

Dr. Rachna Kishor Gedam

(Assistant Professor)

Department of Management Studies

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Academic Qualification:

- Ph.D. (IIM Mumbai)
- UGC NET (Qualified) (HRM and Labor Relations)
- MBA (HRM/OB) - Department of Management Studies, KITS College, Nagpur University, Maharashtra. (2001)
- B.Sc. - Nagpur University, Maharashtra.
- Diploma in Training and Development from ISTD, Delhi Chapter

Academic Experience:

- Assistant Professor, Department of Management Studies, Jamia Millia Islamia (A Central University), New Delhi.
- Lecturer at New Delhi YMCA, Jai Singh Road, New Delhi (Jan 2008 to April 2008).

Subjects of Interest and expertise:

- Human Resource Management
- Human Resource Management Systems (HRMS/HRIS)
- Strategic Human Resource Management
- Organizational Behavior
- Organization Structure, Dynamics and Change
- Compensation Management
- Industrial Relations and Labor Laws
- Performance Management
- Business Communication and Negotiation
- Cross - Cultural Management
- Business Ethics and CSR

Membership of Learned Societies

- Individual Life Membership - ISTD (Delhi Chapter)
Membership No. with date: G-709/2008, 30/6/2011.
- Individual Life Membership - National HRD Network (Delhi Chapter):
Membership No. with date: L/DEL/1099/2008, 19/2/2010.

Chaired session in the National conference

- National Seminar on Management Challenges in the New Era: Strategies for success” organized by Centre for Management studies, Jamia Millia Islamia, New Delhi on 20th Feb 2014.

Publications (National and International) Journals:

- **Gedam, R. K.**, Mehta, N., & Date, H. (2022). Antecedents of Career Decision-Making Self-Efficacy and its Impact on Job Satisfaction: A Study in the Indian IT Industry. Prabandhan: Indian Journal of Management, 15(11), 43-62. (**SCOPUS**)
- **Gedam, R. K.**, Mehta, N., & Date, H. (2022). CAREER RESILIENCE IN THE TIME OF COVID-19 – AN APPRECIATIVE INQUIRY APPROACH. Manager - The British Journal of Administrative Management, ISSN 1746-1278. (**ABDC**)
- **Ms. Rachna K. Gedam**, Dr. Nikhil K. Mehta, Dr. (Ms) Hema A. Date (2019). “Career Decision-Making (1991- 2018): A Systematic Literature Review and Prospect for Future Research” *The International Journal of Indian Psychology*. ISSN 2348 5396 (e) | ISSN: Volume 7, Issue 3, DIP: 23493429 18.01.047 /201 (p) 9 0 DOI: 10.25215/0703.0 47 <http://www.ijip.in>. (**Refereed and Peer-reviewed journal**)
- Dr. Kishor H. Gedam, **Ms. Rachna Gedam**, Dr. Rajendra Prasad, Dr. V. K. Vijay (2013).“Value addition of Traditional Milk Products: The study for Rural Enterpreneurial Developement”. *International Journal of Entrepreneurship & Business Environment Perspectives. Pezzottaite Journals*. Vol 2, (3), 537 – 541. (Published by *Pezzottaite Journals*). (**Refereed and Peer-reviewed journal**)

- **Rachna Gedam** and Kavita Chauhan. “Linking KM Strategies with HR Practices - to Gain Competitive Advantages”. *International Journal of Knowledge management and e-Learning*. ISSN: 0975-718X, Jan-Jun 2010, Vol. 2, No.1, pp. 15-19. **(Refereed and Peer-reviewed journal)**
- **Rachna K Gedam**, “Balancing and Enhancing Quality of Work Life – A Flexitime Approach”. *Asian Journal of Management Applications and Research*, Vol 01, No 01, 2010.pp 64-77 (online). **(Refereed and Peer-reviewed journal)**
- Kavita Chauhan and **Rachna Gedam**. (March 2010). “Value Addition through Knowledge Management and Organizational Learning with HR Practices. *Aatmabodh* (A Research Journal of Rajarshi School of Management & Technology), Varanasi. Spring 2010, ISSN: 0972-1398, Vol VII, No 1. Pg-32-34. **(Peer-reviewed journal)**
- **Rachna Gedam**– “Exploring the Inner strength through women empowerment”. *Aatmabodh* (Journal of Rajarshi School of Management & Technology), Varanasi. Autum 2010, ISSN: 0972-1398, Vol VII – No 2.pp. 32 – 36. **(Refereed and Peer-reviewed journal)**
- **Rachna Gedam**–“Achieving Knowledge Management Effectiveness through Human Resource Information System (HRIS) – A Framework.”*Apeejay Business Review* -ISSN: 0974-1798, Vol 11, No 1&2, Jan – Dec 2010 .pg- 25-41. **(Refereed and Peer-reviewed journal)**

