

DR. BINITA TIWARI

Assistant Professor (Grade-I)
 Department of Humanities and
 Social Sciences, IIT Kharagpur
 West Bengal, India
 Email: tiwaribinita@gmail.com

**Salient Features**

- **Best Research Paper** in 2021 Joint Conference of the **AHRD International Research Conference** in Asia & The 13th Conference of The Asian Regional Association for Career Development (AHRD-ARACD)
- **Ph.D.** completed on “**Talent Development and Engagement of Survivors: A Study of IT/ITES Sector in India**” in the area of Human Resource Management from Department of Management Studies, Indian Institute of Technology (IIT) Roorkee
- **Junior Research Fellowship (JRF)** in Management
- **Best Research Paper Award** in **Management Doctoral Colloquium in VGSOM, Indian Institute of Technology (IIT) Kharagpur**, February 2017
- **Best Research Paper Award** in **International Conference on Trends in Economics, Humanities and Management (ICTEHM'15), Singapore-06/2015**
- **Bronze medal** in academic year in B.A.Sc. Electronics (H)-2009
- **Bronze Medal** in XXII Manavsthal Maths Talent Test at National Level-2006

Academic Qualification

Univ./Board	Institute	Year	Course	(%)	Division
IIT Roorkee	IIT Roorkee	2012-17	PhD (HRM)	-	-
Guru Gobind Singh Indraprastha University	Northern India Engineering College, Delhi	2011	MBA (HR & Marketing)	81.3%	First
Delhi University	Shaheed Rajguru College of Applied Science for Women, Delhi	2009	B.A.Sc Electronics (H)	78.1%	First
CBSE	Vanasthali Public School, Delhi	2006	XII th	82.8%	First
CBSE	Vanasthali Public School, Delhi	2004	X th	88%	First

Work Experience (in reverse chronological order)**A. Teaching Experience**

Sl.No	Organization	Designation	Pay-band/Salary	Period
1.	IIT Kharagpur	Assistant Professor	Level 12 (8000 AGP)	27/12/2021 till date
2.	NIT Rourkela	Assistant Professor	Level-11 (7000 AGP)	12/02/2020 to 20/12/2021
			Level-10 (6000 AGP)	05/03/2018 to 11/02/2020

3.	NIT Hamirpur	Lecturer(on contract)	54,000	14/08/2017 to 28/02/2018
4.	Symbiosis Centre for Management Studies, Noida	Assistant Professor	Level-10 (6000 AGP)	22/02/2017 to 11/08/2017

B. Corporate Experience

Sl.No	Organization	Designation	Period
1.	Via Bus Productions, Delhi	HR Executive	05/09/2011 to 01/05/2012

C. Administrative Experience

Sl.No	Organization	Designation	Period
1.	IIT Kharagpur	Member, Departmental Faculty Recruitment Committee, (Humanities and Social sciences)	r/12/2021(r/12/2021)
2.	IIT Kharagpur	MHRM admission co-coordinator	11/02/2022 till date
3.	NIT Rourkela	Committee member of Institute Counselling Services (ICS) (NITR)	02/07/2021 to 20/12/2021
4.	NIT Rourkela	PIC, Monday Morning, Student Media Body(NITR)	15/02/2021 to 20/12/2021
5.	NIT Rourkela	PIC- Self-Defense	01/07/2020 to 20/12/2021
6.	NIT Rourkela	PIC-Time Table (SM)	18/07/2019 to 20/12/2021
7.	NIT Rourkela	PIC, Seminar (SM)	18/07/2019 to 10/09/2020
8.	NIT Rourkela	Departmental Faculty in charge, Biju Patnaik Central Library Advisory Committee	21/03/2018 to 31/07/2019
9.	NIT Rourkela	Member of organizing committee for soft skill training programme under TEQIP-III	01/01/2019 to 30/04/2019
10.	Symbiosis Centre for Management Studies, Noida	Coordinator of Placement and Admission Committee	22/02/2017 to 11/08/2017

