

Curriculum Vitae



Vijai Nath Giri, Ph.D.

Present Post : **Professor** (March 2009- present)
Head of the Department: October 1, 2013- September 30, 2016 (3 years)
Fellow: DAAD-Fellow (Germany)
Specialization : *Communication Studies*

Educational Qualification

Examination passed	Name of Board / University	Year of passing	Division	Percentage of Marks
Ph.D.	Indian Institute of Technology Kharagpur, India	January 2002	<i>Interpersonal Communication</i>	
M.A.	Banaras Hindu University	1982	FIRST	
B.A.	Banaras Hindu University	1979	FIRST	
Intermediate	U. P. Board, Allahabad	1977	FIRST	
High School	U. P. Board, Allahabad	1975	FIRST	

My Ph.D. Thesis Title:

“Impact of Gender Role Self-Perception, Self-Disclosure, and Self-Esteem on Communication Style”

Professional Experience

(A) Teaching: **36 Years**

Interpersonal Communication, Intercultural Communication, Science of Happiness, Communication, Happiness & Well-being (Undergraduate & Postgraduate Level)

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(B) Research:

Interpersonal Communication, Organizational Communication, Intercultural Communication, Gender and Communication, Communication Style, Computer-Mediated Communication, Workplace Happiness, Science of Happiness

(C) Thesis Guidance

- (i) Doctoral Candidates for Ph.D. Degree - **Completed - (Ten)**
- (ii) Doctoral Candidates for Ph.D. Degree - **in Progress - (Three)**

Awards and Distinction

- DAAD (German Academic Exchange Service) Reinvitation Programme (2007), Post-Doctoral Research, ***Institute of Media and Communication Science***, Ilmenau University of Technology, Ilmenau, **Germany**
- Goethe Institute Stipend (2005), International Teachers' Training Programme, Berlin, **Germany**
- DAAD-Stipend (2005) International Conference on Cultural Conflicts, Paris, **France**
- DAAD-Reinvitation Programme (2003), Post-Doctoral Research, ***Institute of Media and Communication Science***, Ilmenau University of Technology, Ilmenau, **Germany**
- ICSSR (2002) Doctoral Thesis Publication Award, New Delhi, **India**
- DAAD-Fellowship (1998), Universities of Magdeburg and Heidelberg, **Germany**
- Short-Term DAAD Fellowship (1994), University of Göttingen, **Germany**
- DAAD-Fellowship (1988-89), University of Regensburg, **Germany**
- MMB-Scholarship (1985) Pune, **India**
- Endowment Scholarship (1982) BHU, **India**
- ***National Merit Scholarship*** (1975-79) U.P. Board, Allahabad, **India**
- Doctoral Dissertation under my guidance was awarded **Professor Durganand Sinha Doctoral Dissertation Award (Gold Medal)** for the best doctoral dissertation at XVIIIth Annual Conference of National Academy of Psychology (NAOP), 2008 at Indian Institute of Technology Guwahati, **India**
- Doctoral Dissertation under my guidance was awarded **Professor Durganand Sinha Doctoral Dissertation Award (Gold Medal)** for the best doctoral dissertation at 27th Annual Conference of National Academy of Psychology (NAOP), 2017 at Indian Institute of Technology Kharagpur, **India**

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Sponsored Project:

1. Principle Investigator:

Name of the Research Project:

Urban- design planning & urban engineering exploration of Varanasi (UDE)

Name of the Sponsoring Agency: MHRD, GOI, New Delhi

Total Project Cost: Rs. 15 million (Rs. 15000000)

Duration: 36 months (w.e.f. 01.01.2014)

2. Principle Investigator:

Development of indices and measurement of well-being at Madhya Pradesh (AWP),

Name of the Sponsoring Agency: Rajya Anadn Sansthan, MP

commencement: 01-07-2017, completion:

31-12-2020 , sanctioned grant(rs.): 6360000.00/=

3. Principle Investigator:

Development of volunteer screening tools for madhya pradesh (YMP)

Name of the Sponsoring Agency: Rajya Anadn Sansthan, MP

commencement: 01-01-2018, completion: 31-12-2020, sanctioned grant(rs.):

2040000.00/=

4. Co-Principle Investigator:

Name of the Research Project:

A creative economic regeneration and urban design revival project: Boipara- College street Kolkata (in association with KMoMA, Kolkata (RAK)

Name of the Sponsoring Agency: MHRD, GOI, New Delhi

Total Project Cost: Rs. 10500000

Duration: 48 months (w.e.f. 15.01.2014)

4. Co-Principle Investigator:

Name of the Research Project:

To develop a scientific rationale of IELS (Indo-European Language Systems) applying (a) Computational Linguistics & (b) Cognitive Geo-spatial mapping approaches (AIP)

Name of the Sponsoring Agency: MHRD, GOI, New Delhi

Total Project Cost: Rs. 15 million (Rs. 10000000)

Duration: 48 months (w.e.f. 15.01.2014)

Papers Presented/ Sessions chaired at National and International Conferences:

1. **Giri, V. N.** “Assessing the Impact of Maximizing Tendency on Career Outcomes of Indian IT Professionals” the International Conference for Multiple Academic Disciplines, (MAD18Swiss Conference), Zurich - Switzerland. July 13-15, 2018.
2. **Giri, V. N.** “Role of Perfectionism in shaping Vocational Quality of Indian IT Professionals” NAOB, University of Delhi, 19-21 December, 2018.
3. **Giri, V. N.** “Assessing the Impact of Spirituality on Happiness” Tomorrow People Organization’s International Conference on Spirituality and Psychology 2017. Bangkok, Thailand, March 13-15, 2017.

