



## **Prof. Karam Pal Narwal**

**Professor of Management**

**Dean and Former Director**

**Haryana School of Business**

**Guru Jambheshwar University of Science  
and Technology, Hisar-125001 (Haryana)**

**(An 'A+' NAAC Grade University with 3.38 CGPA)**

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**Residence Address: E-09, University Old Campus**

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### **SOMEONE WHO TRULY KNOWS HIM...**

1. He is born on August 2, 1970 and brought up in village Banwasa, Tehsil Gohana, District Sonapat, Haryana, wherein, his childhood started with a modest beginning in rural area, thus, he always feels full of himself while sharing about the beauty of Rural-India to whom he loves like anything.
2. He has all the way come from an insightful rural environment to prestigious university academia in urban India, wherein, he has successfully left behind all unusual impediments with in-built personal traits, guts and insightful self-confidence at every stage of his over three decades of successful professional cum academic career.
3. He is 1<sup>st</sup> class Bachelor and 1<sup>st</sup> class Master in Commerce, who obtained his Doctorate Degree as National Senior Research Fellow, UGC, New Delhi in the field of Corporate Finance (Taxation) in 1996 from Maharishi Dayanand University, Rohtak (Haryana).
4. He has more 32 years of teaching and research experience in the university academics and administration and presently he has been working as University Professor since 6<sup>th</sup> August 2010 till-date.

5. He has published/authored more than 240 research papers in leading journals of international and national repute out of which more than 90 research papers are in international journals of various databases and more than 150 in national journals of repute.
6. He has successfully completed more than a dozen of sponsored research projects and a number of corporate consultancy projects till-date.
7. He has successfully guided 35 PhD Scholars for timely completing their PhD till-date and 10 Scholars (including International Scholars) are presently perusing their PhD level research under his supervision.
8. He has successfully authored and edited more than 20 books on the contemporary areas of his academic, research interests, and still working on a few books in planned manner.
9. He has constantly been awarded the 'Best Paper Awards' in the National and International Conferences including the 'Best International Research Paper Award' in Taxation category under ICAI International Award as well.
10. He has chaired more than 125 Technical Sessions and Academic Sessions in different Programmes including many conferences, seminars and workshops of national and international level.
11. He has delivered more than 250 extension lectures in different Business Schools, Commerce Colleges, Management Institutions, Central and State Universities, Academic Staff Colleges and Human Resources Development Centres.
12. He has actively participated in more than 75 contemporary 'Debates and Discussions' Programmes at National, Regional and Local Television Channels/Electronic Platforms on various socio-economic, educational and cultural issues of national and international importance.

- 13.** He has served as a Founder-Editor as well as the Editor-in-Chief of 'HSB Research Review' a bi-annual blind peer reviewed refereed research journal of HSB, wherein, presently, he is the Managing-Editor of this Journal.
- 14.** He has also been associated as 'Reviewer' of research-papers in more than two dozens of internationally reputed Journals at Scopus, Web of Science, Emerald, Inderscience and like.
- 15.** He has been duly registered and actively associated with leading quality research databases like Scopus Database (Scopus-ID: 56613452800), Vidwan Portal (Vidwan-ID: 316677) Web of Science (Researcher-Id: JJC-5437-2023) and Scholar Database (Scholar-ID: TLPh9k0AAAAJ).
- 16.** His Google Scholar Research Citation Index is an effective reflection of his impactful research, wherein, his present research H-Index is more than 28 and his research I-Index is more than 94 with his overall research citation number more than 3900 for his dedicated team-research publications in leading journals of high repute.
- 17.** He has attending and presented papers in more than 135 including more than 40 International Conferences and more than 95 National Conferences, Seminars, and Workshops in the field of Business and Management related fields.
- 18.** He is the Certified-Assessor with NAAC, Bengaluru and with NBA, New Delhi, wherein he has visited more than 100 universities, institutions and colleges as Member-Coordinator in the Peer Review Team in the country.
- 19.** He is also associated as Certified Academic Assessor with International Accreditation Organization (IAO), USA for global quality-certification in higher education.
- 20.** At State level too, he has been associated with State Higher Education Council of Haryana for regular academic discussions, deliberations and policy framing processes including the time-bound implementation of National

Education Policy 2020 (NEP-2020) and all-inclusive extension of quality higher education in the State of Haryana.

- 21.** He has been fairly effective in discharging the leadership positions in the university that include Director, CIIP, Dean-HSB, Director-HSB, Dean, Faculty of Law, Local Coordinator GIAN-MHRD, Director, Public Relations and Outreach, University Proctor, Controller Campus Security, University Chief-Security Officer, Programme Coordinator SAP-UGC, University Coordinator UGC-NET Cell, Director, IQAC-NAAC, Director, IPR Cell, Programme Chairperson of MBA-Finance, Deputy Coordinator GIAN-MHRD Scheme, Adviser, University-Campus Security and like.
- 22.** He has been nominated/invited as Member-Expert on more than 50 Academic-cum-Administrative Bodies or Expert-Committees within and outside the University System including UGC, AICTE, UPSC, UPPSC, RPSC, HPSC, National Judicial Academy, the University Court, the University Executive Council, the University Academic Council, the University Establishment Committee, University Academic Quality Assurance Committees, University Grievances Redressal Committee and like.
- 23.** He strongly believes in the teamwork and at university level, he has been instrumental in various resolving institutional complications and framing the several University Policies like the Institutional Development Plan (IDP) for NEP-2020, the University Public Outreach Policy, the University Quality Teaching Policy; the University Quality Research Policy; the University Website Policy; the University Social-Outreach Policy; the University Campus-Security Policy; the University Proctorial and Prosecution Policy; the University Purchase and Procurement Policy; the University UGC-CAS 6<sup>th</sup>/7<sup>th</sup> Teachers Promotion Policy; the University Residence and Health Policy and like.

- 24. He has visited National University of Singapore, University of Public Finance, Beijing; China; Peking University, Beijing, China; and University of Science and Technology, Beijing, China.
- 25. In India, he has regularly visited leading academic institutions like ISB-Hyderabad, IIM-Ahmedabad, IIM-Kolkata, IIM-Lucknow, IIM-Bangalore, IISc-Bangalore, IIM-Indore, IIT-New Delhi, IIT-Khararpur, MDI-Gurgaon, IIFT-New Delhi, IMI-New Delhi and other more than 125 Universities and Management Institutions of Academic Repute across the country for some academic learning-assignments.
- 26. He is a straightforward but relatively a techno-savvy person who predominantly believes in the honesty and sincerity of work-in-life.
- 27. He always thinks that once an academic work or administrative assignment comes to his professional life, he shall put his best-to-best possible efforts for the stimulating accomplishment of that assigned work.
- 28. He is a kind of personality with strong conviction who, ordinarily, does not leave anything to chance without genuinely attempting for its true-rationalization in a given situation and time-frame.
- 29. Overall, he has the positive attitude to his personal and professional life with an efficient, consistent and comprehensible vision, mission and action-plan for the upcoming academic and administrative responsibilities in his professional career.

***For Detailed Curriculum Vitae, Please See Inside...***

# **CURRICULUM VITAE**

## **PROF. KARAM PAL NARWAL**

**DEAN**

**HARYANA SCHOOL OF BUSINESS**

**GURU JAMBHESHWAR UNIVERSITY OF SCIENCE & TECHNOLOGY HISAR (HARYANA)**

**(Three Times 'A' Grade University by NAAC)**

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**E-Mail Address : [karampalhsb@gmail.com](mailto:karampalhsb@gmail.com)**

### **I. PROFESSIONAL GOAL**

To genuinely put-together all propitious efforts to step forward in the leading frontiers of Higher Education in India vis-à-vis the Macro Issues and University Academics cum Administration in general and as a Senior Professor in the field of Business Management and Administration in particular vis-à-vis Contemporary Professional and Ethical Management, Indian Knowledge System, Finance, Economics, Business Communication, Insurance, Taxation and Emerging Areas of Finance in a bit specific.

### **II. ACADEMIC QUALIFICATIONS : B.Com., M.Com., PhD**

- Year 1996 : Ph.D. (Finance) completed as National SRF (UGC) from Maharishi Dayanand University, Rohtak on the topic entitled, “Direct Tax Reforms in India: A Study of Income Tax Law since 1961”.**
- Year 1993 : M.Com. (With Finance as Specialization) from Maharishi Dayanand University, Rohtak in First Division.**
- Year 1991 : B.Com from University College, Maharishi Dayanand University, Rohtak in First Division.**
- PG Diploma : One-Year Certificate Course in ‘Computer Applications in Business Management’ from STG International Computer Ltd, Hisar (Haryana), December 1998.**

### III. AREAS OF TEACHING AND RESEARCH INTEREST

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> Entrepreneurship and Startups | <input checked="" type="checkbox"/> Global Investment Management |
| <input checked="" type="checkbox"/> Indian Financial System       | <input checked="" type="checkbox"/> Corporate Finance and Policy |
| <input checked="" type="checkbox"/> Business Research Methods     | <input checked="" type="checkbox"/> Insurance and Indian Banking |
| <input checked="" type="checkbox"/> Financial Analytics           | <input checked="" type="checkbox"/> Modern Portfolio Management  |
| <input checked="" type="checkbox"/> Treasury Management           | <input checked="" type="checkbox"/> Modern Derivatives Analysis  |
| <input checked="" type="checkbox"/> Ethics and Value System       | <input checked="" type="checkbox"/> Taxation and Public Finance  |

### IV. TOTAL TEACHING/ADMINISTRATIVE EXPERIENCE

#### A.) TEACHING AND RESEARCH:

**1. As University Senior Professor** (L-15 Due)

From **06-08-2020 to-date** at Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar (Haryana).

**2. As University Professor** (L-14)

From **06-08-2010 to 05-08-2020** at Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar (Haryana).

**3. As Associate Professor**

From **06-08-2004 to 05-08-2010** at Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar (Haryana).

**4. As Sr. Assistant Professor**

From **06-08-1999 to 05-08-2004** at Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar (Haryana).

**5. As Assistant Professor**

From **28-10-1996 to 05-08-1999** at Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar (Haryana).

**6. As Assistant Professor**

From **06-08-1995 to 27-10-1996** at Ketharnath Aggarwal Institute of Management, Dadri (Haryana).

**7. As Assistant Professor/ Lecturer**

From **01-08-1993 to 05-08-1995** at All India Heroes Memorial College, Rohtak (Haryana).

**B.) ADMINISTRATIVE EXPERIENCE:**

**1. As Local Coordinator, GIAN**

From **18-06-2025 to-date** at Guru Jambheshwar University of Science and Technology, Hisar.

**2. As Director, Centre for Institute-Industry Partnership (CIIP)**

From **15-06-2023 to-date** at Guru Jambheshwar University of Science and Technology, Hisar.

**3. As Dean-Haryana School Business**

From **01-10-2022 to-date** at Guru Jambheshwar University of Science and Technology, Hisar.

**4. As Managing-Editor (HSB-Journal)**

From **01-10-2022 to-date** at Guru Jambheshwar University of Science and Technology, Hisar.



**5. As Director- Haryana School Business**

From **25-09-2019** to **24-09-2022** at Guru Jambheshwar University of Science and Technology, Hisar.

**6. As Chief-Editor (HSB-Journal)**

From **25-09-2019** to **24-09-2022** at Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar (Haryana).

**7. As Dean, Faculty of Law**

From **12-12-2017** to **03-03-2021** at Guru Jambheshwar University of Science and Technology, Hisar.

**8. As Local Coordinator, GIAN**

From **06-07-2017** to **05-03-2021** at Guru Jambheshwar University of Science and Technology, Hisar.

**9. As Coordinator (SAP-UGC)**

From **01-04-2015** to **31-03-2018** at Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar (Haryana).

**10. As Director, PR & Outreach**

From **03-06-2016** to **05-02-2018** at Guru Jambheshwar University of Science and Technology, Hisar.

**11. As Dy Coordinator, GIAN**

From **01-04-2015** to **06-07-2017** at Guru Jambheshwar University of Science and Technology, Hisar.

**12. As University Proctor**

From **07-05-2013** to **03-06-2016** at Guru Jambheshwar University of Science and Technology, Hisar.

**13. As Controller Campus Security**

From **21-05-2013** to **03-06-2016** at Guru Jambheshwar University of Science and Technology, Hisar.

**14. As Coordinator, UGC-NET**

From **18-04-2013** to **31-12-2015** at Guru Jambheshwar University of Science and Technology, Hisar.

**15. As Director, IQAC-NAAC**

From **29-05-2012** to **31-12-2014** at Guru Jambheshwar University of Science and Technology, Hisar.

**16. As Chief Security Officer**

From **04-11-2012** to **20-05-2013** at Guru Jambheshwar University of Science and Technology, Hisar.

**17. As Director, IPR Cell**

From **20-04-2008** to **15-06-2012** at Guru Jambheshwar University of Science and Technology, Hisar.

**18. As Editor (HSB-Journal)**

From **20-08-2009** to **20-07-2013** at Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar (Haryana).

**19. As Dy Coordinator (SAP)**

From **01-04-2003** to **31-03-2013** at Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar (Haryana).

**20. As Chairperson (Finance)**

From **15-01-2008 to 27-02-2010** at Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar (Haryana).

**21. As Coordinator (DDE)**

From **09-08-2001 to 22-03-2006** at Directorate of Distance Education, Guru Jambheshwar University of Science and Technology, Hisar (Haryana).

