

Dr. Amirul Hasan Ansari
Professor



Office and Address for Correspondence : Centre for Management Studies
Jamia Millia Islamia
New Delhi-110 025
India

Phone/Mobile : (+91) 9891891464
Office : (+91-11) 26985519
Office Tele Fax. : (+91-11) 26985529

E-mail ID : ahansari@jmi.ac.in
amirulhasana@gmail.com

Academic Qualification

- Ph.D.** (Psychology) specialising in Organisational Behaviour & HRM
- M. Phil* (Psychology) specialising in Organisational Behaviour & HRM
- M.A. (Psychology) specialising in Organisational Behaviour & HRM
- Master in Social Work (MSW)
- PG Dip. Training & Development.

Awards : *Merit Scholarship during Masters*

Area of Specialisation : *Organizational Behaviour & HRM*

*Topic : Influence of Job -Tenure, Job Level, and Income on Work Identification.

**Topic : A Study of Work Identification in Relation to Quality of Work Life and Need Satisfaction.

Present Association

Professor of Management (Organisational Behaviour & HRM) Centre for Management Studies, Jamia Millia Islamia (A Central University), New Delhi.

Work Experience

- E) Professor** : Centre for Management Studies,
Jamia Millia Islamia (A Central University), New Delhi.
- Period of Service : From 30th Sept. 2010 till date
- Job Assignment : Giving classes to MBA-Full Time.
- Leadership, Interpersonal and Group Dynamics
Organizational Behaviour.
Counselling Skills for Managers.
Business Research Methodology
- D) Associate Professor** : Centre for Management Studies,
Jamia Millia Islamia (A Central University), New Delhi.
- Period of Service : From Jan. 2006 to 29 Sept.2010
- Job Assignment : Giving classes to MBA-Full Time.
- Leadership, Interpersonal and Group Dynamics
Organizational Behaviour.
Counselling Skills for Managers.
Business Research Methodology
- C) Reader** : Centre for Management Studies, J.M.I.,
New Delhi.
- Period of Service : From Feb. 2002 to Dec. 2005
- Job Assignment : Giving classes to MBA-Full Time (also gave classes to Part Time MBA) students for the papers below:
- Business Communication
Business Research Methodology
Compensation Management
Counselling Skills for Managers
Global Human Resource Management
Human Resource Management
Organisational Behaviour and Change
Organizational Behaviour
Strategic Human Resource Management
Training and Management Development

- B) Lecturer** : Department of Psychology, Jamia Millia Islamia (A Central University), New Delhi.
- Period of Service : From Jan. 96 (96-97 Temp.) to Jan., 2002
- Job Assignments : Classes were given at **postgraduate** level for the following papers:
- Human Resource Management
Organizational Behaviour
Personnel Psychology
Psychometrics
Training & Organizational Development
- Classes also at **graduate** level were given for the following papers:
- Human Resource Management
Organizational Behaviour
Industrial and Business Psychology
Psychometrics
- A) Lecturer (Ad hoc)** : Department of Psychology, Jamia Millia Islamia (A Central University), New Delhi.
- Period of Service : From October, 1990 to November 1992
- Job Assignments : To give classes at **postgraduate** level for the following papers:
- Industrial & Personnel Psychology,
Organizational Behaviour,
Research Methods
- : Classes were given also at **undergraduate** level for the papers below:
- Organizational Behaviour,
Applied Psychology,
- : To provide counselling to students from time to time also was the responsibility.
- Foreign Assignment** : Worked from Dec 2004 to March 2006 as **Education and Training Manager** imparting education and training to employees in London, United Kingdom.
(On EOL from JMI)
- Industry Experience** : More than 5 years

