Workshop on Analytical Techniques for Research with SPSS at JLJ Group, Faridabad (26-28 May, 2016).

#### **Reviewer of Journals**

- Current Psychology, Springer
- Journal of Organizational Analysis, Emerald
- Evidence-based HRM: a Global Forum for Empirical Scholarship, Emerald
- Asia-Pacific Journal of Business Administration, Emerald

#### **Academic Administrative Roles at IIM Sirmaur**

*Chairperson:* Committee for Event Management [Cultural and National Integration (2021-2022)]

*Co-Chairperson:* Entrepreneurship, Start-ups and Incubation Committee (2021-2022)

*Member:* Unnat Bharat Abhiyan (UBA) through the Centre for Sustainability and Environment Management (2021-2022)

*Member:* Programmes Committee of IIM Sirmaur (Since 2020)

#### **Participation and Achievement**

- Winner of Best Ph.D. Thesis Presentation Award in Shodh-2022 (6th Doctoral Conference on Multi-Disciplinary Approach to Research: Emerging Paradigms) organized by Shri Vaishnav Vidyapeeth Vishwavidyalaya, Indore, India (Date: 25 March 2022).
- Qualified National Eligibility Test (NET-2015)
- Awarded with Junior & Senior Research Fellow (JRF- UGC, 2015)
- Certificate of participation in Poster Making Competition at Manav Rachna College of Education, Faridabad (2012-2013)
- Participated in the Cancer Awareness cum sponsored program under the aegis of the Nationwide Cancer Control Program of Cancer Aid Society in tune with the guidelines of WHO.