**22. As University NCC Officer**

From **07-12-1998 to 22-06-2000** at Undergraduate Wings, Guru Jambheshwar University of Science and Technology, Hisar (Haryana).

**23. As Boys Hostel-1 Warden**

From **11.11.1997 to 31-03-1999** at Boys Hostels, Guru Jambheshwar University of Science and Technology, Hisar (Haryana).

**24. As Boys Hostel-II Warden**

From **01.04.1999 to 04-07-2003** at Boys Hostels, Guru Jambheshwar University of Science and Technology, Hisar (Haryana).

**25. As Boys Hostel Warden**

From **06-07-1995 to 28-10-1996** at Boys Hostels, Kedarnath Aggarwal Institute of Management, Charkhi-Dadri (Haryana).

## V. PUBLICATIONS - RESEARCH PAPERS

### Publication in International Journals From Latest Onward...

1. **Karam Pal Narwal** and Vansh Bathla “Bitcoin & beyond: The future of cryptocurrencies, security, and investment” published in ‘International Journal of Advanced Research in Commerce, Management & Social Science (IJARCMSS)’, Jan-March 2025, 1(1), Pp. 198-203 (*ISSN-2581-7930*)
2. **Karam Pal Narwal** and Poonam Kaliraman “Cooperative Banking in India: An Empirical Analysis of the Last Two Decades (2004–2024)” published in ‘Innovation The Research Concept’, February 2025, X(1), Pp. 1-11 (*ISSN-2456–5474*)
3. **Karam Pal Narwal** and Parvesh Pruthi “Quantifying the Association of India VIX with Nifty IT and Healthcare Sector: An Empirical Study” published in ‘JIMS 8M The Journal of Indian Management and Strategy’, September, 2024, 29(3) Pp. 57-64 (*E-ISSN-0973-9343 Print ISSN-0973-9335*).
4. **Karam Pal Narwal**, Shubham Garg and Sanjeev Kumar “Building the Empirical Puzzle on Impact of Macroeconomic Determinants on GST Revenue: An Empirical Investigation via ARDL Bound Test Perspective” published in ‘Journal of Public Affairs’, August 2024, 24(3), Pp. 29-47 (*E-ISSN-1479-1854 Print ISSN-1472-3891*).
5. **Karam Pal Narwal** and Vansh Bathla “From digital to sustainable: Unveiling the complex interactions between cryptocurrencies, traditional markets and sustainable finance in India” published in ‘International Journal of Research and Analytical Reviews (IJRAR)’, August 2024, 11(3), Pp. 535–547 (*E-ISSN-2348-1269*)
6. **Karam Pal Narwal** and Manisha Mani “Pre-conceived Notions About Support From Incubation vis-à-vis Actual Services Rendered: An Analytical Research” published in conference proceedings of ‘15th International Conference on Advances in Computing, Control, and Telecommunication Technologies, ACT 2024’, June 2024, 2, Pp. 2477-2485 (*ISBN- 979-833130057-9*)

7. **Karam Pal Narwal** and Priyanka “An Empirical Investigation on the Association between the Leverage of Indian Unicorn Firms and Their Financial Performance” published in ‘Pacific Business Review (International)’, April 2024, 16(10), Pp. 98-106, (ISSN: 0974-438X(P)).
8. **Karam Pal Narwal**, Shubham Garg and Sanjeev Kumar “Application of Theory of Planned Behavior on Determinants of GST Compliance Behavior of GST Taxpayers: An Empirical Study from India” published in ‘Journal of Tax Reform’, January 2024, 10(1), Pp. 134-148, (ISSN-E: 2414-9497).
9. **Karam Pal Narwal**, Shubham Garg and Sanjeev Kumar “Determinants of Direct Tax Revenue in India: An Empirical Study via Incorporating Conventional, Financial, Social and Economic Policy Factors” published in ‘Journal of Commerce and Accounting Research’, January 2024, 13(3), Pp. 100-112, (ISSN- 2277-2146).
10. **Karam Pal Narwal** and Manisha Mani “Exploring Agripreneurship: Pathways to Success in India’s Agricultural Sector” published in ‘International Journal of Research in Economics and Social Sciences’, January 2024, 14(1), Pp.185-193, (ISSN: 2249-7382).
11. **Karam Pal Narwal**, and Mahak "Efficiency of the Insolvency and Bankruptcy Code, 2016 and Other Recovery Strategies for NPAs in Indian Banks" published in ‘Empirical Economics Letters’, December 2023, 22(12), Pp.57-64, (ISSN- 1681-8997).
12. **Karam Pal Narwal** and Poonam Kaliraman “Evaluating Service Quality in the Banking Sector: A Review of the SERVQUAL Model”, published in ‘Remarking an Analisation’, October 2023, 8(7), Pp. 12-19 (ISSN: 2455-0817).

- 13.** **Karam Pal Narwal** and Poonam Kaliraman “A Study on Relationship between E-Banking Service Quality, Female Customers Satisfaction and Loyalty”, published in ‘Innovation The Research Concept’, September 2023, 8(8), Pp. 34-42 (**ISSN: 2456-5474**).
- 14.** **Karam Pal Narwal**, Priyanka and Shubham Garg “An Empirical Investigation on Financing Choice Descendants of Indian Start-ups” published in ‘Asia-Pacific Financial Markets’, 30(4), Pp. 1-22, November 2023 (**E-ISSN-1573-6946 Print ISSN-1387-2834**).
- 15.** **Karam Pal Narwal**, Shubham Garg and Priyanka, Sanjeev Kumar “Goods and Service Tax and its implications on revenue efficiency of sub-national governments: An empirical analysis” published in ‘American Journal of Business’, 38(4), Pp. 193-210 May 2023 (**E-ISSN-1935-5181**).
- 16.** **Karam Pal Narwal**, Shubham Garg and Sanjeev Kumar “Implications of Goods and Service tax on Revenue Productivity of Indian States: A Panel Data Analysis” published in ‘Pacific Business Review International’, 15(9), Pp. 95-108, March 2023 (**ISSN- 0974-438X**).
- 17.** **Karam Pal Narwal**, Shubham Garg and Sanjeev Kumar “Implications of Goods and Service Tax on State’s Revenue Efficiency: An Empirical Study on Indian States” published in ‘The Review of Finance and Banking, 15(1), Pp. 17-28, June 2023 (**E-ISSN- 22067-3825, Print ISSN- 2067-2713**).
- 18.** **Karam Pal Narwal** and Priyanka “Determinants of Financing Decisions of Start Up Firms” published in ‘International Research Journal of Business Studies’, 15(3), Pp. 269-281, March 2023 (**E-ISSN-2338-4565, Print ISSN-2089-6271**).

19. **Karam Pal Narwal** and Mahak “An Empirical Study on the Role of Recovery Mechanisms in the Indian Banking Sector” published in ‘International Journal of Business Management and Research’, 12(2), July-Dec-2022, Pp. 17-22 (*ISSN-2241-2143*).
20. **Karam Pal Narwal** and Sonia Garg “Impact of Macroeconomic Variables on Commodity Indices in India : An Application of ARDL Model”, Published in ‘International Journal of Management Concepts and Philosophy’, Inderscience publishers, Volume 15, No 01, January-March 2022, Pp. 19-26 (*ISSN- 1741-8135*).
21. **Karam Pal Narwal** and Priyanka “Capital Structure determinants of start-up businesses: an empirical study of India ”, published in the “International Journal of Business and Management Research”, Vol. 12, Issue 1, January-June, 2022, Pp. 27-39 (*ISSN- 2669-2481*).
22. **Karam Pal Narwal**, Shubham Garg and Sanjeev Kumar “Impact of GST Reforms on Healthcare, Banking, and Pharmaceutical Sectors: An Empirical study via VAR Model Perspective. *International Journal of Business Management & Research (IJBMR)*, Vol 12, Issue 01, June 2022, Pp. 29-41 (*ISSN-2249-2143*).
23. **Karam Pal Narwal** and Deeksha Garg “A Study Investigating the Role of Economic Uncertainties and Factors Affecting Future Indices Mispricing”, Published in ‘International Journal of Monetary Economics and Finance’, Volume 15, No 03, October-December 2021, Pp. 1-11 (*ISSN- 1752-0487*).
24. **Karam Pal Narwal** and Priyanka Rani “Brexit Impact on Pound as well as Euro with Reference to Indian Rupee”, Published in ‘International Journal of Indian Culture and Business Management, Inderscience publishers, Volume 5, No 02, October-December 2021, Pp. 29-37 (*ISSN- 1753-0814*).
25. **Karam Pal Narwal** and Deeksha Garg “An Analysis of Mispricing, Liquidity and Life of Mispricing : Evidences from Indian Future Market”, Published in ‘Empirical Economic Letters’, Volume 6, No 03, April-June 2021, Pp. 1-11 (*ISSN- 1681-8997*).



26. **Karam Pal Narwal** and Sonia Garg “Synoptic View of Commodity Derivatives Market in India : Retrospect and Prospects”, Published in ‘Wutan Huatan Jisuanjishu Journal’, Volume 17, No 01, January-April 2021, Pp. 482-498 (*ISSN- 1001-1749*).
27. **Karam Pal Narwal** and Deeksha Garg “Does the nature of index and liquidity influence the mispricing in future contracts in India”, Published in ‘Applied Finance Letters’, Volume 9, No 01, Oct-Dec 2020, Pp. 15-22 (*ISSN- 2253-5799*).
28. **Karam Pal Narwal** and Ruhee Mittal “Risk-Return Relationship in Asian, American and European Stock Markets”, Published in ‘The Singapore Economic Review’, Volume 66, No 05, July-Sept 2020, Pp. 1397-1420 (*ISSN- 0217-5908*).
29. **Karam Pal Narwal** and Shweta Pathneja “Banking Industry and Non-Performing Assets: A Literature Review”, Published in ‘International Journal of Banking, Risk and Insurance’, Volume 8, No 1, March 2020, Pp. 1-14 (*ISSN- 2320-7507*).
30. **Karam Pal Narwal** and Deekha Garg “Elucidating the Dynamics of Mispricing in Futures Contracts : A Review”, Published in ‘International Journal of Research in Social Sciences’, Volume 9, No 1, January-March 2019, Pp. 303-316 (*ISSN- 2249-2496*).
31. **Karam Pal Narwal** and Raman Deep Singh “Intellectual Capital and Financial Performance: A Comparative Study of Service and Manufacturing Industries in India”, Published in ‘International Journal of Learning and Intellectual Capital’, Volume 15, No 4, October-December 2018, Pp. 309-340 (*ISSN- 1479-4853*).
32. **Karam Pal Narwal** and Purva Chhabra “An Insight of Implied Volatility Vis-à-Vis Its Informational Efficiency, Association with Underlying Assets and Spillovers Effects”, Published in ‘Asian Journal of Management’, Volume 9, No 2, April-June 2018, Pp. 967-977 (*ISSN- 0976-495X*).
33. **Karam Pal Narwal** , Ved Pal Sheera, Ruhee Mittal and Sushila Soriya “Risk-Return Relationship for Stock-Markets Investments :



A Study of the Implied Volatility Index of Japan (VXJ)”, Published in ‘South Asian Journal of Management’, Volume 25, No 1, January-March 2018, Pp. 64-82 (*ISSN- 0971-5428*).

- 34. Karam Pal Narwal** and Sonia Jindal “Corporate Governance Mechanism and its Impact on Cash Conversion Cycle: Evidence from Indian Manufacturing Sector”, Published in ‘Asian Journal of Research in Banking and Finance’, Volume 7, No 10, November 2017 Pp. 35-45 (*ISSN- 2249-7323*).
- 35. Karam Pal Narwal** and Purva Chhabra “An Examination of Asymmetric Relation between Implied Volatility Index and Its Underlying Asset” published in the ‘International Journal of Financial Management’, Vol 7, Issue 4, October 2017, Pp. 10-22 (*ISSN- 2229-5682*).
- 36. Karam Pal Narwal** and Anil Kumar “Venture Capital Backed IPO’s in India: A Listing Day Performance”, published in the ‘International Conference Proceedings on Recent Innovation in Science, Engineering and Management, Vol 1, Issue 1, November 2017, Pp. 1294-1303 (*ISSN- 987-93-86171-80-1*).
- 37. Karam Pal Narwal** and Anil Kumar “Venture Capital Financing in India : An Analysis of Investment”, published in the ‘Asian Journal of Research in Business Economics and Management, Asian Research Consortium Publishers, Vol 7, Issue 5, May 2017, Pp. 200-213 (*ISSN- 2249-7307*).
- 38. Karam Pal Narwal** and Nisha Yadav “Evaluating Intellectual Capital and Its Impact on Financial Performance : Empirical Evidence from Indian Electricity, Mining and Asset Financing Service Sectors”, published in the ‘International Journal of Learning and Intellectual Capital’, Inderscience Publishers, Vol 14, Issue 4, April-June 2017, Pp. 319-337 (*ISSN- 1479-4861*).
- 39. Karam Pal Narwal** and Vikrant Mohan “Capital Budgeting Practices : State of the Art”, published in the ‘Asian Journal of

Research in Banking and Finance’, Vol 7, Issue 4, April 2017, Pp. 57-74 (*ISSN- 2249-7323*).