Selected Publications

- A Measure of Knowledge Sharing in Knowledge Based Organisations, *Human Resource Management and Corporate Social Responsibility in Emerging Economies, Excel Pub. New Delhi Ed. 2014, ISBN: 978-93-83842-82-7*
- Green HRM: The Differentiator of Modern Business with Special Reference to Indian Context, *Human Resource Management and Corporate Social Responsibility in Emerging Economies, Excel Pub. New Delhi Ed. 2014, ISBN: 978-93-83842-82-7*
- Barriers and Facilitators to Knowledge Management, *Human Resource Management and Corporate Social Responsibility in Emerging Economies, Excel Pub. New Delhi Ed. 2014, ISBN: 978-93-83842-82-7*
- Emotional Intelligence and Affective Organisational Commitment, *at National Conference on Management Challenges in the New Era: Strategies for Success, organised by Centre for Management Studies, Mamia Millia Islamia, Delhi, Feb.20, 2014.*
- Business Leadership: An Islamic Perspective, *at National Conference on Management Challenges in the New Era: Strategies for Success, organised by Centre for Management Studies, Mamia Millia Islamia, Delhi, Feb.20, 2014.*
- A Critical Analysis of Thinkers' Viewpoints on Organisational Change through Systems and Complexity Theories, *Pravara Management Review, Vol. 12, No.1, Jan-2013. ISSN: 0975-7201.*
- Research Progressions in Leadership: A Critical Review, *Management Dynamics, Vol. 11, No.1, 2011. ISSN: 0972-5067.*
- Managing Rural Energy in India and in the Third World, *International Journal of Business Swot, Vol. IV, No.1, 2011. ISSN: 0975-8836.*
- Occupational Stress and Work Identification among Nurses: An Empirical Examination of Government & Private Hospitals in the Estate of Delhi, *Human Behaviour: Journal of Applied Psychology, Vol. 4, No. 2, 2011 ISSN: 0975-6582*
- Velocity Manufacturers Ltd: Looking for Profitability (Case Study), *Research Methodology, Taxmann Publications (P.) Ltd., New Delhi, 2010. ISBN: 978-81-7194-737-9.*
- Triumph Sportswear Manufacturers Pvt. Ltd: Reorganisation of Sales Wing (Case Study), *Research Methodology, Taxmann Publications (P.) Ltd., New Delhi, 2010. ISBN: 978-81-7194-737-9.*
- Indus Power Pvt. Ltd: A Problem Between Distributor and Dealer (Case Study), *Research Methodology, Taxmann Publications (P.) Ltd., New Delhi, 2010. ISBN: 978-81-7194-737-9.*
- Challenges of Employee Turnover in Insurance Sector (Case Study), *Research Methodology, Taxmann Publications (P.) Ltd., New Delhi, 2010. ISBN: 978-81-7194-737-9.*
- Stress and Work: Two Sides of a Coin (Case Study), *Research Methodology, Taxmann Publications (P.) Ltd., New Delhi, 2010. ISBN: 978-81-7194-737-9.*
- Sai Engineering Pvt. Ltd.-An Issue of Strategic Management (Case Study), *Research Methodology, Taxmann Publications (P.) Ltd., New Delhi, 2010. ISBN: 978-81-7194-737-9.*
- Indus Systems: A Case of Retention Strategy (Case Study), *Research Methodology, Taxmann Publications (P.) Ltd., New Delhi, 2010. ISBN: 978-81-7194-737-9.*

