



Dr. Bhawana Bhardwaj  
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### Present Assignment

- Assistant professor, HPKVBS, SCMS, Central University of Himachal Pradesh since Nov-2012
- Teaching Human Resource Management, Organizational Behaviour and Specialization courses of HRM
- Supervising and evaluating MBA projects
- Introduced and designed Course Curriculum courses like Conflict Management and Negotiation Skills, Interpersonal Effectiveness, Personality Development and Career Management, Effective Thesis Writing
- Supervising PhD Students

### Teaching Experience

- 17 Years Post-Graduate Teaching Experience in Management
- Assistant Professor, HPUBS, Himachal Pradesh University, Shimla from Dec,2016 to Dec 2019
- Assistant Professor, School of Management and Social Sciences, Bahra University, Wahnaghat, District Solan, H.P. from August 2011 to Nov 2012
- Faculty-HR Everonn IIPS Management Institute from May 2010
- Faculty-HR, ICFAI National College, ICFAI University from Nov, 2005 to May 2010

### Education

- Ph.D (Management) from Himachal Pradesh University, 2011
- MBA(HRM) from Dr Y S Parmar University , Solan ( Certificate of Honour, Merit Scholarship)
- B.Sc (Forestry) from Dr Y S Parmar University, Solan (Certificate of Honour, Merit Scholarship)
- UGC-NET in December 2006, June 2006
- ICAR-JRF, 2003. 20th All India Rank

### Major Job Achievements/Awards

- Education Excellence Award in Human Resource Management, Red Talks, Darpan, Niti Ayog in 2022
- National Budding Researcher Award by HP Tourism and GDC Dharamshala, H.P in 2021
- Young Researcher Award, VIFA, 2017
- Certificate of Appreciation from Vice-Chancellor, Central University of Himachal Pradesh
- Appreciation letter from Regional Head, ICFAI for excellent teaching output

- Adjudged as the best faculty guide of the region in ICFAI for the summer internship program of the students
- Certificate of Honour in MBA
- Certificate of Honour in B.Sc(Forestry)

## Research and Publications

1. “Migration of skilled professionals across the border: Brain drain or brain gain?”(First Author).*European Management Journal*, 2022. DOI: <https://doi.org/10.1016/j.emj.2022.12.011>. Impact Factor 6.11
2. “Hiding Behind The SWOT: Gender Equality and COVID-19” *Journal of Positive School Psychology*,2022(Scopus) (Corresponding Author)
3. Short-term foreign trips correlates of the four factors model of cultural intelligence, *RAMJ*,25<sup>th</sup> June 2021. DOI 10.1108/RAMJ-01-2021-0008.Emerald Publishing(Corresponding Author)
4. Contextual and task performance: role of employee engagement and organizational culture in hospitality industry.Vilakshan, 6 April 2021. DOI 10.1108/XJM-08-2020-0089. (Corresponding Author). Emerald Publishing(Corresponding Author)
5. Contextual and task performance: Do organizational variables matter? *RAMJ*, 13(2), pp 30-42. Emerald Publishing Ltd.(Corresponding Author).2019. Emerald Publishing.
6. A paper on “Brain Drain Intentions: Role of the Internet and Social Media in Stimulating Migration Decision” *Pramana*,2019.
7. Career Advancement of Women: Examining Existence of Glass Ceiling at Work. *International Research Journal of Human Resources and Social Sciences*. ISSN: (2349 - 4085),ISSN (PRINT): (2394-4218),Vol4(10),76-87.
8. Migration Vulnerability: Role of Digital Media and Internet in Stimulating and Inhibiting Brain Drain. *International Journal of Advances in Management and Economics (IJAME)*, Nov-Dec, 2017.
9. CQ and Foreign Visits: Examining the Role of ShortTerm Foreign Visits in Cultural Intelligence. *International Journal of Advanced Management, Technology and Engg Sciences*.Vol7(10)Oct, 2017. ISSN: 22497455.
10. Cultural Intelligence among Working Professionals: Role of Age and Work Experience. *Int. Journal of Management and Development Studies*, Vol 6(8): 46-53, August (2017). ISSN (Online): 2320-0685. ISSN (Print): 2321-1423.
11. Brain drain and Skill Gap: An overview of human resource availability in Indian healthcare sector. *International Journal of Engineering Technology, Management and Applied Sciences*, Vol 5(5),444-446. ISSN 2349-4476.
12. E- Loyalty among rural customers: examining the role of trust, convenience and frequency of use. *Indian Journal of Commerce and Management Studies*,May 2017. 22490310.
13. “Envisaging make in India: The HR Glimpse”. *HRM Review*. IUP. Vol XII, No. 1, 2016.
14. Role of a Husband in Working Woman’s Work –Life Balance – Flouting Gender Binary” *Academe* . pp91-96.2015, Vol.18. ISSN:22296581
15. Superior-Subordinate’s reciprocated confidence in capability and organizational effectiveness: a relationship study. *International Journal of Business and Management Tomorrow*, Vol 2,No.5. May 2012, ISSN: 2249-9962.
16. Job Expectations and Satisfaction of Employees- A Case study Hotels and Restaurants in Solan . *International Journal of Management, IT and Engineering (IJMIE)* . Volume 3, Issue 7 (July 2013) ISSN: 2249-0558.pp-601-613.
17. Molestation , sexual abuse and violence against women in India : an overview of crime cases in Himachal. *Journal of Business Management and Social Science Research*, 3 (9 ),pp 44-46. ISSN: 2319-5614

