

Dr. Ghausia Taj Begum

Assistant Professor

(PhD, MBA, NET-JRF)

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Teaching Experience

1. Department of Management, School of Management and Business Studies (SMBS), Jamia Hamdard, New Delhi, India.

Designation: Assistant Professor (Full-time)

Duration: 26.12.2023 to date.

2. Department of Management Studies, Jamia Millia Islamia, New Delhi, India.

Designation: Assistant Professor (Visiting faculty)

Duration: 10.10.2022 to 21.12.2023 (1 year, 2 Months)

3. Department of Humanities and Management, Dr B. R. Ambedkar National Institute of Technology (NIT) Jalandhar, Punjab, India.

Designation: Assistant Professor (Full-time)

Duration: 16.08.2021- 20.07.2022 (11 Months and 05 days)

4. Department of Psychology, Jamia Millia Islamia, New Delhi, India.

Designation: Senior Research Fellow

Duration: 26.09.2013- 26.09.2018 (5 years)

5. Jamia Hamdard Study Centre, Okhla, New Delhi, India.

Designation: Lecturer

Duration: 28.01.2012-27.02.2013 (1 year)

Teaching Proficiency

- Human Resource Management
- Industrial Relations and Labour Laws
- Strategic Human Resource Management
- Performance Management

- International Human Resource Management
- Organizational Development and Change
- HR Analytics
- Organizational Behaviour
- Business Statistics
- Business Analytics
- Legal Aspects of Business
- Business Communication

Academic Qualifications

- **PhD in Industrial Psychology (HR & OB), 2020**

Title: *Emotional Intelligence and Personality as Moderators of Work-life balance and Mental health of Women managers.*

University: Jamia Millia Islamia, New Delhi, India

- **Master's in Business Management (MBA, Specialisation HRM), 2011**

University: Guru Gobind Singh Indraprastha University, Delhi

Grade Achieved: 76.24% (First division with distinction)

- **Bachelor's in Biosciences (BSc. Biosciences), 2008**

University: Jamia Millia Islamia, New Delhi

Grade Achieved: 80.63% (First division with distinction)

- **NET and JRF**

Qualified National Eligibility Test (NET) and Junior Research Fellowship (JRF) conducted by University Grant Commission (UGC), New Delhi, India.

- **SWAYAM Online Course Certification**

Certified in “**HR Analytics using Excel**” with a consolidated score of 91.2 % (**Gold Medallist**), coordinated by IIM Bangalore.

Awards and Achievements

- Awarded **Senior Research Fellowship (SRF)** as an outstanding performer by UGC and Jamia Millia Islamia in 2015.
- Awarded **Junior Research Fellowship (JRF)** by UGC in 2012.

- University **Subject Topper of MBA (Batch 2009-11)** in Guru Gobind Indraprastha University, Delhi.
- Awarded **Merit Scholarship** for the 2nd topper in all three years of graduation by Department of Biosciences, Jamia Millia Islamia, New Delhi
- **Guest Reviewer** in two **SCOPUS-INDEXED JOURNALS** titled Gender In Management: An International Journal (Q1 Category) and Psychological Studies (Q3 Category).

Research Publications

1. Begum, G.T. (2025). Achieving sustainable development goals for mental health and gender equality through work-life balance and emotional intelligence, *Gender in Management: An International Journal*, 40(1), 134-150.
<https://doi.org/10.1108/GM-04-2023-0149> (Scopus, Q1 category, WoS, ABDC)
2. Begum, G.T., Farooqi, R. & Ahmad, F. (2021). Covid-19 Crisis and Work-from-home: An empirical study on stress, resilience, and well-being of employees during lockdown period in India, *Academy of Accounting and Financial Studies Journal*, 25(Special issue 1), 1-12. ISSN:1528-2635 (Scopus, ABDC)
3. Begum, G.T., & Osmany, M. (2019). Work-life balance and Mental health among Women managers. *IHARW International Journal of Social Sciences Review*, 7(1), 76-81. ISSN-2347-3797. (UGC listed, Peer reviewed)
4. Begum, G.T., & Osmany, M. (2016). Religiosity, Social distance, and Well-being among Hindu and Muslim Young adults. *International Journal of Indian Psychology*, 3(2), 30-39. ISSN: 2349-3429, DOI: 10.25215/0302.116 (Peer reviewed)
5. Begum, G. T. (2015). Managing Generation Next at Workplace: Issues and Challenges. In V. Nath., N. Gera, A. Kumar. D. S. Bawa, & T. Tiwari (Eds.), *Managing organizations of tomorrow by capitalizing generation next* (pp. 422-430). New Delhi: Bharti Publications. ISBN: 978-93-85000-01-0 (Peer reviewed)
6. Two research papers under review