- Expansion And Strategic HR Interventions- A Case of M & T Pvt. Ltd., Research Methodology, Taxmann Publications (P.) Ltd., New Delhi, 2010. ISBN: 978-81-7194-737-9.
- Contemporary HR Model: A New Strategy for Enhancing Competitiveness, Business Psychology, Global Publication House, New Delhi, 2010. ISBN: 978-81-8220-311-2
- Emerging Needs of Knowledge Management Practices (Energy Informatics) in Advancing Research and process Technologies in Energy Industries, Pranjana: The Journal of Management Awareness, Vol. 13, No. 1, pp 50-58, 2010. ISSN: 0971-9997
- Innovative Human Resource Management: The Need of the Hour, HRM Review, Vol. X, Issue III, 2010. ISSN:0972-5148
- Innovation in Work Motivation: A study of Employees in Software Development, Innovations in Management Science, Global Research Publications, New Delhi, 2010. ISBN: 978-81-98630-07-2
- Different Leadership Styles in a Learning Organisation: A study conducted on Indian Automobile Industry, Proficient: An International Journal of Management, Vol.2, Issue 2, 2010. ISSN: 0975-475X
- Strategic Management of Human Resource: A Response to Globalisation and Business Performance, H.R. Journal of Management, Vol. 3, No. 1 2010. ISSN: 0974-7737
- Different Leadership Styles across Hierarchical Levels: A Case Study on Indian Auto Mobile Industry, Asia-Pacific Business Review, Vol. VI, No. 3, pp. 115-123, 2010. ISSN: 0973-2470
- Multiplier Leadership: A Tool for Learning Organisation, Human Behaviour- Journal of Applied Psychology, Vol.4, No.1, 2009. ISSN: 0975-6582
- Competency and HRD: An Initiative towards Harnessing Veiled Human Potential, People and Management, Vol.1, No.1, 2009.
- Role of Incentives and Organisational Culture in creating Knowledge-based Organisation: A Motivation Approach, Journal of Business Solutions, Vol.2, No. 1 & 2, 2009. ISSN: 0974-4126
- Massification of Education through Human Resource Planning, Human Behaviour: Journal of Applied Psychology, Vol. 4, No. 1, Dec .2009. ISSN: 0975-6582
- Balanced Scorecard: A Business Acumen for Business Penetration, Apeejay Journal of Management, Vol. 2, No. 2, 2008.
- Analysis of Management Case: “An Interaction in Original”, Vision, a Journal of MDI, 2008. ISSN: 0972-2629
- Job level and work identification, Indian Journal of Psychometric & Education, Vol. 28, No. 1, 1997. ISSN: 0378-1003.
- Quality of work life: A comparative study of teachers, Indian Psychological Review, Vol. 51, No. 1, 1997. ISSN: 0019-6215.
- A co-relational study of job anxiety and job satisfaction of laboratory technicians, Personality Study and Group Behaviour, Vol. 9, No. 2, 1989. ISSN: 0970-8111.
- Self-concept and job hierarchy as correlates of job satisfaction, Advances in Psychology, Vol. 4, No.1, 1989. ISSN: 0970-3551.

Research Papers Presented

- A Measure of Knowledge Sharing in Knowledge Based Organisations, *at International Conference on 'An Alternative Globalisation from South: Dynamics of International Business and Finance in Emerging' organised by Centre for Management Studies, Jamia Millia Islamia, Sept. 19-20, 2014.*
- Green HRM: The Differentiator of Modern Business with Special Reference to Indian Context, *at International Conference on 'An Alternative Globalisation from South: Dynamics of International Business and Finance in Emerging' organised by Centre for Management Studies, Jamia Millia Islamia, Sept. 19-20, 2014.*
- Barriers and Facilitators to Knowledge Management, *at International Conference on 'An Alternative Globalisation from South: Dynamics of International Business and Finance in Emerging' organised by Centre for Management Studies, Jamia Millia Islamia, Sept. 19-20, 2014.*
- CSR and Employee Engagement: A Study of Indian Public and Private Organisations in Financial Sector, *at National Seminar on Social Change in Contemporary India: Psychological Dimensions and Social Response organised by Sri Auribindo College, University of Delhi, March 21-22, 2014.*
- Emotional Intelligence and Affective Organisational Commitment, *at National Conference on Management Challenges in the New Era: Strategies for Success, organised by Centre for Management Studies, Jamia Millia Islamia, Delhi, Feb.20, 2014.*
- Business Leadership: An Islamic Perspective, *at National Conference on Management Challenges in the New Era: Strategies for Success, organised by Centre for Management Studies, Jamia Millia Islamia, Delhi, Feb.20, 2014.*
- Multiplier Leadership – An Effective Leadership Style for the Learning Organization: An Analysis of the Construct in Automobile Industry, *at 4th International Conference on Management Next: Paradigms and Innovations, organised by Institute of Management and Technology, Mohali, Feb. 19-20, 2010.*
- Measuring the Attitudes of Consumers towards Advertising as a business tools: A Comparative Study of India and Iran, *at 11th International and 42nd National Conference of Indian Academy of Applied Psychology, Feb. 15-17, 2007.*
- Stress and Children: An Exploratory Study of Indian Working Mothers, *at BACP Research Conference, London, U.K. held on 21 and 22 May, 2004.*
- Ethnic Muslim Identity in Cross Cultural Perspective, *at International Association for Cross Cultural Psychology, Regional Congress, Winchester, U.K., held on July 7-11, 2001.*
- Integration of personality, organizational role stress and organizational commitment: A comparative study of managers of three sectors across two states, *at International Association for Cross Cultural Psychology, Regional Congress, Winchester, U.K., held on July 7-11, 2001.*
- Influence of organizational identification, job tenure and income on job involvement: A study of engineers, *at 26th Conference of India Academy of Applied Psychology, held at Calcutta University, Calcutta, March 25-27, 1989.*