- 40. Karam Pal Narwal** and Anil Kumar “Startup Capital Financing in India: A Literature Review”, published in the ‘Researchers World: International Refereed Social Sciences Journal’, Vol 8, Issue 2, April 2017, Pp. 59-64 (*ISSN- 2231-4172*).
- 41. Karam Pal Narwal** and Sonia Jindal “Impact of Corporate Governance on Cash Holdings of the Firms : An Empirical Study of Indian Manufacturing Sector”, published in the ‘International Journal of Financial Management’, Vol 7, Issue 1, January 2017, Pp. 47-52 (*ISSN- 2229-5682*).
- 42. Karam Pal Narwal** and Tanvi “Comparative Analysis of Corporate Effective Tax Burden between Manufacturing and Service Sector in Developing Countries: An Empirical Study in India”, published in the ‘MERC Global’s International Journal of Management’, Vol 1, Issue 1, January 2017, Pp. 19-28 (*ISSN- 2321-7278*).
- 43. Karam Pal Narwal** and Tanvi “Effective Tax Burden on Indian Corporates-A New Approach for India”, published in ‘Journal of Global Economics, Management and Business Research’, Vol. 8, issue1, January 2017, Pp. 28-36 (*ISSN No. 2454-2504*).
- 44. Karam Pal Narwal** and Raman Deep “Investigating the Impact of Intellectual Capital on Financial Performance in Indian Manufacturing Sector”, published in ‘International Journal of Indian Management & Strategy’, Vol 21, Issue 4, October-December 2016, Pp. 28-32 (*ISSN-0973-9335*).
- 45. Karam Pal Narwal** and Ashok Ahlawat “The Role of Public Private Partnership (PPP) in Indian Infrastructure Development”, published in ‘International Journal of Academia’, Vol 6, Issue 12, December 2016, Pp.24-35 (*ISSN-2249-7137*).

46. **Karam Pal Narwal**, Ved Pal Sheera and Ruhee Mittal, “*Implied Volatility Vs. Realized Volatility: A Forecasting Dimension of Indian Markets*”, published in ‘Delhi Business Review: An International Journal’, Volume 17, No. 2, July-Dec 2016, Pp. 75-85 (ISSN-0972-222X).
47. **Karam Pal Narwal** and Raman Deep “An Examination of the Relationship between Intellectual Capital Efficiency and Financial Performance”, published in International Journal ‘South Asian Journal of Management’, Vol 23, Issue 3, July-September 2016, Pp. 78-101 (ISSN-0971-5428).
48. **Karam Pal Narwal** and Shweta Pathneja “Determinants of Productivity and Profitability of Indian Banking Sector : A Comparative Study”, published in International Journal ‘Eurasian Journal of Business and Economics’, Vol 8, Issue 16, November 2015, Pp. 35-58 (ISSN-1694-5948).
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- 172.** Karam Pal Narwal and Puja Goyal, “*Cost of Capital Analysis in I.T. Industry in India: An Application of Capital Assets Pricing Model*”, published in ‘KAIM-Journal of Management and Research’, Volume 1, No. 1, May-October 2008, Pp. 33-44 (ISSN-0974-9462).
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187. **Karam Pal Narwal**, “*EVA: A Performance Measurement Tool*”, published in ‘Journal of Indian Management and Strategy’, Volume 9, No. 2, April-June 2004, Pp. 39-46 (*ISSN-0973-9343*).
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- 199.** Karam Pal Narwal, “*Corporate Governance in India- A Synoptic View*”, published in the ‘Seminar Proceedings’ published University of Rajasthan, Jaipur, November 2000, Pp. 23-27 (ISSN/NCP-11-2000).
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**Publications In-Press or Under Process...**

221. **Karam Pal Narwal**, Shubham Garg and Sanjeev Kumar “Application of Theory of Planned Behavior on Determinants of GST Compliance Behaviour of GST taxpayers: An Empirical Study from India” published in “Journal of Tax Reform”. **Under Press.**
222. **Karam Pal Narwal**, Sonia Garg and Priyanka Rani, ‘The impact of macroeconomic determinants on gold prices: an empirical study on Indian market using ARDL approach’, Int. J. Indian Culture and Business Management, (ISSN online 1753-0814) **Under Press.**
223. **Karam Pal Narwal**, Shubham Garg and Sanjeev Kumar “Exploring the Determinants of Purchase Intention of Organic Consumers for Organic food Items: An Exploratory Study in India.” British Food Journal (ISSN-0007-070X) **Under Press.**
224. **Karam Pal Narwal**, Shubham Garg, Priyanka and Sanjeev Kumar “Determinants of Direct Tax Revenue in India: An Empirical Study via Incorporating Conventional, Financial, Social and Economic Policy Factors” 13(3) (2277-2146) **Under Press.**
225. **Karam Pal Narwal**, and Sonu Dalal, “Retail Investor’s Perception: An Indian Derivatives Market Perspective” *Innovations*, **Under Press.**



226. **Karam Pal Narwal**, Shubham Garg and Sanjeev Kumar “Economic Sustainability of Organic Farming: An Empirical Study on Farmer's Prospective” published in ‘International Journal of Sustainable Agricultural Management and Informatics’, (E-ISSN-2054-5827, P-ISSN- 20545819). **Under Press.**
227. **Karam Pal Narwal**, Shubham Garg and Sanjeev Kumar “GST Reforms and its Economic Impact on Indian Economy: An Empirical Analysis with VAR Perspective” published in ‘Orissa Journal of Commerce’, (E-ISSN-0974-8482). **Under Press.**
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230. **Karam Pal Narwal**, Shubham Garg and Sanjeev Kumar “GST Implementation and Stock Market Index Volatility and Efficiency: Empirical Evidence from Indian Stock Market” published in ‘Odisha Economic Journal (OEJ)’, 44(1), (*ISSN-0976-5409*). **Under Press.**
231. **Karam Pal Narwal**, Shubham Garg and Sanjeev Kumar “Investigating the Compliance Behavior of GST Taxpayers: An Extension to the Theory of Planned Behavior” in ‘Journal of Public Affairs.’ **Under Press.**



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233. **Karam Pal Narwal** and Sushila Soriya, “*Intellectual Capital Reporting System in Indian Information Technology Industry: A Diagnostic Study*”, sent for publication in the ‘Finance India’. **Under Press.**
234. **Karam Pal Narwal** and Sonia Jindal “Impact of Corporate Governance on the Financial Performance and Market Valuation in Manufacturing Sector”, sent for publication in ‘Journal of Economic Research’. **Under Press.**
235. **Karam Pal Narwal** and Mahak, “*Infrastructure Financing in India: The Synoptic View*”, has been sent for publication in the ‘Management Research Review’. **Under Press.**
236. **Karam Pal Narwal** and Vikrant, “*Capital Budgeting Practices*”, has been sent for publication in the ‘Journal of Advances in Management Research’. **Under Press.**
237. **Karam Pal Narwal** and Anil Kumar, “*Start-Up Capital Financing in India*”, has been sent for publication in the ‘International Journal of Business and Management’. **Under Press.**
238. **Karam Pal Narwal** and Purva, “*Relevance of Implied Volatility Index and Its Informational Content : A Review*”, has been sent for publication in the ‘International Journal of Emerging Markets’. **Under Press.**
239. **Karam Pal Narwal** and Vikrant, “Dividend Practices in Indian Corporate”, has been sent for publication in the ‘Journal of Advances in Management Research’. **In-process.**

- 240. **Karam Pal Narwal** and Priynaka, “Evidence from India on the Financing Decision Dilemma of Startup-Firms”, has been sent for publication in the ‘Journal of Innovations and Management’. **In-process.**
- 241. **Karam Pal Narwal** and Priynaka, “Evidence from India on the Investment Decision Dilemma of Startup-Firms”, has been sent for publication in the ‘Journal of Innovations and Management’. **In-process.**
- 242. **Karam Pal Narwal** and Vikrant, "Performance of Recovery Channels of Non-Performing Assets in Indian Banks: An Empirical Analysis", has been sent for publication in the ‘Journal of International Management Research’. **In-process.**

## VI. PUBLICATIONS - BOOKS

From Latest Onward...

- 1. Edited Research Book on ‘Analect : The Research Inputs in Sustainability, Technology, Entrepreneurship and Management’, Arihant Publishers, New Delhi, published jointly by **Karam Pal Narwal**, Vinod Kumar Bishnoi, Shveta Singh, Himani Sharma, Manishreshtha, Vandana Singh and Vanita Ahlawat in February 2024 (*ISBN: 978-81-19956-61-6*).
- 2. Edited Research Book on ‘Florilegium- Management Theory *Research and Practices*’ Arihant Publishers, New Delhi, published jointly by **Karam Pal Narwal**, Mahesh Garg, Vijender Pal Saini, and Suresh Kumar Bhaker in February 2023 (*ISBN: 978-93-5609-225-9*).
- 3. Edited Research Book on ‘Quintessential Reflections: Management Theory, Research and Practices’, DBH Publishers and Distributors, New Delhi, published jointly by **Karam Pal Narwal**, Sahbnam

Saxena, Vandana Singh and Sangeeta Mittal in February 2022  
(ISBN-978-93-84871-21-5).

4. Edited Research Book on ‘Research in Management : Theoretical Framework and Empirical Evidences’, DBH Publishers and Distributors, New Delhi, published jointly by **Karam Pal Narwal**, Sahbnam Saxena, Tilak Sethi and Vanita Ahlawat in February 2021 (ISBN-978-93-84871-20-8).
5. Edited Research Book on ‘*Collectanea – A Glimpse of Contemporary Business and Management Research*’ Excel Publishers, New Delhi, published jointly by **Karam Pal Narwal**, Vijender Pal Saini, and Suresh Kumar Bhaker in February 2020 (ISBN: 978-93-87034-87-7).
6. Text-cum-Research Book on the subject ‘Public Private Partnership in Infrastructure in India’ by **Karam Pal Narwal**, published by DBH Publishers and Distributors, New Delhi, February 2019 (ISBN: 978-93-84871-14-7).
7. Text-cum-Research Book on the subject ‘GST IN INDIA: Theoretical Framework and Empirical Analysis’ jointly written by **Karam Pal Narwal** and Anushuya Jangra, published by DBH Publishers and Distributors, New Delhi, February 2018 (ISBN: 978-93-84871-11-6).
8. Research Book on the subject ‘Intellectual Capital and Business Performance’ jointly by **Karam Pal Narwal** and Sushila Soriya, published by Lambert Academic International Publishers, Berlin, November 2016 (ISBN: 978-3-659-89996-6).
9. Edited Research Book on “*Business Management: Key Research Issues*” by Excel Books Publishers, New Delhi, published jointly by **Karam Pal Narwal**, S C Kundu, B K Punia and Dalbir Singh, February 2012 (ISBN: 978-9-350-62001-4).

10. Edited Research Book on “*University Administration and Academic System in India*” published by I K International Publishers, New Delhi, jointly by **Karam Pal Narwal** and R S Jaglan, February 2012 (*ISBN: 978-9-381-14169-4*).
11. Text book on ‘*Business Management and Organizational Behaviour*’, published by **Karam Pal Narwal**, at I K International Publishers, New Delhi, published in June 2011(*ISBN: 978-9-380-57899-6*).
12. Edited Research Book on ‘*Exploration of Business and Management issues*’ Excel Publishers, New Delhi, published jointly by **Karam Pal Narwal**, S C Kundu, N K Bishnoi and Shveta Singh in March 2010 (*ISBN: 978-81-7446-839-0*).
13. Text Book on ‘*The Management Teacher*’ published by **Karam Pal Narwal** at Vayu Education of India Pvt Ltd, New Delhi, published in August 2009 (*ISBN: 978-93-80297-3-4*).
14. Edited Research Book on ‘*Contemporary Researches in Management*’ Vayu Education of India Pvt Ltd, New Delhi, published jointly by **Karam Pal Narwal**, S C Kundu and V K Bishnoi in March 2009 (*ISBN: 978-9-30971-4-5*).
15. Text Book on ‘*Foundations of Management*’ published by **Karam Pal Narwal** at Vayu Education of India Pvt Ltd, New Delhi, December 2008 (*ISBN: 978-8-190-80408-0*).
16. Text Book on ‘*Managerial Economics*’ Excel Publishers Pvt. Ltd, New Delhi, published jointly by **Karam Pal Narwal** and Surender Kumar in August 2008 (*ISBN: 978-8-174-46677-8*).
17. Text book on ‘*Management Process & Organizational Behaviour*’, published by **Karam Pal Narwal** at I K International Publishers, New Delhi, October 2007 (*ISBN: 978-8-189-86604-4*).

18. Text book on '*Insurance Management: Principles and Practices*' jointly by **Karam Pal Narwal**, B S Bodla and M C Garg, published by Deep and Deep Publishers, New Delhi, September 2006 (*ISBN: 978-8-176-29948-0*).
19. Research Book on the subject '*EVA in Indian Corporates*' jointly by **Karam Pal Narwal** and M C Garg, published by Deep and Deep Publishers, New Delhi, August 2004 (*ISBN : 978-8-176-29597-0*).
20. Text book on '*Insurance-Fundamental, Environment, and Procedures*' jointly by **Karam Pal Narwal**, B S Bodla and M C Garg, published by Deep and Deep Publishers, New Delhi, July 2003 (*ISBN: 978-8-176-29462-1*).

