

Curriculum Vitae: Dr. Parul Malik

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Current Address: Indian Institute of Management Sirmaur, Dhaula Kuan, District-Sirmaur, Paonta Sahib, Pin Code-173031, Himachal Pradesh, India

EDUCATION PROFILE

Ph.D: Organization Behavior

Indian Institute of Technology (IIT) Roorkee, India (2014- 2018).

Master of Business Administration (MBA): Human Resource Management

Gautam Buddha Technical University, Formerly Uttar Pradesh Technical University (UPTU), Uttar Pradesh, India (2009-2011)

Bachelor of Pharmacy (B. Pharm): Pharmaceutical Sciences

Uttar Pradesh Technical University (UPTU), Uttar Pradesh, India (2005-2009)

DOCTORAL RESEARCH

Thesis Title: Impact of Learning Organizations on Employee Resilience and Work Engagement.

(Supervised by: Dr. Pooja Garg, Indian Institute of Technology (IIT) Roorkee, India)

The doctoral study examined the impact of learning organization and employee resilience on work engagement among the employees of IT industry in India. This study not only contributes towards identifying the antecedent factors of work engagement in an Indian sample but also adds to the current literature by explaining the underlying mechanism of how learning organization contribute to work engagement via mediational pathway in the form of employee resilience. The results of this study affirmed that resilience can be fostered among employees by inculcating a learning organization culture, which avow the fact that resilience can be developed by designing interventions at workplace. This evidences the critical influence of formal workplace support as an external resource. By identifying an organizational antecedent, the study findings bring a new dimension, which helps in filling a crucial gap in the existent literature on resilience at work.

Skills Acquired: Data analytical skills using quantitative software (IBM SPSS, AMOS) and qualitative analysis (using N-VIVO software), developing research objectives and proposals, conducting systematic literature review.

RELATED COURSEWORK

Doctoral:

- Management of Self and Interpersonal Dynamics (Grade: A⁺)
- Organizational Behavior (Grade: A⁺)

- Advance Course in Social Psychology (Grade: A⁺)
- Research Methodology (Grade: A⁺)

Postgraduate: Principles and Practice of Management, Organization Behavior, Business Statistics, Managerial Economics, Marketing Management, Communication for Management, Business Environment, Managing Human Resources, Research Methodology, Personal Growth and Training and Development, Strategic Management.

Under-Graduate: Pharmaceutical Analysis, Pharmaceutical Chemistry, Pharmaceutics, Anatomy, Physiology, and Pathophysiology, Pharmacognosy, Pharmacology, Hospital Pharmacy, Pharmaceutical Marketing.

ACADEMIC EMPLOYMENT DETAILS

- **Assistant Professor**
Indian Institute of Management (IIM) Sirmaur, Himachal Pradesh [July 2020-Current]
- **Assistant Professor**
Symbiosis Institute of Business Management (SIBM)-Nagpur [July 2019-February 2020]

ACADEMIC ACHIEVEMENTS AND RESPONSIBILITIES

- **UGC-National Eligibility Test (NET) Fellowship** for Research (Management), 2013, University Grants Commission, India.
- **Emerald Literati Award** for “Highly Commended Research Paper 2018” for research article: “The relationship between learning culture, inquiry and dialogue, knowledge sharing structure and affective commitment to change” published in the Journal of Organizational Change Management.
- **Member of the Organizing committee** for the 11th Annual Conference of Uttar Pradesh-Uttarakhand Economic Association (UPUEA) hosted by the Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee [31st October-1st November, 2015].

RESEARCH PUBLICATIONS

- **Total Citations:** 703
- **h-index:** 8
- **i10 index:** 6
- **Malik, P. & Garg, P. (2017).** Learning organization and work engagement: the mediating role of employee resilience. International Journal of Human Resource Management. DOI: 10.1080/09585192.2017.1396549.
- **Malik, P. & Garg, P. (2017).** The relationship between learning culture, inquiry and dialogue, knowledge sharing structure and affective commitment to change. Journal of Organizational Change Management, 30 (4), 610-631.
- **Malik, P. & Garg, P. (2017).** Learning organization and work engagement: exploring the nexus in Indian IT sector. Asia-Pacific Journal of Business Administration, 9 (3), 166-189.