Sponsored R&D Projects

Sl. No.	Title	Sponsoring agency	Amount sanctioned	Duration of Project	Status
1.	Breaking the glass ceiling: Upskilling and re-skilling women entrepreneurs in micro, small and medium enterprises (MSMEs) of the eastern region in India	ICSSR, New Delhi	Rs. 8,00,000	March 2022 to March 2024	Ongoing
2.	Management challenges in developing sustainable financial ecosystem: Empirical evidences from MSMEs in Odisha	ICSSR, New Delhi	Rs. 5,50,000	March 2022 to March 2024	Ongoing
3.	Assessment of sustainable municipal solid waste management (MSWM) practices in Rourkela, India: Developing a policy framework	Rourkela Municipal Corporation	Rs. 12,65,000	Jan 2022 to June 2024	Ongoing
4.	Smart workforce: Talent development initiatives for knowledge workers in the proposed smart cities of India	IMPRESS, ICSSR, New Delhi	Rs.10,50,000	July 2019 to July 2021	Completed

5.	A study of cheque-bounce cases under Negotiable Instruments Act 1881	Ministry of Law and Justice	Rs. 21,28,650	Jan. 2019 to Jan. 2020	Completed
6.	A roadmap to uplift the status of female labour force in both rural and urban sector of Odisha, India	National Institute of Technology, Rourkela	Rs. 5,00,000	March 2018 to March 2020	Completed

International Journal Publications

- **Tiwari B.,** Mishra I. & Thakur V. (2022). Talent development: A Thematic Categorization using Systematic Literature Review, FIIB Business Review, Sage Publications (Accepted/In-Press)
- **Tiwari B. & Lenka U.** (2022). Resonant leadership in India: A scale development and validation in book series Flexibility, Innovation, and Sustainable Business, Flexible Systems Management, (Published by: Springer, Accepted/In-Press)
- Gouda, K. G. & **Tiwari, B.** (2021). Talent agility, Innovation adoption, and Sustainable business performance: Empirical evidences from Indian automobile industry, International Journal of Productivity and Performance Management (ABDC Listed) (Scopus Indexed) (In press)
- **Tiwari, B. & Lenka, U.** (2020). Employee engagement: A study of survivors in Indian IT/ITES sector. IIMB Management Review, 32 (3): 249–266 (Elsevier) (Scopus Indexed) (ABDC Listed)
- Thakur, V., Mangala, S. & **Tiwari, B.** (2020). Managing Healthcare waste for sustainable environmental development: A hybrid decision approach, Business Strategy and The Environment, 30 (1): 357- 373(Wiley) (Impact factor: 5.483)(ABDC Listed)
- **Tiwari, B. & Lenka, U.** (2018). Engaging workforce in downsized firms: Scenario of Indian IT/ITES sector. Industrial and Commercial Training, 50 (1): 32–38 (Emerald) (ScopusIndexed)
- **Tiwari, B. & Lenka, U.** (2016). Building psychological safety for employee engagement in post-recession. Development and Learning in Organizations: An International Journal, 30 (1): 19–22 (Emerald) (ScopusIndexed) (ABDC Listed)
- Lenka, U. & **Tiwari, B.** (2016). Achieving Triple “P” bottom line through Resonant Leadership: An Indian perspective. International Journal of Productivity and Performance Management, 65 (5): 694–703 (Emerald) (ABDC Listed) (ScopusIndexed)
- **Tiwari, B. & Lenka, U.** (2015). Building and branding talent hub: An outlook. Industrial and Commercial Training, 47 (4): 208–213 (Emerald) (ScopusIndexed)