**Books Under Publication Process**

21. Text Book on "*Fundamentals of Insurance and Banking*" is being written by **Karam Pal Narwal** and the same would be sent to press for publication by August 2026.
22. Text Book on "*Investment Management: Text and Cases*" is being written by **Karam Pal Narwal** and the same would be sent to press for publication by August 2027.
23. Text Book on "*Financial Derivatives*" is being written by **Karam Pal Narwal** and the same would be sent to press for publication by August 2028.
24. Text Book on "*Entrepreneurship and Startups*" is being written by **Karam Pal Narwal** and the same would be sent to press for publication by August 2029.
25. Text Book on "*Portfolio Management*" is being written by **Karam Pal Narwal** and the same would be sent to press for publication by August 2030.

## **VII. RESEARCH SUPERVISION AT PHD/MPHIL LEVEL**

**The Ph.D. Thesis Guided:** So far, thirty-five (35) PhD thesis have already been completed under his supervision and the PhD research work of ten (10) more regular scholars including foreign scholars is in-progress. The brief profile of research supervision till date is given hereunder:

- 1.** “Inter-sectoral Dimensions of Electricity Distribution in Haryana- A Diagnostic Study” by Mr. Surender Kumar completed in December 2000.
- 2.** “Performance Evaluation of Regional Rural Banks in Haryana” submitted by Mr. Shamsheer Singh completed in December 2003.
- 3.** “Measuring Shareholders’ Wealth: A Critical Study” by Mr. Ashok Kumar completed in April 2008.
- 4.** “Corporate Financial Practices in Indian Service Industry: A Study With Reference to Banking and I T Industry” by Ms Pooja Goyal completed in January 2009.
- 5.** “Inter-Sectoral Comparison of Indian Insurance Industry” by Ms Shaveta Singh completed in May 2009.
- 6.** “Emergence of EVA in Indian Banking Industry: A Comparative Study of Public and Private Sectors Banks” by Jasvir Singh completed in November 2010.
- 7.** “Corporate Financial Practices in Indian Manufacturing Industry: A Study with Reference to Pharmaceutical and Textile Industry” by Ms Monika Verma completed in October 2010.
- 8.** “Measuring Shareholders’ Value in Indian Service Industry: A Comparative Study of Banking and IT Industry” by Mr. Jitender Batra completed in August 2012.
- 9.** “Assessing Impact of Insurance Sector in India: A Comparative Study” by Ms Shweta completed in June 2012.

- 10.** “Direct Tax Reforms in India: A Comparative Study of Pre and Post Liberalized Era” by Ms Promila completed in March 2013.
- 11.** “Intellectual Capital Reporting in Indian Corporate Sector” by Ms Sushila Soriya completed in May 2013.
- 12.** “Association between Volatility Index and S&P CNX Nifty in India” by Ms Ruhee Mittal completed in September 2013.
- 13.** “Assessing Impact of Banks Mergers in India: A Comparative Study” by Ms Shweta completed in June 2015.
- 14.** “Assessing Impact of GST and DTC on Indian Economy: A Diagnostic Study” by Ms Anushuya completed in July 2017.
- 15.** “Intellectual Capital and Financial Performance : A Comparative Study of Service and Manufacturing Industries in India” by Mr. Ramandeep completed in October 2016.
- 16.** “Assessing Impact of Micro Financing Markets in India: A Diagnostic Study” by Mr. Manoj Kumar completed in March 2017.
- 17.** “Infrastructure Financing through Public Private Partnership: A Case Study of Haryana” by Er. Ashok Ahlawat completed in March 2017.
- 18.** “Assessing Impact of Corporate Governance on Working Capital Management in India” by Ms. Sonia completed in March 2018.
- 19.** “Assessing Impact of Economic Reforms in Venture Capital Sector : A Diagnostic Study” by Mr. Anil Kumar completed in March 2019.
- 20.** “Intellectual Capital Performance Reporting in Service Sector in India ” by Ms. Nisha Yadav completed in December 2019.
- 21.** “Corporate Income Tax Rates Reforms in India: An Investigative Study” by Ms. Tanvi Gupta completed in January 2021.
- 22.** “Operational Efficiencies VIX on Financial Derivatives in India” by Ms. Purva Chhabra completed in July 2021.
- 23.** “Assessing the Impact of Mispricing and Volatility on Indian Stock Market” by Ms. Deeksha Garg completed in November 2021.



- 24.** “Performance of Agricultural and Non-Agricultural Commodity Derivatives Market in India : A Comparative Study ” by Ms. Sonia Garg completed in February 2023.
- 25.** “Assessing the Impact of FII Trading Activities on Indian Stock Market: A Comparative Study of Sectoral Vis-à-vis Seasonal Analysis” by Ms Pooja Gupta completed in April 2023.
- 26.** “Impact of Currency Derivatives on Foreign Exchange Volatility: An Empirical Evidence from India” by Ms. Priyanka Sony completed in May 2023.
- 27.** “Assessing the Impact of Capital Budgeting and Structure Models on Indian Corporate” by Mr. Virkant completed in June 2023.
- 28.** “Impact of Goods and Services Tax on Indian Economy” by Mr Shubham Garg submitted completed in April 2024.
- 29.** “Assessing the Impact of Economic Reforms on Ethiopian Banking Sector: A Study with special reference to Post-Reforms Era” by Mr. Gedion completed in June 2024.
- 30.** “Role of Financial Literacy and Inclusion in Well-Being of Rural People of Haryana” by Ms Soniya completed in March 2025.
- 31.** “Assessing the Impact of Agri-Business Start-ups in the Industry: A Study with special reference to India” by Ms Manisha Mani completed in May 2025.
- 32.** “Assessing the Investors’ Perceptions on Commodity and Stock Derivatives in India: A Comparative Study of Finance and Non-Finance Professionals” by Mr. Sonu Dalal completed in June 2025.
- 33.** “Assessing the Impact of Loan Performance in RRBs in Haryana” by Ms Poonam Rani completed in July 2025.
- 34.** “Assessing the Impact of Key NPA Reforms in Indian Banking Industry: A Study with special reference to Public Sector Banks in India” by Ms Mahak completed in June 2025.

35. “Determinants of Capital Structure of Start-Ups: An Empirical Study on Delhi NCR” by Ms Priyanka submitted in June 2025.
36. “Growth Prospects of Islamic Banking in India : A Comparative Study with reference to Conventional Structure” by Mr Karan...**in-progress.**
37. “Financial Resilience and Fragility in Non-Banking Financial Companies in India” by Ms Simran.....**in-progress.**
38. “Empirical Analysis of Direct Tax Reforms in India with special reference to Economic Growth since Post-Liberalized Era” by Ms Riya.....**in-progress.**
39. “Exploring Relationship between India Volatility Index and NSE Sectoral Indices : An Empirical Study” by Mr Parvesh.....**in-progress.**
40. “Empirical Analysis of Economic Reforms in India with special reference to Economic Growth since Post-Liberalized Era” by Ms Neha.....**in-progress.**
41. “Empirical Analysis of ICT Reforms in Corporate India with special reference to Economic Growth since Post-Liberalized Era” by Ms Poonam....**in-progress.**
42. “Empirical Analysis of SMO Reforms in India with special reference to Economic Growth since Post-Liberalized Era” by Mr Ansh...**in-progress.**
43. “Empirical Analysis of Taxation Reforms in Corporate India with special reference to Economic Growth since Post-Liberalized Era” by Ms Anjum .....**in-progress.**
44. “Empirical Analysis of Banking Reforms in India with special reference to Economic Growth since Post-Liberalized Era” by Ms Mayank .....**in-progress.**
45. “Empirical Analysis of Digital Currency Reforms in India with special reference to Economic Growth since Post-Liberalized Era” by Ms Neha .....**in-progress.**

**In addition:**

- a) M Phil Thesis Guided:** Guided more than 20 Research Projects at M Phil level.
- b) Master Level Research Projects Guided:** Guided more than 180 Research Projects at MBA.

## **VIII. SPONSORED RESEARCH-PROJECTS UNDERTAKEN**

- 1.** Completed Research Project entitled “A Study of NPA Determinants and Modern Loan-Loss Recovery Measures in Public Sector Banks in India” awarded during 2018-19 vide notification Endst. No.Acad./AC-III/F-90/2018/7102-7136, dated 14.12.2018.
- 2.** Completed Research Project entitled "Internet-based Corporate Financial Reporting in India: The Content Analysis of Select Indian Companies vis-a-vis New IFRS Code" June 2018.
- 3.** Completed Research Project entitled “Determinants and Contemporary Recovery Measures of Non-Performing Assets of Banking Sector in India” in July 2017.
- 4.** Completed Research Project entitled "Web-based Corporate Financial Reporting in India: The Content Analysis of Select Indian Companies vis-a-vis New IFRS Code" August 2016.
- 5.** Completed Successfully as Coordinator one MHRD Sponsored GIAN Project entitled “Personality Development and Communication Skills” from June 1-5, 2016, in which Prof. Naresh Kumar from USA as the Key Resource-person.
- 6.** Completed Major Research Project on “*An Empirical Investigation of the Relationship between Corporate Intellectual Capital and Financial Performance reporting system: A study of Select Indian Corporates*” implemented with the Financial Assistance of University Grant Commission, New Delhi, June 2013.
- 7.** Completed Major Research Project on “*Corporate Financial Practices in Liberalized Era: A Study of Select Firms in India*” is being implemented jointly with Prof. B. S. Bodla, with the Financial

Assistance of University Grant Commission, New Delhi March 2011.

8. Completed Research Project entitled on “*Teaching, Research and Consulting Pedagogies in Finance in Leading Business Schools in India*” with the Financial Assistance of University Grant Commission, New Delhi, March 2007.
9. Completed Major Research Project on “*Insurance Industry in India: Transition and Challenges*” jointly with Prof. M C Garg with the Financial Assistance of University Grant Commission, New Delhi. February 2006.
10. Completed Major Research Project on “*Emergence of Economic Value Added for Indian Corporate: Introspect and Prospect*” jointly with Prof. M C Garg with the Financial Assistance of University Grant Commission, New Delhi in February 2004.
11. Completed Minor Research Project under UGC Financial Assistance on “*Impact of Macro Economic Variables on Share Prices in India*” jointly with jointly with Prof. M C Garg in March 1999.
12. Completed Ph.D. Programme, under JRF (UGC) Scheme where the entire financial assistance was provided by the University Grant Commission on “*Direct Tax Reforms in India – A Study of Income Tax Law since 1961*”, in December, 1996.

## **IX. INTERNATIONAL CONFERENCES/SEMINARS**

**Latest Onward...**

1. Attended and presented paper entitled, “Exploring the Asymmetric Relationship between India Volatility Index (IVIX) and Nifty 50” in the “7<sup>th</sup> International Conference on Financial Markets and Corporate Finance (ICFMCF-2025)” organized at Vinod Gupta School of Management, Indian Institute of Technology Kharagpur, India, 28-29 June, 2025
2. Attended and presented paper entitled, “A Comprehensive Analysis of Cryptocurrencies: From Security to Sustainability” in the “International Conference on Advancing Financial, Digital and

Health Inclusion: Steps towards Viksit Bharat@2047” organized at the Department of Management Studies, Faculty of Management Studies, Jamia Millia Islamia, New Delhi, India, 11 February, 2025

3. Attended and presented paper entitled, “Sustainable Finance and ESG Investing: A Literature Review and Future Research Directions” in the International Conference on The Role of Technology and Management in Fulfilling the Sustainable Development Goals for a Green Future” organized at Department of Management Studies, Erode Sengunthar Engineering College (Autonomous), Perundurai, Erode, India, November 29, 2024.
4. Attended and presented paper entitled, “Crypto Meets Green Finance: Assessing the role of Bitcoin and Ethereum in ESG Portfolio Diversification in India in the “1<sup>st</sup> International Conference on Sustainability, Technology& Innovation, AI & Analytics, Green Practices, and Entrepreneurship & Management (STAGE-2025)” organized at the Department of Commerce, Guru Jambheshwar University of Science & Technology, Hisar, India, 24-25 April, 2025
5. Attended and presented paper entitled “An Empirical Investigation on Determinants of Capital Structure of Indian Unicorns” accepted and presented in International Conference on Sustainability, Technology, Entrepreneurship, Management (STEM-2024) organized by Haryana School of Business, Guru Jambheshwar University of Science & Technology, Hisar, held on 29 February-01 March 2024.
6. Attended and presented paper entitled "Performance of Recovery Channels of Non-Performing Assets in Indian Banks: An Empirical Analysis" accepted and presented in International conference on contemporary issues in Emerging Markets organized by Indian Institute of Management Bodhgaya, India in collaboration of Waikato Management School, the of University of Waikato, New Zealand on October 28-29, 2022.
7. Attended and presented paper entitled “An Empirical Study on Determinants of Financing Decisions of Startup-Firms in India” accepted and presented in the International Conference on

Contemporary Issues in Emerging Markets organized by Indian Institute of Management Bodhgaya, India in collaboration of Waikato Management School, the of University of Waikato, New Zealand on October 28-29, 2022.