- Relationship between anxiety, job expectation and attitudes towards research supervisor, at the 25th Annual Conference of the Indian Academy of Applied Psychology, held at Usmania University, Hyderabad from Feb. 25-27, 1988.

Book Publication : 1. *Work Identification*, Global Books Organisation, New Delhi, 2012
 : 2. *Knowledge Management and HRM: Issues and Challenges*, Global Books Organisation, New Delhi, 2013

Book Review Publication : *Crafting and Executing Strategy: The Quest for Competitive Advantage- Concepts and Cases*. New Delhi: Tata McGraw Hill, 465pp, A. Thompson, et al (2014), *Journal of Services Research*, vol 14, no. 14, ISSN-0972-4702

Ph. D. Guidance

Awarded : 8
 Continuing : 5

Special Training Programmes Attended

- Attended the E-Content Management Training Programme held at FTK-Centre for Information Technology, JMI, New Delhi, 12 - 21 Oct. 2009.
- Attended Orientation Course on Monitoring & Evaluation for the Faculty of Social Sciences, organized by National Institute of Public Cooperation and Child Development, New Delhi, March 22 to 26, 1999.

FDP Attended

- Attended a four day Advanced Workshop on “Case Writing and Teaching”, held at International Management Institute, New Delhi, from 26th -29th May 2014.
- Attended a three day Workshop on “Case Teaching & Case Writing”, organised by All India Management Association, New Delhi, from 26th -28th July 2012.
- Attended in the National Case Development Workshop organized by the School of Management Studies, Guru Govind Singh Indraprastha University, Delhi, from 31 Oct. to 1 Nov. 2003.

Seminars/Conferences/ Meets/Workshops/Lectures Attended

- Attended One Day Coordinators Meet at UGC’s Academic Staff College, Jamia Millia Islamia on 28 February 2013.
- Attended two days workshop on “Development of Self Learning Material & Counselling Process in Distance Education” organised by the Arjun Sing Centre for Distance & Open Learning, Jamia Millia Islamia, New Delhi from March 30 to March 31, 2011.
- Attended One Day Coordinators Meet at UGC’s Academic Staff College, Jamia Millia Islamia on 23 March 2011.
- Participated in National Seminar on Global Competitiveness of Indian Business, held at University School of Business, Kurukshetra University, Haryana, Feb.12-13, 2011
- Attended a lecture on “Peace Psychology around the World” delivered by Dr. Daniel J. Christie, Prof. Emeritus, Ohio State University (USA), JMI, March 30, 2010.

- Attended a national workshop on “Understanding Educational TV Programmes: Problems and Prospects”. Consortium for Educational Communication (CEC). India Habitat Centre, 17 December 2009.
- Attended International Conference on “Concept of Psyche in Islam”, Department of Psychology, A.M.U., Aligarh, Oct. 26-28, 2009.
- Attended XXXII Indian Social Science Congress on the theme: ‘The Indian republic at the cross roads’ held from 18 to 21st December, 2008 at JMI.