18. Women empowerment: cracking glass ceiling at work. *International Journal of Management*. Vol.4, Issue 2, March April, 267-272. ISSN 0976-6510. May 2013.
19. Future of carbon trading: a business that works for global environment. *International Journal of Scientific Environment and Technology* (ISSN : 2277-1581). Volume 2, Issue 1, 2013 (Feb).
20. Income, Saving and Investment Pattern of Employees of Bahra University, Solan. *International Journal of Management and Business Studies*. Vol .3, Issue.1, January-March, 2013, ISSN :2230-9519 (online), 2230-9519 (Print). Co-Author
21. A descriptive study of job satisfaction among employees of hotels and restaurants in Solan. *International Journal of Business Economics and Management*. May 2013. ISSN 2229-4848.
22. A study on purpose of using research journals by assistant professors of Bahra University- a case study of Himachal Pradesh. *International Journal of Applied Services Marketing Perspectives*. Vol.2, No.2 2013. ISSN (P):2279-0977, (O):2279-0985.
23. Identifying critical factors of effectiveness of banking sector in the era of global uncertainties. *Gyan Jyoti E-Journal*, Volume 1, Issue 3 (2012). ISSN 2250-348X.
24. Collective Bargaining in Global Business Environment- with Special Reference to India. *HRM Review*. Vol IX, Issue IX, ISSN 0972-5748. Pp. 49-53. ICFAI University Publication. Sept .2009.
25. Recruitments for MBAs in Recession. *MBA Review*. Vol.III, Issue VII, July 2009. pp. 10-13 .IUP. ISSN 0972-6764.
26. Fear of Pink Slip: Making you pale? *MBA Review*. Vol VII , Issue VI , June 2009. Pp. 42-45. IUP. ISSN 0972-6764.

#### **Books/ Chapters in Edited Books**

1. A Book on “ Organizational effectiveness- with special reference to Banking Industry. ISBN 978-3-8484-2998-1, 2012.
2. A Book on “Women Empowerment- a New Perspective” Regal Publication, ISBN: 9788184846249, 2016
3. “Glass Ceiling: Comprehension and Criticism” in a book “Empowering Women: A move for sustainable Development” ISBN 978-81-9516330-4, Jan 2021.
4. A Chapter on Brain drain and Skill Gap: An overview of human resource availability in Indian healthcare sector . Academic Science. ISBN: 978-81-934083-8.
5. A Descriptive Study of Perception Tourist for Traffic Problems in Shimla in an edited Book on “Tourism: A Multifaceted Perspective” Bharti Publication ISBN: 9789385000508 2016.
6. A chapter on “Role of Self Help Groups in Development of Talent and Leadership Qualities among Women in India” in a book titled “Contemporary Issues in People Management” (July-August 2014). ISBN : 978-93-84082-24-6.
7. A chapter on Traffic and Tourism; a study of traffic problem and its impact on tourism in Shimla. In a book titled “Tourism and hospitality; trend, concern and opportunities” by Bharti Publications. ISBN: 978938500021. Corresponding Author
8. A Chapter on Corporate Social responsibility; A study on Green Banking products in Kangra. In a book titled “Corporate social responsibility”, ISBN: 9383793287. Corresponding Author.
9. A Chapter on “Higher Education and Economic Reforms : Effects and Challenges” in a Book Titled “Leadership and Strategy”. ISBN: 978-81-921786-9-1. Corresponding Author.
10. A chapter on “Effects and Challenges of Globalization on Higher Education in India.” In the Book titled “Economic Liberalization: Effects and Challenges” ISBN: 978-81-8457-382-4. co-author. (Co- author)
11. A chapter on “Implications of Global Economic Downturn with special reference to Recruitment” in a Book titled “Global Economic Meltdown- Repercussions and Remedies. 2010. pp. 201-209. ISBN: 9788186727073. Corresponding Author