8. Attended and presented paper entitled “Goods and Service Tax and its Revenue Implications: Empirical Evidence from Indian States”, accepted and presented in the “*International Conference on Sustainable Goals (ICSG) “Managing Economic Development and Financial Stability: In the era of SDGs and ESGs”* Organized by IIM Bodh Gaya (in Collaboration with University of Cambridge), held on IIM Bodh Gaya, Bihar on September, 16<sup>th</sup> -17<sup>th</sup> 2022.
9. Attended and presented paper entitled “A Study on Impact of FII Activities on Stock Market return and Volatility”, accepted and presented in the “*21<sup>st</sup> Global Conference on Flexible Systems Management: Flexibility, Resilience and Sustainability* ” held on April 21-23, 2022 organized by the Indian Institute of Management, Shillong, India.
10. Attended and presented paper entitled “GST Reforms and its Economic impact on Selected Sectors of Indian Economy: An Empirical study via VAR Model Perspective”, accepted and presented in the “Contemporary Issues in Emerging Markets” Conference (CIEME) 2022, Organized by IIM Bodh Gaya (in Collaboration with The University of Waikato, Hamilton, New Zealand), held on IIM Bodh Gaya, Bihar on October, 28-29<sup>th</sup> 2022.
11. Attended and presented paper entitled “The Financial Ecosystem: Disruptions & the Way Forward”, accepted and presented in the “*6<sup>th</sup> Biennial International Conference* ” held on March, 10-11, 2022 organized by the Sri Guru Gobind Singh College of Commerce and Delhi School of Economics, Delhi, India.
12. Attended and presented paper entitled “Influence of Macroeconomic Variables on Indian Commodity Futures Prices: Case of Agricultural Commodities” accepted and presented in the 3<sup>rd</sup> SEBI NISM conference on “Investing in Recovery: Challenges and Opportunities for Indian Securities Markets” held on February 24-25, 2022.



- 13.** Attended and presented paper entitled “FII and Stock Market Volatility during 1990-2020: A Literature Study” accepted and presented in the 12<sup>th</sup> International Conference on Global Information and Business Strategy, organized by Gita Rattan International Business School, Delhi, held on January 15, 2022.
- 8.** Attended and presented paper entitled “Antecedent of Compliance Behaviour of GST Taxpayers : A Conceptual Framework via Review” accepted and presented in the 7<sup>th</sup> International Management Conference, organized by Fortune Institute of International Business, New Delhi on January 7-8, 2022.
- 9.** Attended and presented paper entitled “Sectoral futures mispricing : New evidence on determinants” accepted and presented in the 9<sup>th</sup> International conference on Futures and Other Derivatives (ICFOD 2020), organized by the Fudan University, Beihang University and hosted by the Zhuhai Fudan Innovation Institute, Zhuhai, China Online Presentation , December 4-5, 2020.
- 10.** Attended and presented paper entitled “An interrelationship between currency futures and spot market in India” accepted and presented in the 9<sup>th</sup> International conference on Futures and Other Derivatives (ICFOD 2020), organized by the Fudan University, Beihang University and hosted by the Zhuhai Fudan Innovation Institute, Zhuhai, China Online Presentation, December 4-5, 2020.
- 11.** Attended and presented paper entitled “GST Reforms and its Economic Impact on Services Sectors of Indian Economy: An Empirical study via VAR Model Perspective”, accepted and presented in the “Contemporary Issues in Emerging Markets” Conference (CIEME) 2020, Organized by IIM Bodh Gaya (in Collaboration with The University of Waikato, Hamilton, New Zealand), held on IIM Bodh Gaya, Bihar on October, 26-27<sup>th</sup> 2020.
- 12.** Attended and presented paper entitled “A study investigating role of economic uncertainty and factors affecting futures indices mispricing” accepted and presented in the "International Conference jointly organized by Rajagiri Business School and Victoria University of Wellington, Online Presentation, October 15-16, 2020.



- 14.** Attended and presented paper entitled “Seasonal Anomalies in Indian Implied Volatility Index: An Empirical Study” accepted and presented in the "International Conference INDAM-2020" held on January 2-4, 2020 organized by the Indian Institute of Management, Trichy, INDIA.
- 15.** Attended and presented paper entitled “An Interrelationship between Current Future and Spot Market in India" accepted and presented in the "International Conference INDAM-2020" held on January 2-4, 2020 organized by the Indian Institute of Management, Trichy, INDIA.
- 16.** Attended and presented paper entitled “Price Discovery in Commodity Derivatives market in relation to Selected Non-Agricultural Commodities" accepted and presented in the "7<sup>th</sup> World PAN-IIM Conference 2019" held on December 12-14, 2019 organized by the Indian Institute of Management, Rohtak, INDIA.
- 17.** Attended and presented paper entitled “Are Futures in Sectoral Indices Mispriced in India" accepted and presented in the "World Banking and Finance Symposium" held on December 19-21, 2019 organized by the Faculty of Management Studies, University of Delhi, New Delhi, INDIA.
- 18.** Attended and presented paper entitled “Commodity Derivatives in India : A Literature Review" accepted and presented in the "International Conference on Business Management and Social Innovations" held on March 29-30, 2019 organized by the Faculty of Commerce and Management, Chaudhary Bansi Lal University, Bhiwani, Haryana, INDIA.
- 19.** Attended and presented paper entitled “Sustainability of Microfinance Institutions in India : A Conceptual Framework" accepted and presented in the "International Conference on Sustainable Development through Cooperatives" held on March 26-27, 2018 at Department of Management Studies, Central University of Haryana in Association with National Cooperative Union of India, New Delhi, INDIA

- 20.** Attended and presented paper entitled “Working Capital Management Impact on Corporate Profitability Relation with Corporate Governance : Evidence from Indian Manufacturing Industry" accepted and presented in the "International Conference on Financial Services Creating Business Value and Sustainability" held on February 23-24, 2018 at University Business School, Panjab University Chandigarh, INDIA
- 21.** Attended and presented paper entitled “The Impact of Corporate Governance on the Profitability: An Empirical Study of Indian Textile Industry" accepted and presented in the "International Conference on Evolution in Science and Technology and Eyne on Entrepreneurial Management" held on March 26-27, 2015 at PIPMT, Hisar, INDIA
- 22.** Attended and presented paper entitled “Micro-Finance Institutions’ Operational Infrastructure in India: Assessing the Efficiencies through OLS Model”, accepted for Presentation in the ‘World Finance and Banking Conference" held at SINGAPORE on December 12-13, 2014.
- 23.** Attended and presented paper entitled “Economic Efficiency of Indian Banking Industry" accepted and presented in the "International Conference on Management Perspectives" held on April 24-25, 2014 at Jaipur, INDIA
- 24.** Attended and presented paper entitled “Productivity and Efficiency of Microfinance Institutions in India" accepted for Presentation in the "International Conference on Social Science and Management" held on March 14-16, 2014 at Chicago, USA
- 25.** Attended and presented paper entitled “Productivity Performance Analysis of Banking Sector in India: A Non-parametric Approach”, in ‘World Finance and Banking Conference" held at Beijing, CHINA, December 16-17 2013.
- 26.** Attended and presented paper entitled, “Productivity Performance Analysis of Banking Sector in India” in the 11<sup>th</sup> AIMS-International Conference organized at the IMT, Ghaziabad, INDIA, December 21-24, 2013.

- 27. Attended and presented paper entitled “Value and Efficiency of Intellectual Capital in Indian Financing Companies”, in ‘International Conference Proceedings of OITM-2012’ held at OITM, Hisar, INDIA, March 24-25 2012.
- 28. Attended and presented paper entitled “Association of Intellectual Capital with Return on Equity and Market Valuation in Indian Corporate Sector”, in ‘International Conference Proceedings of ICFIF-2011’ held at IIT-Kharagpur, INDIA, December 28-30 2011.
- 29. Attended and presented paper entitled, “Intellectual Capital and Financial Reporting: A Case Study of Indian Pharma Industry” in the International Conference of Challenges of Globalization & Strategy for Competitiveness (ICCGC 2011) organized at AKG Institute of Management, Ghaziabad, INDIA, January 14-15, 2011.
- 30. Attended and presented paper entitled, “Impact of Index of Industrial Production on Stock Prices in India” in the 8<sup>th</sup> AIMS-International Conference organized at the Indian Institute of Management Ahmedabad, INDIA, January 1-4, 2011.
- 31. Attended and presented paper entitled, “Examining Association of VAIC and EVA with MVA: A Study of Indian Banks” in the 8<sup>th</sup> AIMS-International Conference organized at the Indian Institute of Management Ahmedabad, INDIA, January 1-4, 2011.
- 32. Attended and presented paper entitled, “Impact of Macroeconomic Indicators on Indian Capital Markets” in the first IIMC-International Finance Conference organized by the Indian Institute of Management Kolkata, INDIA, December 3-5, 2009.
- 33. Attended and presented paper entitled, “Environmental Accounting Standards in India: A Synoptic Analysis of Indian Corporate ” in the International Conference on Changing Environmental Trends and Sustainable Development organized by the Department of Environmental Science and Engineering, Guru Jambheshwar University of Science and Technology, Hisar, INDIA, February 9-11, 2009.

- 34. Contributed paper entitled, “Re-visiting the Determinants of Leverage in Indian Banking Industry: A Panel Data Analysis” for discussion in 5<sup>th</sup> Annual Washington University Conference on Corporate Finance held on December 5-6, 2008, USA
- 35. Attended and presented paper entitled, “Leading Determinants of Dividend Policy: A Case Study of Indian Banking Industry” accepted for presentation in 4<sup>th</sup> Annual Washington University Conference on Corporate Finance held on November 15-16, 2007, USA
- 36. Attended and presented paper entitled, “Subconscious Manifestation in Higher Education: A Synoptic Analysis with special reference to University-Education” in the International Conference on Higher Education is being organized by Indian Institute of Science, Bangalore on July 12-14, July 2007, INDIA
- 37. Attended and presented paper entitled, “Leading Determinants of Dividend Policy: A Case Study of Indian Banking Industry” in the International Seminar on Globalization and Management Education: Challenges and Opportunities organized by the Department of Financial Studies, University of Delhi, South Campus, New Delhi, INDIA, February 9-10, 2007.
- 38. Attended and presented paper entitled, “EVA as Emerging Financial Measure for Corporate World: A Comprehensive Review of Empirical Researches” in 2<sup>nd</sup> World Congress of Academy for Global Business Advancement (AGBA) organized by the International University for Human Transformation, India jointly with A & M University at Commerce, Texas, USA, at the Grand Hotel, New Delhi, January 2-4, 2006.
- 39. Attended and presented paper entitled, “International Portfolio Diversification: A Study of Select Asian Stock Markets” in 6<sup>th</sup> International Conference on the topic “Borderless World: Emerging Dimensions For Business” jointly organized by the International University for Human Transformation, India and Texas A & M University at Commerce, Texas, USA, Sponsored by All India Council for Technical Education (AICTE), Ministry of HRD, Government of India, New Delhi, January 3-5, 2005.

40. Attended and presented paper entitled, “Indian Cotton Textile Industry: The Feat of Fairy Tale in WTO Regime” in 5<sup>th</sup> International Conference on the theme “Learning Beyond Borders in WTO Regime” jointly organized by the International University for Human Transformation, India and Texas A & M University at Commerce, Texas, USA, January 7-9, 2004.

## **X. NATIONAL CONFERENCES/SEMINARS**

**Latest Onward...**

41. Attended and presented paper entitled, “Deciphering Volatility Patterns: A Comparative Study of Nifty PSU Bank and Nifty Private Bank Indices” in the “Doctoral Colloquium on Financial Markets & Corporate Finance (DCFMCF-2025)” organized at DMS&IE, IIT (ISM) Dhanbad, India, 17-18 February, 2025
42. Paper Entitled “Financial Inclusion among South Asian Association for Regional Cooperation Countries” accepted and presented in the National Seminar on Indian Economy: Current Status and Future Prospects organized by the Department of Humanities and social Sciences, National Institute of Technology, Kurukshetra, held in Kurukshetra on May 19-20<sup>th</sup>, 2023.
43. Paper Entitled “Revenue Implications of GST on Sub-National Governments in India: An Empirical Investigation via Panel Regression Model” accepted and presented in 1<sup>st</sup>Management Doctoral Colloquium organized by School of Management and Entrepreneurship, IIT Jodhpur, held on Jodhpur, Rajasthan on February 24-25<sup>th</sup> 2023.
44. Paper Entitled “An Empirical Analysis of the Performance of Legal Methods of Loan Recovery in the Indian Banking Sector” accepted and presented in 1<sup>st</sup>Management Doctoral Colloquium organized by School of Management and Entrepreneurship, IIT Jodhpur, held on Jodhpur, Rajasthan on February 24-25<sup>th</sup> 2023.

45. Paper Entitled “A Systematic Literature Review on Non-Banking Financial Companies in India” accepted and presented in HSB 15<sup>th</sup> Annual National Conference on Business Management organized by Haryana School of Business, Guru Jambheshwar University of Science& Technology, Hisar, held on Hisar on February 09-10<sup>th</sup> 2023.
46. Paper Entitled “ Examining the Relationship between Start-up firm’s Leverage and their Financial Performance: An Empirical Study” accepted and presented in HSB 15<sup>th</sup> Annual National Conference on Business Management organized by Haryana School of Business, Guru Jambheshwar University of Science& Technology, Hisar, held on Hisar on February 09-10<sup>th</sup> 2023.
47. Paper Entitled “Dterminants and Measures to Address the NPA Issues of Banking Industry in India: Empirical Evidences and Bankers’ Survey” accepted and presented in HSB 15<sup>th</sup> Annual National Conference on Business Management organized by Haryana School of Business, Guru Jambheshwar University of Science& Technology, Hisar, held on Hisar on February 09-10<sup>th</sup> 2023.
48. Paper Entitled “Association between Volatility Index and Energy Sector: Evidence from India” accepted and presented in HSB 15<sup>th</sup> Annual National Conference on Business Management organized by Haryana School of Business, Guru Jambheshwar University of Science& Technology, Hisar, held on Hisar on February 09-10<sup>th</sup> 2023.
49. Paper Entitled “An Empirical Study on Recovery Procedures of NPAs in Indian Banking Industry” accepted and presented in HSB 15<sup>th</sup> Annual National Conference on Business Management organized by Haryana School of Business, Guru Jambheshwar University of Science& Technology, Hisar, held on Hisar on February 09-10<sup>th</sup> 2023.