Seminars/Conferences Sessions Chaired

- Chaired a session in an International Conference on ‘International Management Conference on Business and Economy: Growth, Governance and Globalisation’ organised by Fortune Institute of International Business (FIIB) on March 5, 2016.
- Chaired a session in an International Conference on ‘Marketing in Emerging Economies’ *organised by Centre for Management Studies, Jamia Millia Islamia, Feb. 18, 2016.*
- Chaired a session in a National Seminar on Social Change in Contemporary India: Psychological Dimensions and Social Response, organised by Sri Auribindo College, University of Delhi, March 21-22, 2014.
- Chaired a session in a National Conference on Management Challenges in the New Era: Strategies for Success, organised by Centre for Management Studies, Mamia Millia Islamia, Delhi, Feb.20, 2014.
- Chaired a session in a National Seminar on “Need and Quality of Education of Muslims in India” organised by Centre for Promotion of Education and Cultural Advancement of Muslims of India, AMU, Aligarh, 24 March 2013.
- Chaired a session in a National Conference on “Innovation & Entrepreneurship: An Indian Experience” organised by Centre for Management Studies, Jamia Millia Islamia, 20 February 2013.
- Chaired a session in a National Conference on “Emerging Paradigms in Marketing” organised by Centre for Management Studies, Jamia Millia Islamia, 10 October 2012.
- Chaired a session in a National Conference on “Innovation and Entrepreneurship: An Indian Experience” organised by Centre for Management Studies, Jamia Millia Islamia, Feb.20, 2013.
- Chaired two sessions as Resource Person in Refresher Programme, organized by Academic Staff College, Jamia Millia Islamia, 22/23 November 2009.
- Chaired session in International Conference on “Concept of Psyche in Islam”, Department of Psychology, A.M.U., Aligarh, Oct. 26-28, 2009.
- Chaired Session in XXXII Indian Social Science Congress on the theme: ‘The Indian Republic at the Cross Roads’ held from 18 to 21st December, 2008 at JMI.

Conference/Seminar/FDP Organised/Coordinated

- Organised a FDP, as a coordinator, on ‘Analysing Data Using SPSS’, on 10th march 2014.
- Organised a seminar, as a coordinator, on the theme ‘Knowledge Management and HRM: Issues and Challenges’, on 4th March 2012.

Refresher's Programme etc, Organised

- As a Course Co-ordinator Organised 14th UGC's Refreshers Programme at Academic Staff College, Jamia Millia Islamia on the theme "*Leadership in Business and Management: Issues and Challenges*" October 22nd to November 17th, 2013.
- As a Course Co-ordinator Organised 11th UGC's Refreshers Programme at Academic Staff College, Jamia Millia Islamia on the theme "*Creating Sustainable Global Competitiveness in Management*", November 29 to December 21, 2010.
- As a Course Co-ordinator Organised UGC's 10th Three Week Refresher Course in Commerce and Management Studies, on the theme "*Contemporary Issues in Management*", at the Academic Staff College, Jamia Millia Islamia, from January 15 to February 5, 2010.
- As a Course Co-ordinator Organised 9th UGC's Three Week Refresher Course in Commerce and Management Studies, at Academic Staff College, Jamia Millia Islamia, October 15 to November 06, 2009.
- Organised 'Aalen' – The Management Fest of Centre for Management Studies, Jamia Millia Islamia, 2007.

Invited Lectures and Talks given

- Delivered lecture on "Motivation and Morale" at the Academic Staff College, Jamia Millia Islamia, Aug. 2014.
- Delivered lecture on "Skills for Developing Emotional Intelligence" at the Academic Staff College, Jamia Millia Islamia, Aug. 2014.
- Delivered lecture on "Excellence, Employability, and Enterprise Skills of Women" at the Career Planning Centre, December 2013.
- Delivered lecture on "Time Management" at the Academic Staff College, Jamia Millia Islamia, July 2012.
- Delivered lecture on "Time Management" at the Academic Staff College, Jamia Millia Islamia, December 2010.
- Delivered lecture on "Organisational Development" at the Academic Staff College, Jamia Millia Islamia, November 2010.
- Delivered lecture on "Stress Mapping" in the 8th Three Week Refresher Course in Commerce and Management Studies, at the Academic Staff College, Jamia Millia Islamia, from 15.10.2008 to 6/11/2008
- Delivered lecture on "Youth in India: What you need to know" at the 6th International Summer School on the theme: International Aspects of Entrepreneurship – Creative ideas for youth market, at the Erfurt University of Applied Sciences, Germany, Aug. – Sept. 2010.
- Delivered lecture on "Aspects and Strategy for Tourism in Thuringia- A view from India" at the 7th International Summer School on the theme: International Aspects of Entrepreneurship – Creative ideas for Sustainable Tourism in Thuringia, at the Erfurt University of Applied Sciences, Germany, Aug. – Sept. 2011.

