

SNEHLATA SANGWAN

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DATE OF BIRTH: 05.12.1987

GENDER: FEMALE

FIELD OF STUDY: STATISTICS, BUSINESS MATHEMATICS, HUMAN RESOURCE MANAGEMENT, ORGANIZATIONAL BEHAVIOR & LABOR LAWS.

SPECIAL AWARDS IN RELATED FIELD: Qualified UGC-National Eligibility Test for Assistant Professor in 2013.

OBJECTIVES: To be a part of a value driven organization that offers challenging assignments, continuous learning opportunities and a scope for growth in the field of education, where I can contribute to student achievement and explore progressive teaching methodologies to enhance learning outcomes.

PROFILE:

A professional course in business administration i.e. MBA has helped me to harness my skills wherein I had the opportunity to explore the dynamic corporate world which enabled me to teach students with practical examples. Challenging assignments motivate me and I excel at leading a team towards quality results. **I believe imparting knowledge is the best way of gaining it.**

SCHOLASTICS:

- PhD in Management from Guru Gobind Singh Indraprastha University, Delhi, 2024.
 - Master in Business Administration in Human Resource Management and Marketing from NDIIT, Punjab Technical University, 2011.
 - Bachelor of Sciences in Physical Sciences from Gargi College, Delhi University, 2008.
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SUMMARY OF SKILLS:

- Executing various training and activities for NCC cadets while being deputed as NCC Incharge in MDU-CPAS, Gurugram.
 - Excellent academic records and experience in teaching Business Mathematics, Business statistics, Operations Research, Human Resource Management, Marketing, Organizational Behavior & Labor Laws.
 - Outstanding experience of assisting senior professors and mentoring students.
 - Demonstrated research experience backed with published papers in various journals.
 - Skilled in teaching students with real business cases.
 - Ability to prepare course and curriculum, deliver lecture, and hold group conversation on related-topic with students.
 - Using technology in delivering lectures and assisting students to find resources to complete their project work.
 - Serving as committee members in various committees formulated by the institution for the welfare of the students.
 - Guiding students in areas related to academics and career which will help them to define their career paths.
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WORK HISTORY:

Assistant Professor in Management Department at MDU Center for Professional & Allied Studies, Gurgaon since September 2015.

- Preparing and delivering lectures in subjects like Business Statistics, Business Mathematics, Operations Research, Human Resource Management, Organisational Behaviour, industrial relations, and corporate leadership.
- Conducting and invigilating internal, external and viva voce examinations. Recommending areas of improvement after analysing the performance and drive the students towards desirable results through various methods like viva voce, assignments and project work to identify the strength and weaknesses of the students.
- Developing and implementing novel teaching methods to reflect changes in research.
- Participating responsibly in various committees constituted by the college for making recommendations about academic programs and other strategic priorities.

Lecturer in NDIIT from March 2013-May 2015.

- Initiate and facilitate class room discussion and debates in subjects like Quantitative Techniques, Organizational Behavior, Business Statistics, Principles & Practices of Management and Human Resource Development.
- Undertaking personal research projects and actively contributing to the institution's research profile.
- Serving as staff council member in academic meetings.
- Providing consulting services regarding designing of course and curriculum and providing inputs in planning the academic session for the students.

Lecturer in Sheel Institute of Professional Studies from August 2010-February 2013.

- Conducting lectures and tutorials for undergraduate and postgraduate students.
- Attending and delivering lectures in various Workshops, Seminars and Conferences.
- Assisting in revising the syllabi and curriculum.
- Preparing academic plans for sustaining quality of education, quality improvement and accreditation of the college.
- Promoting research and extension activities in the college.

LIST OF PUBLICATIONS:

- Determining the Relationship between Organizational Climate and Perceived Inclusion at Workplace- An Empirical Analysis accepted for publication in Scopus listed journal (under publication).
- Sangwan, S. (2024). The Limitations and Current Patterns of Training Evaluation. *Journal of Management and Entrepreneurship*, 18(2), 1-7.
- Inclusive HR Practices for Persons with Disabilities (PWDs): A Systematic Literature Review published in a Resource Kit for the Course on Advancing Disability Inclusion Practices: Communication, Accessibility and Legislation Published by Bloomsbury Publishing India Pvt. Ltd. In Oct. 2024.
- Sangwan, S. (2023). Role of HR Practices In Driving Perceived Inclusion At Workplace: A Quantitative Analysis. *Journal of Data Acquisition and Processing*, 38(3), 3678.
- Sangwan, S., Sangwan S., & Singh P. (2023). SDG 17: Social Protection and Inclusion- A Citation Analysis from 2000-2022. *Journal of Management and Entrepreneurship*, 17(2), 36-54.
- Garg, S., & Sangwan, S. (2020). Literature Review on Diversity and inclusion at workplace, 2010-2017. *Vision*, 25(1), 12-22.
- "Assistive technology is a boon or bane: A case of persons with disabilities" research paper published in proceedings of 2nd international conference on Artificial Intelligence and

Speech Technology (AIST 2020) held at IGDTUW, Delhi on Nov. 19-20,2020 published by CRC Press, Taylor & Francis Group.