50. Paper entitled “A Review Paper on NBFCs in India” accepted and presented in the 10<sup>th</sup> International Conference on Advances in Business and Management on Business Practices in the Era of Sustainable Development Goals (SDGs) 2030 and New Age Technologies organized by Department of Commerce, Shaheed Bhagat Singh College, University of Delhi, India on November 10-11, 2022.
51. Paper entitled “Evidence from India on the Financing Decision Dilemma of Startup-Firms” accepted and presented in the XVII International Conference on Public Policy and Management organized by CPP, IIM Bangalore on August 22-24, 2022.
52. Paper entitled “Foreign investors and Indian Stock Market: A comparative analysis with respect to NSE and BSE Indices using OLS and ARDL”, accepted and presented in the "*International Conference on Contemporary Issues in Business, Management and Economics (ICCIBME, 2022)*" held on June, 17-18, 2022 organized by the Department of Management Studies at Panipat Institute of Engineering & Technology, Panipat, Haryana, India.
53. Attended and presented paper in HSB 14<sup>th</sup> Annual National Conference on Business and Management, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, February 10-11, 2022.
54. Attended and presented paper in HSB 13<sup>th</sup> Annual National Conference on Business and Management, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, February 11-12, 2021.
55. Attended and presented paper in a National Workshop cum Conference entitled ‘Online Teaching Learning and Evaluation with MOODLE MOOC Platform’, jointly organized by MHRD and EPSI, New Delhi, July 13-14, 2020.
56. Attended and presented paper in National Conference on “Agrarian Distress, Livelihood Challenges and Rural Development in India”, organized by Department of Economics, Punjabi University, Patiala, Punjab, February 21-22, 2020.



- 57. Attended and presented paper in HSB 12<sup>th</sup> Annual National Conference on Business and Management, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, February 6-7, 2020.
- 58. Attended and presented paper in a national Conference entitled ‘Changing Landscape of Securities Market’, jointly organized by NISM and SEBI, Mumbai, January 22-24, 2020.
- 59. Attended and presented paper in HSB 11<sup>th</sup> Annual National Conference on Business and Management, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, February 7-8, 2019.
- 60. Attended and presented paper in National Seminar on Governance in E-Commerce: Contemporary Issues and Challenges, Organized by Department of Commerce, Maharishi Dayanand University, Rohtak, March 27-29, 2018.
- 61. Attended and presented paper in National Seminar on GST: Benefits and Impact on Indian Economy, Organized by Department of Commerce and Management, GNG College, Yamuna Nagar, March 21, 2018.
- 62. Attended and presented paper in HSB 10<sup>th</sup> Annual National Conference on Business and Management, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, February 8-9, 2018.
- 63. Attended and presented paper in National Seminar on One Tax-Goods and Services Tax Bill: Myths and Facts, Organized by Department of Commerce and Management, Government College for Women, Panchkula, November 21, 2017.
- 64. Attended and presented paper in National Workshop on ‘Outcome based Education’, Organized by Faculty of Engineering and Technology, GJUS&T, Hisar, July 21, 2017.
- 65. Attended and presented paper in National Workshop on ‘Business Research Methodology’, Organized by Faculty of Management Studies, CRS University, Jind, March 22-28, 2017.
- 66. Attended and presented paper in National Conference on Agriculture Issues and Insurance, Organized by University Business School, Kurukshetra University, Kurukshetra February 10, 2017.

67. Attended and presented paper in HSB 9<sup>th</sup> Annual National Conference on Business and Management, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, February 8-9, 2017.
68. Attended and presented paper in National Seminar on ‘Make in India for Inclusive Growth: Initiatives and Challenges’, Organized by Department of Business Management, CRS University, Jind, January 27-29, 2017.
69. Attended and presented paper in National Seminar on ‘Quality Assurance in Higher Education: Academic Audit Scheme Methodology, Process and Problems’, Organized by Khalsa College for Women, Sindhwan Khurd (Pb), January 18-19, 2017.
70. Attended and presented paper in National Seminar on ‘Quality Initiative and Best Practices in Higher Education Institutions of Rural Area’, Organized by Gobindgarh Public College, Alour (Khanna), December 27-28, 2016.
71. Attended and presented paper in National Seminar on ‘Food Security in India: Issues and Challenges’, Organized by Department of Economics, Mahrishi Dayanand University, Rohtak, November 23, 2016.
72. Attended and presented paper in National Seminar on ‘Functions of Registrar General in Different High Courts in India’, Organized by National Judicial Academy, Bhopal, September 17-18, 2016.
73. Attended and presented paper in National Seminar on ‘Quality Initiative and Best Practices in Higher Education Institutions’, Organized by Women College Kharkhoda (Sonapat), March 15, 2016.
74. Attended and presented paper in HSB 8<sup>th</sup> Annual National Conference on Business and Management, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, February 10-11, 2016.
75. Attended and presented paper in Conference on Functions of Registrars (Administration), Organized by National Judicial Academy, Bhopal (MP), 30<sup>th</sup> November to 2<sup>nd</sup> December 2015.

- 76.** Attended and presented paper in HSB 7<sup>th</sup> Annual National Conference on Business and Management, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, February 12-13, 2015.
- 77.** Attended and presented paper in HSB 6<sup>th</sup> Annual National Conference on Business and Management, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, February 6-7, 2014.
- 78.** Attended a National Workshop on ‘Emerging Trends in Digital Printing’, Organized by Department of Printing Technology, GJUS&T, Hisar, September 27, 2013.
- 79.** Attended and delivered Key-Note Address on Role of ‘IQAC in University and College’, in Faculty Development Programme, organized by Guru Nanak Khalsa College, Yamuna Nagar, March 14-15, 2013.
- 80.** Attended a National Workshop on Emerging Issues in Socio-Academic Interaction, Organized by BPSM University, Khanpur Kalan, February 20-21, 2013.
- 81.** Attended and presented paper in HSB 5<sup>th</sup> Annual National Conference on Business and Management, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, February 7-8, 2013.
- 82.** Attended a National Workshop on ‘Role of IQAC Directors/Coordinators in Universities/Colleges’, Organized by National Assessment and Accreditation Council (NAAC), Bangalore, July 4-5, 2012.
- 83.** Attended a National Workshop on Methodological Issues in Business Research, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, March 20-26, 2012.
- 84.** Attended and presented paper in HSB 4<sup>th</sup> Annual National Conference on Business and Management, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, February 9-10, 2012.

- 85. Attended and participated in deliberations in the National Seminar on Management of Higher Technical Education: Quality Challenges and Ethical Dilemmas, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, March 22, 2011.
- 86. Attended and participated in deliberations in the Workshop on Development of Self-Learning Materials for Distance Education, Organized, in Collaboration with STRIDE, IGNOU, by Directorate of Distance Education, Guru Jambheshwar University of Science & Technology, Hisar, March 17-19, 2011.
- 87. Attended and participated in deliberations in the Workshop on Recent Trends in Engineering and Technology, Organized by Faculty of Engineering and Technology, Guru Jambheshwar University of Science and Technology, Hisar, March 15, 2011.
- 88. Attended and presented paper in HSB 3<sup>rd</sup> Annual National Conference on Business and Management, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, March 10-11, 2011.
- 89. Attended and presented paper in National Conference on Multidisciplinary Approach in Frontier Areas of Environment Science and Engineering (MAFASE-2011), organized by Department of Environmental Sciences and Engineering, Guru Jambheshwar University of Science and Technology, Hisar, March 4-5, 2011.
- 90. Attended and presented paper in National Conference on Contemporary Issues in Corporate Finance, Organized by University School of Management Studies, Guru Gobind Singh Indraprastha University, Delhi, January 29, 2011.
- 91. Attended and presented paper in HSB 2<sup>nd</sup> Annual National Conference on Business and Management, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, March 26-27, 2010.
- 92. Attended a National Workshop on Methodological Issues in Business Research, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, March 3-8, 2010.

- 93.** Attended and presented paper in HSB 1<sup>st</sup> Annual National Conference on Business and Management, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, March 19-21, 2009.
- 94.** Attended a National Workshop on Methodological Issues in Business Research, Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, March 7-8, 2009.
- 95.** Attended a National Workshop on Intellectual Property Rights and Its Commercialization Process Organized by IPR&TCC, Guru Jambheshwar University of Science and Technology, Hisar, December 4, 2008.
- 96.** Attended a National Workshop on Research Methods in Management Organized by Haryana School of Business, Guru Jambheshwar University of Science and Technology, Hisar, March 26-27, 2008.
- 97.** Attended and presented paper in National Conference on Researches in Marketing Management, Organized by Indian Institute of Management, Ahmadabad, January 3-5, 2007.
- 98.** Attended and presented paper in National Seminar on Indian Economy: Emerging Challenges in Globalized Regime, Organized by the Dept. of Business Studies, Kurukshetra University, November 18-19, 2006.
- 99.** Attended a National Workshop on Consultancy Development Programmes, Organized by the Dept. of Business Management, Guru Jambheshwar University of Science and Technology, Hisar, February 17, 2006.
- 100.** Attended and presented paper in National Seminar on Management of Financial Services, Organized by the Dept. of Business Management, Guru Jambheshwar University of Science and Technology, Hisar, March 19, 2005.
- 101.** Attended and presented paper in National Conference on Management in 21<sup>st</sup> Century, Organized by the Department of Management Studies, J N Vidya Peeth, Sirsa, March 12, 2005.

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- **102.** Attended and presented paper in National Seminar on Changing Paradigm in Management for a Better Tomorrow, Organized by Amity Business School, New Delhi, March 6-7, 2005.
- **103.** Attended a National Workshop on Intellectual Property Rights in WTO Regime: Issues and Challenges, Organized by the Dept. of Business Management, G. J. University, Hisar, November 18-19, 2004.
- **104.** Attended and presented paper in National Seminar on Globalization and Indian Economy: Thrusts and Challenges, Organized by the Dept. of Business Management, Punjabi University Regional Centre, Talwandi Sabo (Pb), May 6-7, 2004.
- **105.** Attended and presented paper in National Seminar on Emerging Issues in Seamless Economy, Organized by the Dept. of Business Management, G. J. U, Hisar, March 19-20, 2004.
- **106.** Attended National Seminar on Contemporary Issues in Environmental Awareness, Organized by the Dept. of Environment sciences and Engineering, G. J. University, Hisar, September 6-8, 2003.
- **107.** Attended the State Level Workshop on “New Syllabi for Technical Education: Up-gradation and Modernization” Organized by Department of Technical Education, Government of Haryana in May 5-6, 2003.
- **108.** Attended and presented paper in National Seminar on Contemporary Issues in Financial Services and International Business, Organized by the Dept. of Business Management, G. J. University, Hisar, March 19-20, 2003.
- **109.** Attended and presented paper in National Seminar on Problems of SSI’s in India, Organized by the Dept of Business Economics, G. J. University, Hisar March 16-17, 2003.
- **110.** Attended and presented paper in 19<sup>th</sup> Haryana Economic Conference, Nilokheri, Karnal, March 22-23, 2002.
- **111.** Attended and presented paper in Refresher Course “RCC-02” Conducted by Dept. of Business Management, Guru Jambheshwar University of Science and Technology, Hisar in March, 2002.
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- 112. Attended and presented paper in National Workshop on “Quality Assurance in Distance Education Learning” Organized by DDE, Guru Jambheshwar University of Science and Technology, Hisar in January 7-8, 2002.
- 113. Attended and presented paper in National Conference on “Insurance Reforms” Organized by IMSAR, M D University, Rohtak in November 9-11, 2001.
- 114. Attended and presented paper in Conference on Management Education in 21<sup>st</sup> Century Organized by G. K. University, Hardwar in March, 2001.
- 115. Attended and presented paper in National Seminar on Higher Education, Organized by G. J. U, Hisar, November 6-7, 2001.
- 116. Attended and presented paper in National Conference on “Management in 21<sup>st</sup> Century” Organized by IMSAR, M D University, Rohtak in March, 2001.
- 117. Attended and presented paper in Refresher Course “RCC-01” Conducted by Dept. of Business Management, Guru Jambheshwar University of Science and Technology, Hisar in May, 2001.
- 118. Attended and presented paper in National Seminar on, “Corporate Governance in India” Conducted by Rajasthan University, Jaipur in October, 18-19, 2000.
- 119. Attended and presented paper in University Industry Interface Conference, Organized by CII, New Delhi, 2000.
- 120. Attended and presented paper in Refresher Course “RC-88” Conducted by ASC, H P University, Shimla in August, 2000.
- 121. Attended and presented paper in National Conference on “Management in 21<sup>st</sup> Century” Organized by IMSAR, M D University, Rohtak in March, 2000.
- 122. Attended and presented paper in 20<sup>th</sup> Haryana Economic Conference, Organized by G J University, Hisar in March 2000.
- 123. Attended and presented paper in National Seminar on Problems of SSI’s in India, Organized by the Dept of Business Economics, G. J. University, Hisar March 11-12, 1999.