### **International Conferences /Seminars**

1. A Paper on, "Mapping the terrain of GHRM: A systematic literature review" in an international conference on sustainable Business Management organized by IIT Roorkee and Arizona State University, USA, March, 2023.
2. A paper on "The Overview of Management Styles and Organizational Effectiveness in context to Himachal Pradesh Insurance Industry" in international conference on "Emerging Trends in Interdisciplinary Studies" 9<sup>th</sup> -10<sup>th</sup> September 2019.
3. A paper on "Management Style and Organizational Effectiveness - A Study of Indian Insurance Industry" in Fourth International Conference on Emerging Research Paradigms in Business and Social Sciences (ERPSS) at MDX University, Dubai, Jan 2018.
4. A paper on "Spiritual leadership and organizational Effectiveness: Contemporary concerns in A conference on "Interdisciplinary approaches in understanding science, Arts and Spirituality by HPU, 1<sup>st</sup> -2<sup>nd</sup> Oct 2018
5. A paper on "HR Analytics: Rise of Technology in HR in an International Conference at UBS, PU, 2017.
6. Presented a paper in an International conference on "New Frontiers of Engineering, Science, Management and Humanities" Organized by National Institute of Technical Teachers Training & Research, MHRD, Govt . of India, Chandigarh, May 2017.
7. "Teaching Business Ethics in B.Schools: Exploring the Uncharted Area" in an International Conference on "New Trends in Business and Management: An International Perspective" at GJIMT, 23<sup>RD</sup> Jan 2016.
8. "Human resource planning and skill requirement in tourism industry- An anticipative review of trends in India" in an International Conference on "Contemporary Issues in International Business Tourism and Sustainability : Issues and Challenges. On April 18-19, 2015 at MAU, Baddi.
9. Presented a paper on "Future of Carbon Trading: A Business that Works for Global Environment" in an International Seminar on "Economic Social and Environmental Challenges of Globalization" Organized by Indian Economic Association at St Bede's Shimla on 5<sup>th</sup>-6<sup>th</sup> October, 2012.
10. Participated and presented a paper in an international conference on "India in an Era of Global Uncertainties: Issues, Opportunities and Challenges" Organized by Chandigarh Management Association & Gyan Jyoti Institute of Management, Mohali on 7<sup>th</sup> April, 2012.

### **National Conferences /Seminars**

11. A paper in "Marriages poses the challenges for women's employment: Myth or Reality?" In an International Conference on "Tourism, Business Management, Sciences, Social Sciences and Humanities" at GDC, Dharamshala on December 3, 2022.
12. A paper on Recruiter's Perspective: Does the Marital status of Women affect their Opportunities of Employment" in a National Conference on "Industry 4.0 and Society 5.0", 27<sup>th</sup> to 26<sup>th</sup> August, 2022.
13. A paper on "Role of Organization ambidexterity in Achieving Sustainability: a scenario" in a National Conference on "Industry 4.0 and Society 5.0," 27<sup>th</sup> to 26<sup>th</sup> August, 2022.
14. "Spiritual Leadership and Organizational Effectiveness: Contemporary Concerns" in a National Conference on " Interdisciplinary approaches in understanding Science, Arts and Spirituality" at Himachal Pradesh University , 1<sup>st</sup> -2<sup>nd</sup> October, 2018
15. "Spotting and Bridging Skill Gaps in Institutes of Higher studies in India" in a National conference on "Skill Development in Higher Education "at Central University of Himachal Pradesh on 29-30th March , 2016
16. "Providing Level Playing Field : The Best Governance Policies For Women Employees " in a national conference by ICAI and HPU on 25<sup>th</sup> -26<sup>th</sup> Sep 2015