Dissertation/Projects/Internship Supervised

- MBA- **14 Dissertations** and **10 Internships** completed.
- BBA- **17 Internships** completed
- PhD Supervision- **02 Research projects ongoing**

Conferences/Workshops/STCs Organized

1. Organized ICSSR-sponsored two-day National conference on “**Atmanirbhar Bharat: Building a Self-reliant India (Prospects and challenges ahead)**” as a **Co-Ordinator** in the Department of Humanities and Management, Dr. B.R. Ambedkar National Institute of Technology, Jalandhar on 25-26 May 2022.
2. Organized a One-day online workshop on “**Mental health and Well-being of Indian Youth after Prolonged Pandemic**” as a **Co-convener** in the Department of Humanities and Management, Dr. B.R. Ambedkar National Institute of Technology, Jalandhar on 21st May 2022.
3. Organized a one-week Short-term online course on “**Data Analytics for Academic Research**” as a member of the organizing committee in the Department of Humanities, Dr. B.R. Ambedkar National Institute of Technology, Jalandhar on 13-17 December 2021.

Invited Lectures/Expert talks/Session chair

1. Delivered an expert talk as a **Resource Person** on “**Gender Equality and Inclusivity: A Pathway to Sustainable Economic Growth**” (25th March, 2026), organised by the Department of Environmental Science (EVS) & ESTC, Syama Prasad Mukherjee College for Women, University of Delhi, India.
2. Delivered an expert talk as a **Resource Person** in the Self-sponsored One-week Short Term Course on “**Data Analytics for Academic Research**” (13th -17th December 2021) organized by the Department of Humanities and Management and Centre for Continuing Education (CCE), Dr. B. R. Ambedkar National Institute of Technology, Jalandhar, Punjab, India.
3. Delivered an expert talk as a **Resource Person** in the “**Two Week National Level Online Workshop**” on “**Entrepreneurship Development Program for Budding Managers**” conducted by the Department of Management, Christian Eminent College, Indore, India from 28th April 2021 to 11th May 2021.
4. Served as a **Session Chair** at ICSSR Sponsored **National Conference on Atmanirbhar Bharat: Building a Self-Reliant India (Prospects and Challenges Ahead) (BSRI-2022)** organized by the Department of Humanities and Management, Dr. B R Ambedkar National Institute of Technology, Jalandhar, India on May 25-26, 2022.

5. Served as a **Session Chair** at **International Management Conference on Entrepreneurship and Family Businesses: Navigating Human Resource Management and Strategic Challenges (EFBNHRMSC 2023)** organized by the Department of Management, Jamia Millia Islamia, New Delhi, India on September,20 2023.