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- **124.** Attended and presented paper in Conference on Management Education in 21<sup>st</sup> Century Organized by G. K. University, Hardwar in March, 1999.
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- **125.** Attended University Industry Linkage Conference, Organized by G. J. University, Hisar in November, 1998.
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- **126.** Attended and presented paper in National Workshop on “Quality Assurance in Distance Education Learning” Organized by DDE, Guru Jambheshwar University of Science and Technology, Hisar in November 7-8, 1998.
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- **127.** Attended and presented paper in University Industry Interface Conference, Organized by CII, New Delhi, 1999.
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- **128.** Attended and presented paper in University Industry Interface Conference, Organized by CII, New Delhi, 1998.
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- **129.** Attended and presented paper in 17<sup>th</sup> Haryana Economic Conference, CCS, HAU, Hisar, October 1997.
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- **130.** Attended and presented paper in 16<sup>th</sup> Haryana Economic Conference, Ambala, October 1996.
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- **131.** Attended University Industry Linkage Conference, Organized by G. J. University, Hisar in November, 1996.
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- **132.** Attended and presented paper in All India Commerce Conferences, 1996 held at Rajasthan University, Jaipur.
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- **133.** Attended and presented paper in 23<sup>rd</sup> All India Accounting Conference, Indore, (MP) December 1995.
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- **134.** Attended and presented paper in All India Commerce Conferences, December 1995 held at Warangal University, Warangal (AP).
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- **135.** Attended and presented paper in All India Commerce Conferences, December 1994 held at Pune University, Pune.
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- **136.** Attended and presented paper in All India Commerce Conferences, December 1993, held at Kurukshetra University, Kurukshetra (Haryana).
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- **137.** Attended and presented paper in All India Commerce Conference, December 1992, held at M. D. University, Rohtak (Haryana).
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## **XI. MEMBER/EXPERT ON VARIOUS BODY/COMMITTEES**

- 1.** Member, Academy of Management Association.
- 2.** Member, Indian Management Association.
- 3.** Member, All India Commerce Association.
- 4.** Member, Haryana Economic Association.
- 5.** Member-Expert on panel of AICTE, New Delhi.
- 6.** Member-Expert on panel of UGC, New Delhi.
- 7.** Member-Expert on panel of UPSC, New Delhi.
- 8.** Member-Expert on panel of HPSC, Chandigarh.
- 9.** Member-Expert on panel of UPPSC, Lucknow.
- 10.** Member-Expert on panel of RPSC, JJaipuur.
- 11.** Member-Expert on panel of BPSC, Patna.
- 12.** Member-Expert on panel of UKPSC, Haridwar
- 13.** Member-Expert on panel of ICSSR, New Delhi.
- 14.** Member-Expert on panel of NAAC-Bagalore.
- 15.** Member-Expert on panel of NBA, New Delhi.
- 16.** Member, University Court, GJUS&T, Hisar.
- 17.** Member, Academic Council, GJUS&T, Hisar.
- 18.** Member, Executive Council, GJUS&T, Hisar.
- 19.** Member, [www.moneycontrol.com](http://www.moneycontrol.com) for Investment Analysis.
- 20.** Member, [www.icicidirec.com](http://www.icicidirec.com) for Investment Analysis.
- 21.** Member, Establishment-Committee, CDLU, Sirsa
- 22.** Member as Governor Nominee , Executive Council, Chaudhary Devi Lal University, Sirsa (Haryana).

- 23. Member as Governor Nominee, University Court, Indira Gandhi University, Meerpur (Haryana).
- 24. Member, Internal Quality Assurance Cell, Chaudhary Devi Lal University, Sirsa (Haryana).
- 25. Member, Internal Quality Assurance Cell, YMCA University of Science and Technology, Faridabad (Haryana).
- 26. Member, Internal Quality Assurance Cell, Central University of Haryana, Mahendergarh (Haryana).
- 27. Member, GIAN Advisory Board, M D University, Rohtak
- 28. Member, DRC, Department of Commerce, M D University, Rohtak
- 29. Member, DRC, faculty of Commerce and Management, SGT University, Gurugram
- 30. Member, Internal Quality Assurance Cell, GJUS&T, Hisar
- 31. Member, Establishment Committee, Chaudhary Devi Lal University, Sirsa (Haryana).
- 32. Member, Board of Governor, HSB, GJUS&T, Hisar.
- 33. Member, Admission Committee, GJUS&T, Hisar.
- 34. Member, Steering Committee for NAAC, GJUS&T, Hisar.
- 35. Member, Academic Advisory Board. KAIM, Charkhi-Dadri.
- 36. Member-Secretary, IPR-Advisory Committee, GJUS&T, Hisar.
- 37. Member-Expert on Panel of various Management Institutes.
- 38. Member, PG Board of Studies, HSB, GJUS&T, Hisar
- 39. Member, Standing Committees, GJUS&T, Hisar
- 40. Member, Roster Committees, GJUS&T, Hisar
- 41. Member, Special Purchase Committee, GJUS&T, Hisar
- 42. Member, PG Board of Studies, HSB, GJUS&T, Hisar
- 43. Member, UG Board of Studies, BPSMV, Khanpur Kalan
- 44. Member, High Powered Purchase Committee, GJUS&T, Hisar

- 45. Member, Grievance Cell for Teaching Staff, GJUS&T, Hisar.
- 46. Member, Commerce Literary Society, M D University, Rohtak.
- 47. Member-Secretary, HSB-Establishment-Committee, GJU, Hisar.
- 48. Member, Department Promotion Committee, GJUS&T, Hisar
- 49. Member, Grievance Cell for Staff & Students, GJUS&T, Hisar.
- 50. Member-cum-Organizing-Secretary/Convener for more than twenty-five different Workshop/Conferences/Seminars organized by Haryana School of Business, GJUS&T, Hisar.

## **XII. CONSULTANCY/TRAINING PROJECTS UNDERTAKEN**

- 1. Associated as Course Coordinator for GIAN-Project entitled “Personality Development and Communication Skills” awarded under GISN-MHRD, Government of India Scheme, June 2016.
- 2. Associated as Tax Advisor (Hon) with Finance Office/Accounts Branch of Guru Jambheshwar University of Science and Technology, Hisar since 1996-97 to-dates.
- 3. Associated as Security Consultant (Hon) with S K Securities Traders, Hisar (Haryana) since 2002-03 to-dates.
- 4. Associated as Security Consultant (Hon) with M. V. Securities, Hisar (Haryana) since 2002-03 to-dates.
- 5. Associated as Financial-cum-Tax Consultant (Hon) with Global Financial Services Ltd, Rtk (Haryana) since 1998-99 to-dates.
- 6. Completed successfully a Training-cum-Consultancy Programme in the area of ‘Finance for Non-finance People’ December 1999 at GJUS&T, Hisar for CCS HAU Academy.
- 7. Completed successfully an In-House Executive Development Programme for Finance Managers of ONGC Limited on “Central Sales Tax and Its Implications for ONGC”, on 10<sup>th</sup> July 2008 at ONGC-Academy, Dehradun.

8. Completed successfully an In-House Executive Development Programme for Finance Managers of Indian Oil Corporation Limited on “Central Sales Tax and Its Implications for ONGC”, on 25<sup>th</sup> September 2008 at IIPM, Gurgaon.
9. Completed successfully Training-cum-Consultancy Programmes in the area of ‘Finance and Taxation’ Feb. 26-28, 2001, Feb. 27-28, 2002 and Feb. 25-27, 2003 at DCM Textiles Ltd., Hisar for their Executives/Managers.
10. Completed successfully a 15 Weeks Training-cum-Consultancy (SIMAP) for Un-employed Graduates under SIDBI scheme, jointly with Prof. H. L. Verma, May-Sept, 2000.

### **XIII. CURRICULUM DESIGN AND EXTENSION ACTIVITIES**

1. **Curriculum Designing:** Contributed extensively in the curriculum designing and formulation process for BBA, MBA, B.Com, M.Com, BSc-Economics and MSc-Economics as well as three years and five years LLB Programmes at Guru Jambheshwar University of Science and Technology, Hisar.
2. **Curriculum Development:** Also visibly contributed in the syllabus development process of Post-Graduate Diploma in Taxation (PGDT), Bachelor in Business Administration (BBA), M. Com., Master in Insurance Business (MIB) and MBA (Distance Learning) Programmes run through distance learning mode by Guru Jambheshwar University of Science and Technology, Hisar.
3. **Lessons Writing:** Written more than 200 Lessons on different courses of MBA, M.Com., MIB, PGDT and BBA Courses run through distance learning different universities in this region.
4. **Session Chair:** Chaired more than 125 sessions as invited resource person or keynote speaker at different institutions including several HRDCs/ASCs.



5. **Best Paper Award :** He has received ‘The Best Paper Award’ during 8<sup>th</sup> Annual National Conference at Haryana School of Business, GJUS&T, Hisar in February 2016. Further, he has received ‘The Best Paper Award’ at International Conference INDAM 2020 organized by IIM Trichy in January 2020 and Best International Research Paper Award in Taxation category under ICAI International Award in 2023.
6. **Extension Activities:** He has delivered more than 250 Extension Lectures/Television Talks/Mooc Modules in different Institutions and participated in more than 60 Debate-Programmes on different TV-Channels/Electronic Channels especially on topics relating to the field of Corporate Finance, Public Finance, Corporate Taxation, Insurance, Banking, General Management and leading Social Issues that mainly include:
- Basic Understanding about the Goods and Services Tax in India: A Common Man Approach.
  - Crop Insurance and Farmer Perception in India: A Synoptic Review of Government Policies.
  - Economic Value Addition (EVA) in Indian Corporate: Some Key Issues.
  - Ensuring Excellence in Higher Education in India: Let Us Talk Quality.
  - Framework of Food Security in India: The Key Contemporary Issues.
  - Impact Factor and Citation Index Process in Academic Research in India.
  - Indian Financial Markets: The Battlefield to Understand by Investors.
  - Intellectual Property Rights: Commercialization of IPRs in India.

- Intellectual Property Rights: Concept and Relevance of IPRs in India.
- Introduction to Time-Series Analysis: A Synoptic View for Researchers.
- Leading Human Dimensions of National Resources Management in India.
- Making India A Cashless Or Less-Cash Economy: An Empirical Analysis.
- Managing Time for Speed and Prioritization in Professional Life in India.
- Paperless Trading in Indian Capital Market: Some Key Issues.
- Preparing the Interview-Candidate as Nonverbal Communicator in India.
- Procedures and Documentations of IPRs in India: Some Key Issues.
- Quality Assurance in India Higher Education: The Preparation for NAAC Assessment and Accreditation.
- Quality Assurance in India Higher Technical Education: The Preparation for NBA Assessment and Accreditation.
- Role of IQAC in College and University: The Key Contemporary Issues.
- Role of Registrar-General in Augmentation of Human Resource Skills in High Courts Management in India.
- Social Media and Its Management by Leading Academic Institutions in India.
- Soft Skills for Budding Managers: The Key Contemporary Issues.
- Soft Skills for MSME Sector in India: Some Key Contemporary Issues.
- Sustainable Smart City Development and Role of Education and Awareness in Sustainable Development.

- The Quality issues in Research: the Road Ahead for Indian Scholars.
- Thinking Like A Genuine Researcher: The Need for Sound Reasoning.
- Understanding Research Methodology: Data Collection, Interview Schedule and Questionnaire Procedures.
- Understanding the Academic Ethics in India: Key Contemporary Issues.
- Understanding the Academic Performance Indicators (API) of UGC for the University and College Teachers in India.
- Understanding the Basics of Sampling for Quality Research in India.
- Understanding the Biggest Economic Reform for Corruption Free India: The Goods and Services Tax.
- Understanding the Financial and Tax Planning for Employees and Teachers.
- Understanding the Financial Aspects of Small Scales Units in India.
- Understanding the Financial Derivatives for Managing Financial Risk
- Understanding the Importance of Documentation and Reporting in India.
- Understanding the Importance of Leadership and Its Theories in India.
- Understanding the Importance of Review in Research Methodology.
- Understanding the Importance of SWOT Analysis for Professionalism.
- Understanding the Importance of Tax Planning TIPS for Employees.
- Understanding the Importance of Time Management by Students in India.

- Understanding the Issues and Challenges in Banking Industry in India.
- Understanding the Issues and Challenges in Health Insurance in India.
- Understanding the Issues and Challenges in Life Insurance in India.
- Understanding the Issues and Challenges in Loan Syndication Process.
- Understanding the Issues and Challenges in Motivation Process in India.
- Understanding the Issues and Challenges of Organizational Environment in Modern Business Organizations.
- Understanding the Issues and Challenges of Risk-Return Trade-Off in Indian Security Market.
- Understanding the Issues and Challenges relating to Power and Politics in Modern Business Organizations.
- Understanding the Issues and Challenges relating to Work Attitude and Motivation in Modern Business Organizations.
- Understanding the Issues and Challenges Stress Management and Conflict Management.
- Understanding the Issues and Threats in Drug Abuse for Indian Youths.
- Understanding the Issues and Threats in Indian Derivatives Markets.
- Understanding the Issues and Threats in Treasury Management in India.
- Understanding the Perception, Personality, and Cultural Differences of Individuals in Organizations.
- Understanding the PhD Thesis Writing Process: Some Key Issues.