Peer reviewed International Conferences Attended

- Behera B., **Tiwari B.** (2022, January). Generational Differences A Curse or Cure?, 7th Biennial Conference of the Indian Academy of Management, 2022, Indian Institute of Management Rohtak, India.
- Gouda, K. G. & **Tiwari, B.** (2021, November). Smart HR 4.0: Prerequisite for innovation ambidexterity in industry 4.0. in 2021 Joint Conference of the AHRD International Research Conference in Asia & The 13th Conference of The Asian Regional Association for Career Development (AHRD-ARACD).
- Gouda, K. G. & **Tiwari, B.** (2020, January). Building agile workforce: Prerequisites for creating sustainable business performance in digital world. 6th International Communication Management Conference (ICMC) on ‘Managing Businesses in Digital Economy’, held at MICA, Ahmedabad, India.
- **Tiwari, B. & Lenka, U.** (2019, December). Resonant leadership: Scale development and validation of four-factor model in Indian study – in the proceedings of 19th GLOGIFT-International Conference, held at IIT Roorkee.
- **Tiwari, B.** (2019, September). Gen Y Engagement and Branding: An Integrated SEM-AHP Approach. The 3rd International Conference on Business and Information Management (ICBIM 2019), Paris, France.
- **Tiwari, B. & Lenka, U.** (2017, February). Talent Development and Engagement of Survivors: A Study of IT/ITES Sector in India. 3rd Management Doctoral Colloquium and VGSOM Research Scholars Day (MDC & VRS 2017), IIT Kharagpur.
- **Tiwari, B. & Lenka, U.** (2016, May). Human Resource Development Interventions for Employee Engagement in ASEAN. 5th International Conference on Advancement of Development Administration (ICADA), NIDA, Bangkok.
- **Tiwari, B. & Lenka, U.** (2015, December). Intrapreneurship: a key to employee engagement in post-recession. International Conference on Research and Business Sustainability. ICRBS, IIT Roorkee.
- **Tiwari, B. & Lenka, U.** (2015, March). Role of Resonant Leaders in Engaging Employees of Firms Facing Economic Crisis. International Conference on Trends in Economics, Humanities and Management. ICTEHM, Singapore.
- **Tiwari, B. & Lenka, U.** (2015, February). An empirical investigation of the role of strategic leadership in engaging knowledge workers of Indian IT sector. 3rd International Conference on “Creating Opportunities in

Emerging Markets – A Global Approach. Symbiosis centre for management studies (SCMS),Noida.

- **Tiwari, B.& Lenka, U.** (2013, December). Role of resonant leaders to develop survivors in downsized firms. 23rd International Business Research Conference, Melbourne,Australia.
- **Tiwari, B.& Lenka, U.** (2013, April). Employee engagement: a key strategy for talent retention. Conference on Excellence in Research and Education (CERE), IIM Indore.

Training Sessions

- Assisted training programmes conducted for **Management and Engineering executives in the areas of Organization behaviour and Human Resource** at BHEL-Haridwar (2014-2015)

Invited Talks

- Invited as **Session Chair for "Annual e-Conference on Management, Economics and Development - 2020"**,held at NIT Rourkela duringDecember 29 - 30, 2020.
- Invited Speaker for the webinar entitled **"Use of motivational theories"** in **Business Studies Department of University of Technology and Applied Sciences – Ibra, Oman**organized on 10th December 2020.
- Invited Speakerfor**Engagement Programme on Entrepreneurship Development, Foundation for Technology & Business Incubation (FTBI), NIT, Rourkela**, on the topic **"Developing Entrepreneurial Personality and Managerial Skills"**on 17th October 2020.
- Invited as a **Session Chair in 19th GLOGIFT-International Conference**, held at Indian Institute of Technology (IIT) Roorkee (2019)

Workshop Organized

Sl. No.	Venue	Topic/Theme	Duration	Sponsored by
1.	NIT Rourkela	Industry-Institute Interface for Entrepreneurship Development	08th -12th Aug., 2019	TEQIP-III sponsored

Professional Societies' Membership

- Indian Society for Training & Development (ISTD)