Papers presented in Conferences and Seminars

1. Presented a Research paper entitled **“Maternal Guilt and Mental health of Working mothers in Higher Educational Institutes: A qualitative study”** in the International Conference on **“Advancing Financial, Digital and Health Inclusion: Steps towards Viksit Bharat@2047”** organized by Department of Management, FMS, Jamia Millia Islamia on 11th February, 2025.
2. Presented a Research paper entitled **“Work-from-home and Induction crisis: Role ambiguity, role conflict, and turnover intention among employees in IT Sector”** in the International Conference on **“Sustainability and Digitalization (ICSD,2024)”** organized by Department of Management, SMBS, Jamia Hamdard on 12-13 November,2024.
3. Presented Research Paper entitled **“Workplace spirituality and Psychological well-being of employees in Indian Banking sector: The mediating role of work engagement”** in International Management Conference on **“Industry 5.0: Connecting Human and Machine for Sustainable Development”** organized by the School of Management and Commerce, Brainware University, Kolkata, India, on September 20, 2023.
4. Presented Research Paper entitled **“Does family background moderate the relationship between psychological traits and entrepreneurial intentions of students? An empirical investigation in the Indian context”** in International Management Conference on Entrepreneurship and Family Businesses: Navigating Human Resource Management and Strategic Challenges (EFBNHRMSC 2023) organized by the Department of Management, Jamia Millia Islamia, New Delhi, India on September 20, 2023.
5. Presented Research Paper entitled **“Work-life balance of Indian nurses during COVID-19 Pandemic: A qualitative study”** in National Conference on **“Atmanirbhar Bharat: Building a Self-reliant India (Prospects and Challenges**

- ahead)” organized by Dr. B. R. Ambedkar National Institute of Technology Jalandhar, Punjab, India on 25-26 May 2022.
6. Presented Research Paper entitled **“COVID-19 crisis and Work-from-home: Perceived stress, Resilience and Job-related affective well-being of employees during lockdown period in India.”** in International Conference on **“Post COVID Management Strategies: Recovery, Resilience & Adaptation”** organized by IIM Bodh Gaya, India on 23-24 April 2021.
 7. Presented Research Paper entitled **“Work-life balance and Mental health among Managers: Moderating role of Gender and Emotional Intelligence”** in UGC sponsored National seminar on **“Globalization, Diversity, and Equality: Challenges for Indian Society”** organized by Department of Applied Psychology, Ramanujan College, University of Delhi, New Delhi on 20-21 September 2019.
 8. Presented Research Paper entitled **“Work-life balance and Mental health among Women Managers: Moderating role of Personality”** in International Conference on **“Emerging Challenges to Environmental and Occupational Health & Sustainability”** jointly organized by Department of Social work, Jamia Millia Islamia, New Delhi, School of Public Health, University of Minnesota, USA, and Department of Social work, University of Tamil Nadu, India on 17-18 January 2019.
 9. Presented Research Paper titled **“Stress and Mental Health among Research Scholars”** in International Conference on **“Health and Wellbeing: An Interdisciplinary Inquiry”** organised by Department of Psychology, Jamia Millia Islamia, India on 22-23 March 2017.
 10. Presented Research Paper titled **“Achieving work-life balance: Islamic perspective”** in the National Conference on **“Islamic Perspective in Psychology: Challenges & Future prospects ”** organised by the Centre for Study and Research, Hyderabad & Indian Council on Islamic Perspective in Psychology on 14-15 November 2016.
 11. Presented Research Paper titled **“Religiosity, Social distance and Well-being among Hindu and Muslim Young adults”** in the International conference on Competing through Operations Excellence: Agility, Adaptability, and Analytics organized by FORE School of Management, New Delhi on 26th-27th November 2015.
 12. Presented Research Paper titled **“Managing Generation Next at the workplace: Issues and Challenges”** in the International Conference on **Managing organisations**

of tomorrow by capitalizing generation next organised by Bharti Vidyapeeth Deemed University, Institute of Management and Research, New Delhi, India on 16-17 January 2015.

13. Presented Research Paper titled **“Achieving sustainability through Green HRM: Issues and Challenges in Developing Nations”** in the International Conference on **“An Alternate Globalisation from the South: Dynamics of International Business and Finance in the Emerging Economies”** organised by Centre for Management Studies, Jamia Millia Islamia, India on 19-20 September 2014.