Major Research Project

- UGC sponsored major project entitled "Knowledge Management & Organisational Culture: A Study of Media Industry in India" (Completed).

Honours Received/Members

- Member Committee to review the requirements of existing supporting staff at JMI, 2016
- Member UGC Expert Committee for evaluation of Community Colleges in India, June-July 2014.
- Member Inspection Team, Bar Council of India, 2014.
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- External expert to conduct viva-voce examination of MBA and BBS at the Faculty of Management and Administration, Integral University, Lucknow, Nov. 2013.
- Ph.D. thesis evaluator and examiner to different universities.
- External expert to conduct viva-voce examination at the Faculty of Management and Administration, AMU, Aligarh, May 2013.
- Member RDC at SRM University, 2010 onwards.
- External viva-voce examiner at AMU, 2011.
- Reviewer of Internationally Indexed “Indian Journal of Commerce and Management” ISSN: 2229-5674.
- Managing Editor of “International Journal of Management and Strategy”, ISSN: 2231-0703.
- Acted as Judge for Debate Competition in Amity Business School, Amity University, Noida, 23 March, 2011.
- Member Inspection Team, Bar Council of India, 2011.
- Member Admission Committee for MBA at the Central University of Himachal Pradesh
- Member UGC Expert Committee for evaluation of Research Proposals at Central Regional UGC Office, Bhopal, 2011.
- Member UGC Expert Committee for evaluation of Research Proposals at Central Regional UGC Office, Bhopal, 2010.
- Member, Curriculum Development Committee for the M.A. HRM Course, Distance Programme conducted by the Arjun Singh Distance Learning Centre, JMI, 2009-2010.
- Acted as a Judge in Research Paper Contest, ICFAI NOIDA, 16 December 2009.
- External examiner for the M.Tech. Dissertation project at IIT, Delhi, March 2009.
- UGC nominee of Expert Committee to review performance of certain colleges affiliated with Bhavnagar University in Gujarat, during the period 2008-09.
- External viva-voce examiner at AMU, 2008.
- Member Expert, Selection Committee at Islamic University of Kashmir, 2008.
- Co-opted Member, Board of Officers for Interview for selection of candidates for the post of AC (GD) in CPFs, held during April 11-12, 2007.

Consultancy Provided

- Streamlined HR policies in Horizon Fostering Agency, London, UK.
- Worked on Training Needs Assessment for Municipal Board Works, Mau, U. P.

Research Interests

- Knowledge Management
- Leadership
- Emotional Intelligence
- Organisational Citizenship Behaviour

Administrative Experience & Contribution to Corporate Life of the University

- Co-ordinator: Research, Centre for Management Studies, JMI
- Member CLRCS, JMI, 2013
- Officiating Director- Centre for Management Studies (whenever required)
- Editor and Coordinator for the University Annual Report: 2010-2011

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- Editor and Coordinator for the University Annual Report: 2008-2009
- Coordinator for 9th, 10th & 11th Refresher Course in Management and Commerce.
- Member Flying Squad
- Member Anti-Ragging Squad
- Asst. Proctor,
- Co-ordinator, Committee of Studies for Research, CMS
- Superintendent of Examinations
- Asstt. Superintendent of Examinations.
- Co-ordinator, Subject Association
- Member, Moderation Committee.
- Member, Admission Committee.
- Member, Evaluation Committee
- Member of Purchase Committee.
- Member Review Committee.
- Dean's nominee in the Interview Board for BBS programme, 2007.
- Dean's nominee in the Interview Board for BBS programme, 2006.
- Member of Committee for Means Scholarships at CMS.

Places Visited

- Oxford University, UK
- Plymouth University, UK
- London School of Economics and Political Science, UK
- Leipzig University, Germany
- Erfurt University of Applied Sciences, Germany