17. Make In India: The HR Countenance in a national conference on Make in India: Need , Opportunities and Challenges at RKMV by HPCMA on 27th June , 2015
18. "Role of Soft Skills in Leadership Excellence" in a conference on "Innovative Trends in Science and Technology and Management-II on June,2015 at Sai Univ Palampur.
19. A paper on "Self Efficacy and Leadership Development of Women" in a National Seminar on "Role of Human Resources in Economic Development" dated 11<sup>th</sup> April 2015 at MCM DAV College Kangra.
20. A paper on "Human Resource Practices in Banking Industry " in a UGC sponsored National Seminar on Financial sector, a Paradigm shift at Kanya Mahavidyalya, Jalandhar
21. A paper on "Role of work life balance in organizational effectiveness" in a National Seminar on "Innovative approaches in management law and social sciences for sustainable growth and development ".28-29 November, 2014 at Manav Bharti university , Solan.
22. A paper on "Green HRM and Corporate Social Responsibility" in A seminar on " "Corporate Social responsibility " at Bahra University on November 28<sup>th</sup> 2014.
23. A paper on leadership styles and effectiveness on higher Educational Institutions in a NAAC sponsored conference on Governance Leadership and Management on 5<sup>th</sup> to 6<sup>th</sup> September 2014 at Hansraj Mahila Vidyalaya.
24. A paper on " Role of Green HRM in Environmental Sustainability" in National Seminar on "Implication of Climate Change on Himalayan Environment -14 at Central University of Himachal Pradesh.on 20-21, March 2014.
25. A Paper on "Impact of Economic Reforms on Banking Sector in India." In a n ICSSR Sponsored National Seminar on Economic Reforms in India on 9<sup>th</sup> to 10<sup>th</sup> March 2014 at government Post Graduate College Dharamsala.
26. A paper on "Leadership Styles of Indian Managers in Textile Industry" in a National Seminar on "Preparing Next Generation Leadership: A futuristic Agenda" on Nov, 2013. Central University of Himachal Pradesh.
27. A paper on " FDI in retail : A Critical Review of Impact on Employment opportunity in India" in National Seminar on Economic Reforms in India. in a ICSSR Sponsored Seminar on Economic Reforms in India at Govt PG College , Dharamsala.
28. Presented a paper on "Employee Engagement and Organizational Effectiveness" in Hospitality in Kangra" in a national Seminar on "Tourism For Communities" at Maharaja Agrasen University. on September 20,2014.
29. Presented a paper on "Implications of Economic Reforms on Higher Education: A Critical Review" in a national seminar on "Economic Reforms: An Unfinished Agenda" organized by GGSDS college, Chandigarh, on 11<sup>th</sup> Feb. 2012.
30. Presented a paper on "Glass Ceiling Effect: an Unseen Hurdle to Women Empowerment." in a national seminar on "Women Empowerment: Contemporary Concerns" Organized by HPIMS, Shimla On 10-11 December, 2011.
31. Presented a paper on "Effects and Challenges of Globalization on Higher Education in India" in a national seminar on "Globalization: Effects and Challenges" organized by ICDEOL, Himachal Pradesh University, Shimla on 10-11 Nov,2011.
32. Presented a paper on " Factors affecting Employee Engagement in the banks of Kangra City" in a national Seminar on "Tourism For Communities" at Maharaja Agrasen University. on September 20,2014.
33. Presented a paper on "Implications of Global Economic Downturn with special reference to Recruitment" in a national seminar on "Global Economic Downturn: Repercussions and Remedies" organized by Department of Commerce, Himachal Pradesh University.2009.
34. Presented a paper on "Role of Me Time in Women Development" in a national conference on "Women Development " organized by SPRING BOARD-BRITISH COUNCIL in 2007.