Books Published:

- **Ms. Rachna Kishor Gedam**, S. Veeramani and T. A. Siddqui, (Ed.,) “Human Resources Management and Corporate Social Responsibility: In Emerging Economies, Excel India Publishers, New Delhi, 2014, ISBN: 978-93-83842-82-7

Chapter in Books

- Title of the Book - CONTEMPORARY RESEARCH IN COMMERCE & MANAGEMENT- " A GLIMPSES OF TECHNOLOGICAL APPLICATION IN HUMAN RESOURCE MANAGEMENT" - **Ms. Rachna Gedam** , Mr. Nishant Jha published by RED'SHINE PUBLICATION PVT. LTD.
- Title of the Book – The Contemporary Management Research handbook- “Reengineering the HR Processes to Maximize its Efficiency and Effectiveness – An HRIS Approach,” **Rachna Kishor Gedam** published by LAP LAMBERT Academic Publishing.

Paper presented in National conference and published

- **Rachna Gedam** (paper presented) - National Conference on Multidisciplinary Research Trends in Humanities and Social Sciences 2024 - Organized by Government Model College, Kaziranga, Assam on 24th and 25th June 2024. "Empowering Women for Sustainable Entrepreneurship: The Critical Review of Entrepreneurial Knowledge and Intention”
- **Rachna Gedam** (paper presented) - The International conference on “Recent Advance on Social Sciences, Humanities, Management and Scientific Research” (RAMAS – 2012), organized by Eudoxia Research Center, India on 5th and 6th June 2021.
- **Rachna K. Gedam.** Flexitime: A Way to Increase Employee Productivity. The 2nd International Conference on Management Sciences and Arts, Faculty of Mgmt. Studies, GKV, Haridwar.15 - 17 September 2008.
- **Kishor Gedam and Rachna Gedam.** Value Addition of Traditional Milk Products for Rural Entrepreneurship Development. International Conference on Agripreneurship and Rural Development. Faculty of Management Studies. BHU, Varanasi. 05-06 December 2009.
- **Rachna Gedam** –“Achieving Knowledge Management Effectiveness through Human Resource Information System (HRIS) – A Framework.” Apeejay school of Management and Philadelphia University. 27-28 December 2010.

- **Rachna Gedam** – “Human Resource Information System (HRIS) – a Strategic tool for competitive advantage and Corporate Sustainability”.4-6 March 2011
- **Rachna Gedam** (Attended) “Sustenance Strategies for global businesses in recessionary times” Dept of Management Studies & research. Tripude College of social work. Nagpur. 22 & 23 March 2012.
- **Rachna Gedam** (2014) “Going Green – New Mantra for sustainable business through HRM initiatives”. International conference on changing global economic perspectives: Managing sustained and inclusive growth” on 8and 9th Feb 2014. Jaipuria Institute of Management.
- **Rachna Gedam.** Human Resource Information System – A Strategic Tool to Gain Competitative Advantage. National Conference On Emerging Issues In Management & Information Technology In The Changing Corporate World (EMIT 2010), KITS, RAMTEK.19-20th January, 2010.
- **Rachna Gedam.** Enhancing Quality of Work Life - A Flexitime Approach. National Conference on “Quality Management in Organisations”, University School of Management Studies, GGS Indraprastha University, Delhi . 26th February 2010.pp 439-449
- Kishor Gedam, Rajendra Prasad,V. K. Vijay , **Rachna Gedam** .Agricultural Entrepreneurship through Value-Addition of Traditional Milk Products. National Conference on Managing Agri-Food Supply Chain. April, 9-11, 2010.Centre for Food and Agribusiness Management, (IIM) Lucknow.
- **Rachna Gedam** – “Developing learning organization through knowledge management and HR best practices for value creation and competitive advantage.” 3 April 2011, New Delhi

- **Rachna Gedam** - “Balanced Scorecard as a Strategic Management Control System for Sustaining Firms Performance – a review” .Centre for Management Studies. Jamia Millia Islamia, New Delhi. 5 September 2011.
- **Rachna Gedam** - “Strategic Human Resource Management – a recent trend in HRM”. Institute of Management Technology. IMT – Nagpur. National conference on emerging trends in human resource management (NCETHRM), 29 September 2011.
- **Rachna Gedam** (Attended) National Seminar on “Developing Positive attitude in future executives” organized by Management Education and Research Institute. New Delhi on 19 Oct 2013.
- **Rachna Gedam** (2014) “Green HRM – Highlighting some issues, initiatives and implications for sustainable business”. National Seminar on Management Challenges in the New Era: Strategies for success” organized by Centre for Management studies, Jamia Millia Islamia, New Delhi on 20th Feb 2014.