Conferences/Seminars/Workshops/STCs/FDPs Attended

- Completed One-day Faculty development program on **“Reimagining research: The convergence of Academia and Artificial Intelligence”** organised by Hamdard Institute of Legal Studies (HILSR), Jamia Hamdard, New Delhi, on 24th April, 2026.
- Completed the **NEP 2020 Orientation & Sensitization Programme** under Malaviya Mission Teacher Training Programme (MM-TTP) of University Grants Commission (UGC) Organized by MMTTC, Jamia Millia Islamia, Central University, New Delhi from 12th June to 20th June, 2025.
- Completed the **“Advance Excel Training Programme** organized by HAH - Centre for Information Technology and facilitated by Deloitte Touche Tohmatsu India LLP from 6th November to 12th November, 2024
- Completed AICTE Training and Learning (ATAL) Academy Online Elementary FDP on **“ Enhancing Organizational Competitiveness in the Era of Globalization & Liberalization ”** from 06/12/2021 to 10/12/2021 at Dr B R Ambedkar National Institute of Technology Jalandhar, Punjab.
- Completed faculty development webinar on **“Leadership in the New Era of Covid-19-Crisis Leadership”** conducted by St. Joseph’s College of Commerce, Bengaluru on 28th August 2020.
- Attended International Conference on **“Post COVID Management Strategies: Recovery, Resilience & Adaptation”** organized by IIM Bodh Gaya on 23-24 April 2021.
- Attended a one-day workshop on **“Shodhganga & Anti-Plagiarism Software URKUND”** organised by Dr. Zakir Hussain Library, Jamia Millia Islamia on 25th August 2017.

- Attended one day workshop on "**Substance Abuse, Awareness & Prevention**" organised by NISD, Govt. of India & F/O Social science, Jamia Millia Islamia, New Delhi on September 24th, 2017.
- Attended the Author workshop on "**Scholarly writing & Intellectual ethics**" jointly organised by Dr. Zakir Hussain Library, JMI, and Elsevier on September 26th, 2017.
- Attended the Author workshop on "**Getting Published in the Digital Age**" organised by Dr. Zakir Hussain Library in collaboration with Taylor and Francis on 11th October 2017.
- Attended orientation lecture on "**Use of Scopus, Science Direct & Mendley to improve research output**" organised by Dr. Zakir Husain Library on 29th November 2017.
- Attended orientation program on "**Business Source Elite**" organised by Dr. Zakir Husain Library on 4th December 2017.
- Attended 7 days' workshop on "**Advanced Research Techniques and Case Method**" in collaboration with Delhi Management Association from 15th-21st December 2017 at NDIM, New Delhi.
- Attended three days' workshop on **Qualitative Research**, organised by Department of Psychology, Jamia Millia Islamia from 1st to 3rd June 2016.
- Attended one day workshop on **Partial Least Squares Structural Equation Modelling using Smart PLS** organised by Department of Psychology, Jamia Millia Islamia on 20th July 2016.
- Attended one day workshop on "**How to write a Research Proposal**" organised by Department of Psychology, Jamia Millia Islamia on 26th August 2016.
- Attended two days' workshop on "**Partial Least Squares Structural Equation Modelling using Smart PLS**" from 23rd September to 24th September 2016.
- Attended three days' workshop on "**Research Methodology and Statistics**" organised by Unique Psychological Society, New Delhi from 28th Feb to 2nd March 2015.
- Attended lecture on "**Writing research paper requisites for successful publication**" by Prof. John Dixon, organised by UGC-UKIERI, Department of Psychology, Jamia Millia Islamia on 10th March 2015.

- Attended one day workshop on **Structural Equation Modelling using MPlus** organised by UGC-UKIERI, Department of Psychology, Jamia Millia Islamia on 11th March 2015.
- Attended International Conference on “**An Alternate Globalization from the South: Dynamics of International Business and Finance in the Emerging Economies**” organised by Centre for Management Studies, Jamia Millia Islamia, 19-20 September 2014.
- Attended and volunteered in National Seminar on “**Health and Well-Being: Recent Developments and Challenges**” organised by Department of Psychology, Jamia Millia Islamia, during 12-13 November 2014.

Technical Skills

Title	Skill
Data Analysis Software	SPSS, AMOS, SmartPLS, and Macro PROCESS
Document Processing	MS Word, MS PowerPoint, MS Excel

Personal Details

Marital Status	Married
Languages Known	English, Hindi, Urdu
Nationality	Indian

Declaration

I hereby declare that all the information stated above is true to the best of my knowledge and belief.

Dr. Ghausia Taj Begum