## Resource Person/ Subject Expert/Invited Talks

1. Resource Person in a Training programme under AEP on the topic “Stress management”, March 2023 organized by the District Institute of Education and Training.
2. Resource Person in a Training programme for the Teachers Educators on “Effective communication techniques, grooming and etiquette, March 2023 organized by District Institute of Education and Training.
3. Resource Person to deliver a talk on “Communication and Body language” in a Principal training Program organized by District Institute of Education and Training on 17<sup>th</sup> Feb 2023.
4. Invited Lecture on “Basic of Communication Skills” in a workshop on 06 days course on “Ethical and Moral Values, good communication skills, Behaviour and Attitude of Police Personnel while dealing General public,
5. Invited Lecture on “Types of Communication Skills” in a workshop on 06 days course on “Ethical and Moral Values, good communication skills, Behaviour and Attitude of Police Personnel while dealing General public.
6. Invited Lecture on “Importance of Communication Skills for Police Professionals” in a workshop on 06 days course on “Ethical and Moral Values, good communication skills, Behaviour and Attitude of Police Personnel while dealing General public.
7. Keynote speaker in an international seminar on, “Tourism, Business Management, Sciences, Social Sciences and Humanities” organized by GDC, Dharamshala on 3<sup>rd</sup> December, 2022.
8. A lecture on “Coaching your own self” in a lecture Series: Skilling the Youth: Part –III, Nov, 2021 at Govt P G college Dharamshala
9. A Lecture on “Managing Priorities in Life” in a webinar Series: Skilling the Youth: Part II at Govt P G college Dharamshala. Dec, 2020
10. A Lecture on “Role of Team work in Workplace ” in a webinar Series: Skilling the Youth: Part II at Govt P G college Dharamshala”, Nov 2020
11. A Lecture on “Communication Skills” in a three days workshop on “Skill Development and Capacity Building” form May 22-24 , 2018 at HPUBS, Shimla
12. A Lecture on “Personality Dimensions” in a three days workshop on “Skill Development and Capacity Building” form May 22-24 , 2018 at HPUBS, Shimla
13. A lecture on “HRM Perspectives” at Rajiv Gandhi Govt. Engineering College, Nagrota Bagwan, Kangra. In 2016.
14. Member of Interview Panel for Recruitment of Faculty in HPTU, Rajiv Gandhi Govt. Engineering College , Nagrota Bagwan on 17<sup>th</sup> August 2016.
15. A lecture on “Manners and Etiquettes “in a Six day workshop on “Youth and Employability ,Leadership and Personality. at Rajiv Gandhi Govt. Engineering College, Nagrota Bagwan, Kangra.on 23<sup>rd</sup> May, 2015
16. A Lecture on “Role of Fashion Industry in India” at HIET, Shahpur on 11<sup>th</sup> April, 2015.
17. An Invited lecture on “Role of Body Language in Business Success” in a workshop on “Grooming and Body Language” organized by The Swastika Solution , New Shimla on 25<sup>th</sup> July 2014
18. A Talk on “Self Awareness” in a workshop on “Knowing Yourself : A key to Success “at NIIT Mandi on 10<sup>th</sup> July 2013.
19. A Lecture on “Conflict Management” in a workshop on “Team Building and Interpersonal Effectiveness on 19<sup>th</sup> July 2013 at The Swastika Solution , New Shimla .
20. A lecture on “Stress : Causes and Prevention” in a workshop on “Stress Management” at Taxus Meditech on 11<sup>th</sup> June 2011
21. A Lecture on “Team Work: a Key For Success” at Taxus Meditech on 6<sup>th</sup> March 2010
22. A lecture on “Emotional Intelligence” in a workshop on “Soft Skills and Career Management” at NIIT on 27<sup>th</sup> June 2009
23. A lecture on “Positive Attitude” at NIIT Mandi on 22<sup>nd</sup> May 2008.

24. An Invited Lecture on Motivation : Extrinsic or Intrinsic” in a workshop on “Motivation and Leadership on 22<sup>nd</sup> December 2007.