Study Material:

- Strategic Human Resource Management for MA (HRM) - Shaheed Bhagat Singh (Distance College), Jamia Millia Islamia.

Article in National News Papers:

- **Rachna K. Gedam.** “Career in Human Resource Management- A Student Perspective”. *Employment News*. 27th Sept-3rd Oct., 2008.

MDP / FDP attended:

- **Attended one month Training** / Refresher course on “Data Analysis using R, Excel, Python, SPSS from 20th June to 20th July 2025, organized by Department of Health Research- Multidisciplinary Research Unit, Uttar Pradesh University of Medical Sciences, Saifai, Etawah, UP & Digvijai Nath Post Graduate College, Gorakhpur, UP and Science-Tech Institute.

- **Participated in One week FDP** program on “Next Generation Technologies in Electronics and Computer Science: Trends and Teaching Approaches ” from 16th to 20th June, 2025, organized by Greater Kolkata College of Engineering and Management.
- **Participated in One-week MDP** on “AI-Driven Pedagogy and Digital Competence for STEM Educators” from June 09 – 15 , 2025. Organized by the Department of Management Studies, Geethanjali College of Engineering and Technology, Hyderabad.
- **Attended and participated in Two Days Workshop** on Enhancing Academic Writing with AI Tools: A Practical Approach on 19th & 20th June 2025, organized by Udaan Educational Services.
- **Attended ONLINE MALAVIYA MISSION TEACHER TRAINING PROGRAMME (MMTTP)** on NEP ORIENTATION AND SENSITISATION (August 3 to August 13, 2024) organized by Mahatma Hansraj Malaviya Mission Teacher Training Centre (MHMMTTC), Hansraj College, University of Delhi.
- **Attended** the International FDP on “Research Methodology for Qualitative and Quantitative Data Collection and Analysis, from 21st February to 28th February 2022, organized by International Council of Education Research, Eudoxia Research Centre and University.
- **Participated** in the “International Workshop on Research & Methodology (WORAM-4.0) from 17th September to 2nd October 2021, organized by World Statistical Data Analysis Research Association (WSDA).
- **Attended** the “5th International Advanced Training on Research Manuscript Drafting and Publishing (TORMP 5.0) from 30th October to 11th November 2021, organized by International Council of Education Research (ICER).
- **Attended Two Weeks FDP** on Research Methodology and Publication Ethics conducted from November 23rd, 2020 (Monday) to December 05th, 2020 (Saturday), Organized by Department of Education, Baba Mastnath University, Asthal Bohar, Rohtak, Haryana.
- **Attended One Weeks FDP** on Advanced Research Methods and Quantitative Data Analysis using SPSS conducted from October 26th, 2020 (Monday) - November 1st, 2020

(Sunday) by Edge India Academy. Organized by Department of Business Administration, University of Lucknow.

- **Attended 10 Days FDP** on “The Scenario of Commerce, Management and Economics Education after COVID-19” from (29th June to 8th July 2020) organized by KTHM College, Nashik, and SPPU, Pune.
- **Attended MDP** on Interpersonal Dynamics organized by ISTD, New Delhi 5 and 6 Dec 2009.
- **Attended 10 Days FDP** on “The Scenario of Commerce, Management and Economics Education after COVID-19” conducted by Maratha Vidya Prasarak Samaj’s, K.R.T. Arts, B.H. Commerce and A.M. Science (K.T.H.M.) College, Nashik (Maharashtra) in association with Faculty Development Centre, Human Resource Development Centre (UGC-HRDC), Savitribai Phule Pune University, Pune under PMMMNMTT from 29th June to 8th July 2020.
- **Attended FDP on** “Research Paper Writing Based on Qualitative Research” from 06th to 12 May 2022, organised by the Indian Teacher Education Community, Indore (M.P).
- **Attended FDP** on Research Methodology and tools for management and IT. Organized by Rukmini Devi Institute of Advance Studies, Rohini, New Delhi. 5 July 2013 to 7 July 2013.