- **Malik, P. & Garg, P.** (2018). Psychometric testing of the Resilience at Work scale using Indian sample. *Vikalpa*, 43 (2), 77-91.
- Garg, P., Rastogi, R., & **Malik, P.** (2019). Modeling the causal relationship between justice and citizenship behaviors: an Indian perspective. *International Journal of Indian Culture and Business Management*, 18 (1), 59-84.
- Garg, P., Han, Ki-Soon, & **Malik, P.** (2019). Exploring the nexus between job design and work engagement: mediating role of meaning in work. *International Journal of Business Excellence*, 389-414.
- Malik, P. & **Malik, P.** (2021). Investigating the impact of knowledge sharing system on workplace deviance: a moderated mediated process model in Indian IT sector. *Journal of Knowledge Management*, 25 (8), 2088-2114. DOI: <https://doi.org/10.1108/JKM-07-2020-0567>
- **Malik, P.** (2023). Measuring the impact of learning organization on proactive work behavior: mediating role of employee resilience. *Asia-Pacific Journal of Business Administration*, 15 (3), 325-344. DOI: <https://doi.org/10.1108/APJBA-10-2020-0379>
- **Malik, P.** (2024). Individual-focused transformational leadership and change-oriented organizational citizenship behavior: mediating and moderating mechanisms of job crafting and employee resilience. *Journal of Organizational Effectiveness: People and Performance*, 11 (1), 90-113. DOI: <https://doi.org/10.1108/JOEPP-05-2022-0120>
- Patra, P., Roy, A., Ghosh, A. & **Malik, P.** (2023). Socio-economic impact on the availability of basic amenities: a comparative analysis of villages of hilly states, India. *Management of Environmental Quality*, 34 (1), 37-58. DOI: <https://doi.org/10.1108/MEQ-12-2021-0283>
- Ghosh, A., Sharma, P., Vashisht, D., **Malik, P.**, Mondal, A., & Mondal, S. (2024). Socio-economic-environmental challenges at himachal villages: findings from five unnat bharat abhiyan adopted villages. *GeoJournal*, 89, 3. DOI: <https://doi.org/10.1007/s10708-024-11008-7>
- **Malik, P.** (2024). Exploring the role of individual-focused transformational leadership in facilitating taking charge: mediating mechanism of psychological capital and thriving at work. *International Journal of Productivity and Performance Management*, 73 (2), 435-455. DOI: <https://doi.org/10.1108/IJPPM-02-2022-0077>
- **Malik, P. & Malik, P.** (2023). Making Generation Y employees want to stick to their jobs: the roles of individualized consideration transformational leadership, occupational self-efficacy, and personal growth initiative. *Evidence-based HRM*, 11 (3), 295-314. DOI: <https://doi.org/10.1108/EBHRM-07-2021-0148>
- **Malik, P. & Malik, P.** (2024). Should I stay or move on—examining the roles of knowledge sharing system, job crafting, and meaningfulness in work in influencing employees' intention to stay. *Journal of Organizational Effectiveness: People and Performance*, 11 (2), 325-346. DOI: <https://doi.org/10.1108/JOEPP-08-2022-0229>
- Malik, P. & **Malik, P.** (2023). Mitigating destructive deviance in organisations: assessing the role of perceived HRM practices and perceived organisational support. *International Journal of Organizational Analysis*. DOI: <https://doi.org/10.1108/IJOA-02-2023-3622>
- Malik, P., **Malik, P.**, Meher, J.R. & Yadav, S. (2024). Assessing the relationship between AMO framework and talent retention: role of employee engagement and transformational leadership.