#### **Trainings/Workshops / FDPs Organized / Attended**

1. A Short Term Course on “Research Methodology” at HRDC Shimla from 03.06.2019 to 08.06.2019
2. A workshop on “Research Methodology on R-studio” at HPU, April 2019
3. A workshop on “Case Based Learning” at HPU , April 2019.
4. A Workshop on “Revision of Course Curriculum” at HPU, 29 May 2017.
5. A workshop on “Communication and Case Analysis” at Central University of HP. on 13/05/2013-14/05/2014.
6. Attended one week work shop “Yog Shivar” at Central University of Himachal Pradesh. 30<sup>th</sup> Nov -5<sup>th</sup> December, 2015 at Central University of Himachal Pradesh
7. A workshop on “Yustart 2015: A Kick Start Workshop for Innovation in Entrepreneurship “by CII at Central University of Himachal Pradesh. September 18,2015
8. Organized and attended a workshop on” stress and anger management” at Central University of Himachal Pradesh.
9. A workshop on “ Case Analysis and Case preparation” at CUHP on 31<sup>st</sup> July to 2<sup>nd</sup> August , 2014
10. A workshop on “Communication and Case Analysis” at Central University of HP. on 13/05/2013-14/05/2014.
11. Organized and Participated in a workshop on “Faculty Sensitization for a journey towards next orbit towards Quality Assurance” at Bahra University Solan on 9<sup>th</sup> to 10<sup>th</sup> July, 2012
12. Organized and Participated in A work shop on “A Workshop on Research Methodology and its Applications in Management Education” by Dr Santosh Rangnekar, Head, Department of Business Management, IIT Roorkee on 2<sup>nd</sup> and 3<sup>rd</sup> March, 2012.
13. Faculty Initiation Program (3 Days) on” Classroom Management and Lesson Plan” at Bahra University Dec, 2011.
14. Organized and Participated in A workshop on “Communication and Presentation Skills”.By Mr Atul Sharma, Country Head, Trainer Corp India on Nov, 2011
15. Attended a workshop on “Research Paper and Article Writing” at Staff Training College, ICFAI , Gurgaon in 2009
16. Attended scholars’ conference on “PhD Thesis” at Staff Training College, ICFAI, and Gurgaon in 2009.
17. Completed Six Month Project on “ Job Satisfaction of Hotel and Restaurant Employees in Solan Town (H.P)” in 2004-05  
Objectives of the project were
  - To find out relationship of job satisfaction with some independent variables and suggestions of the employees to make their job more satisfactory were also consolidated.
  - To identify the factors responsible for job satisfaction of the employees in hotel industry
18. **Birla Textile Mills (Baddi, one month)** Internship on “Recruitment and Performance Appraisal of the Employees of the Company”. In 2004
19. **ICFAI national college (weekly projects)** Guiding and evaluating students for weekly live projects of HRM and Organizational Behavior.
20. **Dr. Y.S. Parmar University (one month) project on** “Customer Satisfaction-a Case Study of Dr. Y.S .Parmar University of Horticulture & Forestry. “The project aimed at the study of students’ satisfaction with regard to the services provided by the university.

### **Orientation / Refreshers /Training**

1. An online refresher course on “ Research Methodology” from 19<sup>th</sup>-31<sup>st</sup> December, 2022 organized by HRDC, JNU.
2. An online refresher program in management “ARPIT” in 2020.
3. A refresher program in “Commerce and Management” at HRDC SHIMLA,2019
4. Special winter School of three weeks at on “Human Development” HRDC Shimla., 2015
5. Orientation Programme of four weeks at HRDC Shimla.2014
6. Two weeks Capacity Building Programme on “Research Methodology” by ICSSR.2013
7. **Faculty Training Program(one month) in 2005 at Hyderabad**
  - Undertook projects on organization structure ,Job Satisfaction and Recruitments in HDFC bank
  - Focus of the training was to improve presentation and teaching skills
  - Content of the training-Case study discussion, role plays, Seminars, Team Work, Stress management, Class Room management, Lesson Plans and Live Projects

### **Membership/Extension and Community development /Voluntary Work/ Extra Curricular Activities**

- Member of All India Management Association (AIMA)
- Member of SPARSH , CUHP
- Member of BOS, CUHP
- Member of Academic Committee, HPUBS, HPU
- National Integration Camp and Youth Festival at Patnitop, Jammu and Kashmir -2004
- National Service Scheme (NSS), UHF
- Extension Education Programmes by department of Extension Education in Dr Y S Parmar University , Solan.

### **Other Experiences**

- Talk shows in All India Radio, Shimla , H.P
- HR consultant for corporates and PSUs
- Resource person for workshops on Personality Development and Soft Skills

### **Editorial/ Reviewer Assignments**

- Reviewer, Global Journal of Mobility (Emerald Publishing)
- Reviewer, International Journal of Consumer Studies (Wiley)
- Reviewer, Frontiers Journal of Environmental sciences (Management)
- Reviewer, IJMEMS (Scopus)
- Reviewer, RAMJ (Emerald Publishing)
- Reviewer, International Journal of Social Economics (Emerald Publishing)
- Reviewer, Journal of Management and Labour Studies (Sage)
- Reviewer,Cogent Business and Management, Taylor and Francis