Refresher and Orientation:

- TWO-WEEKS Interdisciplinary **REFRESHER COURSE/ FACULTY DEVELOPMENT PROGRAMME** on “Advanced Research Methodology Tools And Techniques” organized by Teaching Learning Centre, Ramanujan College, University of Delhi from 15 - 30 April, 2021.
- TWO - WEEKS **REFRESHER COURSE** in Commerce and Business Management organized by the UGC – ASC, Jamia Millia Islamia, New Delhi from 22 October to 12 November 2013.

- **FOUR - WEEKS ORIENTATION PROGRAMME** organized by the UGC-ASC, Jamia Millia Islamia, New Delhi from 14 April to 13 May 2011.

Workshops Attended:

- Workshop on “International Training on Book Writing and Free Book Publication Process” organized by International Council of Language and Literature Research (ICLLR) from 19th to 31 August 2021.
- International Workshop on SCOPUS, WOS, UGC CARE List Free Publication and Patent Filling Process, (WOSAP - 2022), from 03rd March to 11th March, 2022 Organized by: Eudoxia Research Centre and Eudoxia Research University - USA
- Mega conclave on “Preparing organizations for succeeding in new orbit” organized by PHD chamber and ISTD (Delhi chapter) on 3 July 2013.
- Workshop on “Data Analysis using SPSS” organized by Centre for Management Studies, Jamia Millia Islamia on 10th March 2014.

Editorial Board Member

Editorial-Board Member – BRDU International Journal of Multidisciplinary Research. ISSN – 2455-278X – A Peer-reviewed and Refereed Journal

Other Non-teaching positions held:

- **Assistant Director (Faculty of Management Studies) Training and Placement Office** (July 2025 till date)

Duties and responsibilities:

- Assisting the Director (Training and Placement) in framing placement policies, guidelines, and strategies.
- Preparing an annual training & placement plan aligned with the university’s vision and industry demands.

- Identifying emerging sectors and skill requirements to update training modules accordingly.
- Establishing and maintaining long-term relationships with top recruiters, industries, PSUs, and multinational companies.
- Exploring and on boarding new recruiters by promoting the university's talent pool.
- Organizing industry-academia interactions, HR meets, job fairs, and corporate networking events.

➤ **Assistant Proctor** (Nov 2024 to July 2025)

Duties and responsibilities:

- Assist the Chief Proctor and Proctorial Board in imposing rules and regulations.
- Maintain discipline and monitor student behaviour on university campus to prevent indiscipline, misconduct, or any activity that disrupts academic and social harmony.
- Be present during any university events, examinations, and other gatherings to manage discipline and order.
- To deal with student's grievances related to peer behavior, harassment, or safety concerns and resolving issues amicably.

➤ **Student Advisor** (2019 till date)

Duties and responsibilities:

- Working with the Subject association committee to plan and organize academic, cultural, and outreach activities.
- Assisting students propose innovative programs such as guest lectures, study tours, and fests.
- Ensuring the club activities align with departmental and institutional objectives.
- Promoting student welfare by advising on academic, personal, or social matters.
- Encouraging students to take leadership roles within the subject association.
- Promoting activities that enhance critical thinking, problem-solving, and teamwork skills.
- Acting as a link between faculty, students, and administration regarding subject association matters.

➤ **Academic Coordinator MBA (2010 to 2014)**

Duties and responsibilities:

- Preparing and coordinating the academic calendar, timetable, and schedules for classes, examinations, and academic events.
- Ensuring the effective implementation of curriculum as per the university guidelines.
- Maintaining attendance records, examination schedules, and academic progress reports.

➤ **Placement Coordinator MBA (2008 to 2010)**

Duties and responsibilities:

- Establishing and maintaining strong relationships with companies and recruiters for campus placements and internships.
- Reaching out to new industries, corporate sectors, and alumni networks to expand placement opportunities.
- Acting as a bridge between students and university for queries, updates, and clarifications during the placement process.

Conferences Organized:

- National Conference on Human Resource Management and International Business Transformation in the Digital Era, 21st September 2022, Department of Management Studies, Jamia Millia Islamia, New Delhi.
- International conference on “An alternate globalization from the South: Dynamics of International Business and Finance in the emerging economies” September 19-20, 2014. Department of Management Studies, Jamia Millia Islamia, New Delhi.

Workshop Organized:

- Organized workshop on HRIS software in collaboration with Spine technology for MBA Students, 2024. Department of Management Studies, Jamia Millia Islamia, New Delhi.