INTERNATIONAL CONFERENCES

- Presented a paper entitled “Learning organization: Predictor of Work engagement in Indian IT organizations” at the 4th Biennial Conference of Indian Institute of Management (IIM), Lucknow, India (December 11th-13th, 2015).
- Presented a paper entitled “Resilient and Engaged workforce: New mantra for success in Learning Organizations” at the “Fifth International Conference on Advancement of Development Administration” organized by National Institute of Development Administration (NIDA), Bangkok, Thailand (May 26th -28th, 2016).
- Kaur, H. & Malik, P. (2024). Impact of Perceived AMO Bundles on Affective Commitment: A Mediating Role of Employee Wellbeing. *Academy of Management Proceedings 2024* (1), 17858.

RESEARCH PROJECTS

- **Principle Investigator for ICSSR Project (2023-24)** entitled “Examining the Predictors for Influencing Employability of Technical Students: Role of Learning Organization Culture and Career Resilience” (**Project Grant: Rs.7.5 lac**).
- **Principle Co-investigator for ICSSR Project (2023-24)** entitled “Promoting Organizational Environmental Performance through Pro-Environmental AMO and Environmental Responsible Behavior with Specific Reference to Pharmaceutical Industries in Himachal Pradesh, India” (**Project Grant: Rs.14 lac**).

Ph.D. SUPERVISION

- **Chairperson** of the Thesis Advisory Committee of Ms. Harleen Kaur for thesis work entitled “Impact of Perceived AMO Bundles on Employees’ Intention to Stay: Mediating Role of Employee Well-being”, IIM Sirmaur.
- **Chairperson** of the Thesis Advisory Committee of Ms. Arushi Sharma, IIM Sirmaur.
- Member of the Thesis Advisory Committee of Ms. Radhika Chandhok for thesis work entitled “Impact of Superior- Expressed Humility on the Subordinate-Adaptive Performance.”, IIM Sirmaur.
- Member of the Thesis Advisory Committee of Ms. Garima Negi, IIM Sirmaur.

ADMINISTRATIVE RESPONSIBILITIES

- **Area Chairperson**, Department of OB & HRM, IIM Sirmaur [17th February 2023-Current].

- **Member**, Doctoral Programme and Research Committee, Department of OB & HRM, IIM Sirmaur [28th July 2023-Current].
- **Member**, Entrepreneurship, Start-ups, and Incubation Committee, IIM Sirmaur [31st May 2023-Current].
- **Member**, Anti-Ragging Committee, IIM Sirmaur [12th July 2023-Current].
- **Co-Chairperson**, Student Affairs, Sports, Hostels and Mess facilities, IIM Sirmaur [17th August 2020-30th May 2022]
- **Member**, Library Advisory Committee, IIM Sirmaur [6th May 2021-30th June 2022]
- **Member**, Unnat Bharat Abhiyan (UBA) Committee, IIM Sirmaur [17th August 2020-30th June 2022]
- **Co-coordinator**, Centre for Sustainability and Environmental Management (C.S.E.M.), IIM Sirmaur [6th May 2021 to 30th June 2022]
- **Member**, PWD Committee, IIM Sirmaur [17th August 2020-5th May 2021]

JOURNAL REVIEWER

- European Journal of Training and Development, Emerald Publications.
- International Journal of Organizational Analysis, Emerald Publications.
- Journal of Indian Business Research, Emerald Publications.
- The Learning Organization: An International Journal, Emerald Publications.

RESEARCH AND TEACHING INTERESTS

- Organizational Behavior
- Human Resource Management
- Organizational Learning
- Knowledge Management
- Talent Management
- Performance Management
- Positive Psychology
- Leadership

REFERENCE

Prof. Pooja Garg, Associate Professor, Department of Humanities and Social Sciences, Indian Institute of Technology (IIT) Roorkee, Uttarakhand, India (Ph.D. Supervisor)

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DECLARATION

I hereby certify that the information furnished above is authentic & complete to the best of my knowledge and belief.

Dr. PARUL MALIK