- “HRM in books have lost its relevance and no more used in organisations” research paper published in International Journal of Advanced Educational Research, vol. 3; Issue 2; March 2018.
- “High Performance Work Systems: A case study” research paper published in International Journal of Advanced Research and Development, vol. 3; Issue 2; March 2018.
- “Training evaluation: challenges and recent trends” research paper published in conference proceedings of International Conference on Paradigm Shift in World Economies: Opportunities and Challenges from April 07-08, 2017 organised by Rukmini Devi Institute of Advanced Studies.
- “e-HRM-A Conceptual Review” research paper published in conference proceedings of National Conference on Embracing the digital era: Management Perspective organised by Guru Gobind Singh Indraprastha University on January 13, 2017.
- “Diversity in Education: A Review” research paper published in Conference proceedings of International Conference on Revamping India’s Higher Education system: Issues, Challenges and Implications organised by IITM.
- Worker’s participation model: a paradigm shift in thinking published in Vision International journal of management & commerce.
- Industrial labour: secular, heterogeneous and unstable published in Pramana Research Journal.
- Domination of trade unions by political parties: good or bad? Published in Drashta Research Journal.
- How to promote industrial peace published in Pramana Research Journal.
- Frustration and stress: Major problems at workplace published in Chintan Research Journal.

CONFERENCES & SEMINARS ATTENDED:

- Research paper on “Inclusion of PWDs through rehabilitation: A sentiment analysis” presented in RI World congress 2021 held in Denmark.
- “Assistive technology is a boon or bane: A case of persons with disabilities” research paper published and presented in 2nd international conference on artificial intelligence and speech technology (AIST 2020) held at IGDTUW, Delhi on Nov. 19-20,2020.
- “Diversity and inclusive leadership practices at workplace” abstract published and presented in International Conference on Innovation in Global Business and Technology: Trends, goals and strategies held at IPEM, Ghaziabad on 28th February, 2020.
- Gender pay gap: A challenge for sustainable and inclusive growth presented and published at International conference on knowledge and policy for sustainable development: Global lessons and local challenges held in GGSIPU, Delhi on September 25-27, 2019.
- Co-chaired National Seminar on “Corporate Sector in India: Socio Legal Issues & Challenges” in April 2016 organised by University Institute of Law and Management Studies.
- Presented paper titled “Haryana: Emergence of New Opportunities” in the National Seminar on Corporate Sector in India: Socio Legal Issues & Challenges” in April 2016 organised by University Institute of Law and Management Studies.
- Co- chaired National Seminar on “Role of Women in 21st Century” in March 2019 organised by MDU-Centre for Professional and Allied Studies.
- Presented paper titled “Management Aspects in Era of Mahabharata” in International Seminar on Relevance of Science in Ancient and Current Indian Literature jointly organised by Kurukshetra University and MDU on 24th January 2018.
- Presented paper titled “Higher Education in India: A Statistical Analysis” in International Seminar organised by Baba Mastnath University on 19th November 2017.
- Presented paper titled “Management: A Multidisciplinary Study” in International Interdisciplinary Seminar organised by Himgiri Zee University on 5th May, 2018.

- Presented paper titled “Indian Management in Era of Ramayana” in International Seminar organised by MDU on 18th September 2017.
- Presented paper titled “Training evaluation: challenges and recent trends” published in International Conference on Paradigm Shift in World Economies: Opportunities and Challenges from April 07-08, 2017 organised by Rukmini Devi Institute of Advanced Studies.
- Presented paper titled “e-HRM-A Conceptual Review” published in National Conference on Embracing the digital era: Management Perspective organised by Guru Gobind Singh Indraprastha University on January 13, 2017.
- Presented paper titled “Diversity in Education: A Review” in International Conference on Revamping India’s Higher Education system: Issues, Challenges and Implications organised by IITM.
- Participated in National conference on organizational re-engineering organized by Delhi Institute of Advanced Studies, Delhi in January 2014.
- Co-chaired the technical session in the National Seminar on “Corporate sector in India: Socio legal Issues & Challenges” organized by UILMS, Gurgaon in April 2016.
- Presented paper in National conference on “Embracing the digital era: management perspectives” in GGSIPU, Delhi in January 2017.
- Presented paper in the International conference on Paradigm shift in world economies: opportunities and challenges 2017 organized by Rukmini Devi Institute of Advanced Studies, Delhi in March 2017.
- Presented research paper in National Seminar on “Women in 21ST Century” in MDU Center for Professional & Allied Studies in March 2019.

ACTIVITIES AND INTERESTS:

In addition to my passionate commitment to developing my professional effectiveness, I have a real interest in poetry and spirituality. I find the many layers of emotions and the many ways in which they can be expressed using allegories and parallels, fascinating. Observing different mind-sets and the business of life itself is a constant creative fodder.