- Understanding the Purchase Processes and Procedures in Public Institutions in India.
- Understanding the Seven Reasons why Candidate Fails in Interview.
- Understanding the Stress Management with Reference to Indian Judiciary.
- Usefulness of Portfolio Management: The Road Ahead for the Indian Investors.
- Usefulness of Quality Research: The Road Ahead for the Indian Scholars.

#### **XIV. INSTITUTIONS VISITED FOR ACADEMIC UPDATE**

- 1. In World:** He has visited University of Public Finance, Beijing; China; Peking University, Beijing, China; and University of Science and Technology, Beijing, China.
- 2. In India:** He has visited IIM-Ahmedabad, IIM-Kolkata, IIM-Lucknow, IIM-Bangalore, IISc, Bangalore, IIM, Indore, FMS, New Delhi, IIT, New Delhi, IIT, Khararpur, MDI-Gurgaon, IIFT, New Delhi, NAAC-Bangalore and more than 125 Universities and Institutions of Academic Repute in India.
- 3. In Haryana:** He has been actively associated with more than 100 Colleges and more than 50 Universities for the Assessment and Accreditation process through their Internal Qualities Assurance Cells and other Academic Interactions from time to time.
- 4. As NAAC/NBA Assessor:** He has been actively associated with NAAC and NBA for quality assessment and accreditation process and has visited more than fifty academic institutions across the country till date.

## **XV. VISION FOR AN IDEAL UNIVERSITY-LEADERSHIP**

Having insightful inclination of more than 32 years in the university academics, viz, having very thoughtful association with contemporary issues in quality research, quality teaching and learning processes and having wide-ranging exposure to several administrative positions in the university, his vision for an ideal university is now taking a concrete shape especially in the light of NEP-2020 and globally competitive academic environment. With his academic experience and administrative exposure over a period of three decades, his vision, toward an ideal university leadership, envisages the following key facets:

**1. The Students Focus for Skills Development:** The purpose of education in my ideal university is to prepare the students and scholars in a way so that they can face the challenges of the 21st Century. The ideal university aims at providing globally competitive education in a local environment. In view of globalization and concomitant communication revolution, the nature of business and people's movement are undergoing unprecedented changes. As a spin off, employers now want graduates/postgraduates not only educated in their respective disciplines, but with strong command over the 21st century's required skills. Moreover, they want graduates/postgraduates trained in a multicultural context so that they become open-minded and respectful to the beliefs of the other people. Any ideal university would ensure that the students and scholars are properly trained in every classroom or laboratory. There would be culturally inclusive classrooms that would be free from "racism, sexism, and ethnic prejudice and provide equal educational opportunities for all students. The required MoUs



with great institutions and its proper implementation may benefit the students.

## **2. The Faculty Focus for Research and Extensions:**

Teachers' roles are very important in the ideal university. They are the genuine executors of the academic planning, policies and procedures of the university through their teaching, research and learning strategies. If your teachers are effusively motivated, they would stimulate and maintain high level of motivation and engagement in the class and laboratory. Their academic activities should be backed up by their studies on the recent developments in the concepts and theories of leadership studies and clinical supervision across the globe but they should translate the same into local requirements as well. Faculty members would be made professional and would be equipped with sound knowledge in their respective disciplines through a number of training and development programmes and they would be engaged most of their time in teaching, doing research or counseling work. Teachers must have love and sympathy for the students. Not all the students are same as far as their intelligence is concerned, they should give more time to the students who are laggards in the class. They would teach from their heart. On the other hand, they would share the vision and common goals with other stakeholders of the university. The required MoUs with great institutions and its proper implementation may benefit the faculty.

## **3. The Learning Focus for Smooth Implementation of NEP-2020:**

Learning is a complex process and it should be outcome based so as to make it relevant to one and all. We have seen that education, traditionally, has not required thinking deeply beyond the facts. Teachers generally have not

been trained on the differences between factual and conceptual questions. In the university concept-based curriculum and instruction would be promoted rather than fact-based teaching and assessment methods. Having said that it is well-understood that there is a not any uniform way of instruction that can be applied to every class or every day. In fact, we will have to accept that meaningful learning is dependent on learners' active cognitive processing while they learn. Hence, we would prefer to apply science of learning because it has been proved that science of learning, if applied properly, it can contribute to improving instruction in subject matter areas: learning to read, learning to comprehend text, learning to write, learning to think mathematically, and learning to think scientifically. Giving global exposure to teachers and students may enrich the staff for better professional performance at workplace.

- 4. The Parents-Teachers Interaction Focus for Producing Enlightened Human Being:** Parents and teachers are very important to the overall improvement of the school. When the relationship between the university and parents is based on trust and collaboration, the student is benefited the most. Keeping the above in mind, the university should attempt to develop a very constructive communication with the parents. They need to be invited from time to time to convey their feedback, student's results would be communicated to home and the doors of university leadership would always be open for the parents. The universities should maintain an open academic climate, which is characterized by teacher relations that are professional, collegial, friendly, and committed to the education of students. Concurrently, a healthy academic climate should be established that would ensure institutional integrity. For this reason, the effective teachers should be

protected from disruptive outside forces, which would create an over-all firmness for academic achievement by teachers, parents, and students. Close association with society in general, through various public welfare activities, may benefit the institution.

#### **5. The Staff Development Focus for Professional Team-**

**Work:** The staff training and development or continuous professional development should be given highest importance in the universities in order to maintain academic and professional standards. Contemporary teaching and learning strategies, classroom management, research methodologies, and technology integration into instruction would be the primary content of professional training. Expert opinion should be taken from time to time. It should be mentioned that staff development is a continuous process. Attempts should be taken for job-embedded learning. Networking with professional and peer groups, learning communities, writing articles for journals, portfolio development etc. should be promoted and encouraged.

**6. Vision for Creating World-Class Universities :** Creating the world-class universities in India, which is the third largest higher education network in the world and nowadays aggressively implementing the National Education Policy 2020 (NEP-2020), may be the need of hour especially when we as emerging India wish to become a global superpower as our long-term endeavour, viz, by 2047 when we would celebrate our hundred years of independence. Here are fifteen key steps, which are my stray thoughts as an experienced university teacher, that are required to be considered simultaneously but in-toto for the purpose underlined:

- 6.1 **Vision and Leadership:** Start with a clear vision and strong leadership. Establish a global mission that emphasizes academic excellence, research, and innovation.
- 6.2 **Faculty and Staff Recruitment:** Attract top-notch faculty and staff members from around the world with globally competitive salaries, research opportunities, and a supportive academic environment that are essential for academic excellence.
- 6.3 **World-class Infrastructure and Resources:** Invest in state-of-the-art facilities, libraries, laboratories, and technology. Ensure a conducive teaching, learning and research environment in such world-class facilities.
- 6.4 **Research and Innovation:** Promote research culture and allocate funds for cutting-edge research projects. Encourage collaboration with industries and other universities.
- 6.5 **Curriculum and Pedagogy:** Develop modern, relevant curricula and teaching methods. Encourage interdisciplinary programs and experiential learning.
- 6.6 **International Collaboration:** Foster partnerships with leading international universities for exchange programs, joint research, and faculty/student mobility.
- 6.7 **Student Quality:** Admit students based on merit, ensuring a competitive and diverse student body. Offer scholarships and financial aid to attract talent.

- 6.8 **Quality Assurance:** Implement robust quality assurance mechanisms and accreditation processes to ensure high standards.
- 6.9 **Innovation and Entrepreneurship:** Encourage entrepreneurship and innovation through incubators, tech parks, and support for startups.
- 6.10 **Transparent Governance:** Establish a transparent and accountable governance structure. Involve industry experts and alumni in decision-making.
- 6.11 **Community Engagement:** Connect with the local community and industry to address societal challenges and promote social responsibility.
- 6.12 **Global Rankings:** Aim to improve global rankings through research output, faculty and student quality, and international recognition. Regularly assess and improve the university's performance based on feedback, data, and changing global education trends.
- 6.13 **Long-Term Commitment:** Understand that becoming a world-class university is a multi-year effort that requires sustained investment and dedication.
- 6.14 **Government Support and Industry-Institute Partnership:** Collaborate with the government for policy support, funding, and regulatory flexibility. On the other hand, the industry institute partnership for research and consulting activities is equally important in making any university relevant to corporate world.

**6.15 Promote Diversity:** Ensure inclusivity and diversity in student and faculty bodies to create a well-rounded and global perspective.

**7. Display of the Leadership Capabilities:** During last three decades, he has proved his credentials in terms of leadership and output at institutional and national level as:

**7.1** He has played a key role in establishing new academic programmes, departments, and institutional quality assurance cells and he has been involved in infrastructure development and strategic planning at institutional level.

**7.2** He has frequently featured in academic interviews, public lectures and expert panels and he has been an active contributor to popular articles, editorials and knowledge dissemination platforms.

**7.3** He has been the promoter of Indian Value Systems, ethical leadership, and cultural heritage in higher education and he has organized/conducted several sessions and courses on ancient Indian knowledge systems and national philosophy.

**7.4** He has designed and led capacity building programs for faculty, researchers, and administrative staff and has been the regular mentor and evaluator for research scholars, postdocs, and junior faculty

**7.5** He has served as expert advisor to academic and governmental panels on issues of education policy, skill development, and environment and has participated in drafting policy recommendations for improving teaching-learning outcomes.



**7.6** He has successfully secured research grants from national agencies like UGC, ICSSR, AICTE, etc. and has been instrumental in promoting innovation and startup culture within academic institutions.

**7.7** He has been advocating for blended learning and outcome-based education (OBE) models and has been the promoter of value-based education and ethical leadership.

**7.8** He has organized and chaired numerous national seminars, FDPs, workshops, and conferences and has been the key resource person in training programmes for faculty and administrators

**7.9** He has been playing a pivotal role in policy formulation and curriculum design at the university level and has served as Member/Chairperson on various panels, academic bodies, Boards of Studies, and Research Committees.

**7.10** He has effectively served in different leadership positions at university/institute (like Dean, Director, Proctor, Chairperson, Adviser, etc.)

**8. Summing-Up:** Creating a world-class university is really a challenging journey that requires a long-term commitment to excellence, significant resources, and collaboration with various stakeholders. It's important to adapt to changing educational paradigms and global standards while preserving the institution's core values and identity. Needlessly, the fastest growing emerging economy like the Indian, we certainly need quite a few world-class universities in next twenty to twenty-five years so that we become a nation that attains the status of developed country by 2047.

Hence, the leadership of an Academic Institution, across the board, is seen as great thinker, innovator, philosopher, guide and mentor to the teaching, research and extension environment of the University that may sustainably be created through collective wisdom, active participative management, trusted & transparent working methods and accountable standard operating procedures, thereby, respecting the spirit of the University Act, Statutes, Ordinances and Regulations of the University. Further, as leadership role in an Academic Institution, the proper coordination is required with all funding agencies and assessment and accreditation agencies for taking the institution's outcome-based productive performance and better national and international ratings and rankings.

Therefore, all this largely dependent upon the well-framed vision of the leadership of an Academic Institution. Thus, he believes that a visionary teamwork always works for sustainable growth and development of an academic institution, where, systems, vis-a-vis processes and procedures are made more powerful and accountable that are targeted to enhance abilities, capabilities, skills, values and employability index of the students and scholars of such academic institution vis-à-vis ensuring the high level of motivation amongst the faculty and officers for achieving the globally competitive benchmarks in academics.

## **XVI. PERSONAL PROFILE AT A GLANCE**

- 1.** Name : **Professor (Dr.) Karam Pal Narwal**
- 2.** Father's Name : Late Sh. Chander Singh Narwal
- 3.** Mother's Name : Smt. Kishni Devi (80)
- 4.** Date of birth : August 2, 1970
- 5.** Nationality : Indian
- 6.** Marital Status : Married
- 7.** Spouse Name : Dr. (Mrs.) Sujata Narwal (51)
- 8.** Name of Children : Tushar (27) and Chhavi (20)
- 9.** Languages known : English and Hindi
- 10.** Hobbies in Life : Reading ,Writing and Speaking
- 11.** Strong Features : Self-Confidence & Communication Skills
- 12.** Postal Address : House No. E-09, University Campus  
Guru Jambheshwar University of  
Science and Technology, Hisar-  
125001(Haryana)  
Tel: +91-9813705928(M) +91-1662-263329 (O)
- 13.** Permanent Address : House No. E-09, University Campus  
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125001(Haryana)  
Tel: +91-9813705928(M) +91-1662-263329 (O)
- 14.** E-mail Address : **karampalhsb@gmail.com**
- 15.** Nature of Personality : An Open-Minded Democratic-Persona

## **XVII. MY PROFESSIONAL REFEREES**

### **1. PROF. K. K. AGGARWAL**

Hon'ble President, South Asian University, New Delhi  
(A Global University Established by SAARC Nations)  
Former Chairman, National Board of Accreditation, New Delhi  
Founder Vice-Chancellor, GGSIPU, New Delhi  
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### **2. PROF. B. K. KUTHIALA**

Hon'ble Former Chairman  
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### **3. PROF. TANKESHWAR KUMAR**

Hon'ble Vice-Chancellor  
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Former Vice-Chancellor, Guru Jambheshwar University of  
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### **4. PROF. NARSI RAM BISHNOI**

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(KARAM PAL)

**Date : June 29, 2025**

**Place : GJUST, Hisar**

**(PROF. KARAM PAL NARWAL)**