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4. **Giri, V.N.** “NAOP Kharagpur 2017 Chaired sessions. Giri, V.N. “Effect of Gender Role and Self-Esteem on Communication Style of Indian College Students”, 31st International Congress of Psychology (ICP-2016) Yokohama, Japan, July 24 to 29, 2016.
- 5.
5. **Giri, V.N.** “Impact of organizational culture on organizational effectiveness: The mediating role of organizational communication. National Academy of Psychology (NAoP), IIT Chennai, December 29, 31, 2016.
6. S. Pavan Kumar & **Giri, V. N.**” Impact of Engineering Faculty Participation in decision Making and commitment on organizational citizenship behavior. Paper presented at International Conference on Transformations in Engineering Education (ICTIEE)-January 6-8, 2015, Bengaluru.
7. Giri, V.N. “Assessing Spirituality for Self-Management” key note address delivered at the International Conference on Spirituality: The Essence of Ethical Leadership and Management, November 22-24, 2014. SMS Varanasi.
8. S. Pavan Kumar & **Giri, V. N.** “Assessing the relationship between participation decision making and OCB. The mediating role of OC.” Paper presented at HR Summit during February 8-10, 2013 at Indian Institute of Management Kozhikode.
9. **Giri, V. N.** & Sengupta, A. “Emotional Intelligence, Conflict Resolution and Managerial Styles” Paper presented at 4th International Conference on "Cross Cultural Transformation through Emotional Intelligence and Peace Education" Jointly Organized by World Without Anger (WWA) and Global Peace Association (GPA) Nepal, December 17, 2013 Kathmandu, Nepal.
10. **Giri, V. N.** “Analysing Leadership Style and Organizational Effectiveness: The Mediating Role of Face-to-Face and Computer-Mediated Communication” paper presented at 62nd Annual Conference of *International Communication Association*, 24-28 May, 2012, Phoenix, Arizona, USA.
11. **Giri, V. N.** “Analysing the Association of Leadership Style, Face-to-Face Communication, and Organizational Effectiveness” paper presented at XXIst Annual Conference of National Academy of Psychology (NAoP), organised by Institute of Rural Management, Anand, Gujarat, December 12-14, 2011.
12. **Giri, V. N.** chaired a session at XXIst Annual Conference of National Academy of Psychology (NAoP), organised by Institute of Rural Management, Anand, Gujarat, December 12-14, 2011.
13. **Giri, V. N.** “Assessing the Role of Power Distance in Intercultural Communication”, paper presented at XIXth Annual Conference of National Academy of Psychology (NAoP), organised by the Department of Psychology, Bangalore University, Bangalore, March 6-9, 2010.
14. S. Pavan Kumar & **Giri, V. N.** “HR Practices: An enhancer to emotional intelligence” paper presented at XXth Annual Conference of National Academy of Psychology (NAoP), Zakir Hussain Centre for Educational Studies, Jawaharlal Nehru University, New Delhi, December 12-15, 2010.

15. **Giri, V. N.**, chaired a session at XIXth Annual Conference of National Academy of Psychology (NAoP), organised by the Department of Psychology, Bangalore University, Bangalore, March 6-9, 2010.

16. **Giri, V. N.** “Assessing the Role of Power Distance in Intercultural Communication”, paper presented at XIXth Annual Conference of National Academy of Psychology (NAoP), organised by the Department of Psychology, Bangalore University, Bangalore, March 6-9, 2010.

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17. **S. Pavan Kumar & Giri, V. N.** “Organizational Citizenship Behaviour in Engineering Colleges and its Relationship with Teachers’ Participation in Decision Making”, paper presented at XIXth Annual Conference of National Academy of Psychology (NAoP), organised by the Department of Psychology, Bangalore University, Bangalore, March 6-9, 2010.

18. **B. Pavan Kumar & Giri, V. N.** “ Emotional intelligence: A key to job performance”, paper presented at XIXth Annual Conference of National Academy of Psychology (NAoP), organised by the Department of Psychology, Bangalore University, Bangalore, March 6-9, 2010.

19. **Giri, V. N.**, chaired a session at National Conference on Communication and Soft Skills from Academia and Corporate Perspectives, Department of Mathematics and Humanities, and Centre for Management Studies, National Institute of Technology, Warangal, January 5-6, 2009.

20. **Giri, V. N.**, “Communication Style: How to Create a Kaleidoscope” paper presented at National Conference on Communication and Soft Skills from Academia and Corporate Perspectives, Department of Mathematics and Humanities, and Centre for Management Studies, National Institute of Technology, Warangal, January 5-6, 2009.

21. **B. Pavan Kumar & Giri, V. N.**, “Examining the relationship of organizational communication and job satisfaction in Indian organizations” paper presented at XVIIIth Annual Conference of National Academy of Psychology (NAoP), 2008 Department of Humanities & Social Sciences, Indian Institute of Technology Guwahati, December 14-17, 2008.

22. **Giri, V. N.**, “Assessing the Role of Context in Intercultural Communication” paper presented at the International Conference on Soft Skills Development Strategies: Corporate and Academia Perspectives, 19-20 September 2008, BITS Pilani.

23. **Giri, V. N.** chaired a session on “Verbal and Non Verbal Communication” at the International Conference on Soft Skills Development Strategies: Corporate and Academia Perspectives, 19-20 September 2008, BITS Pilani.

24. **Giri, V. N.**, “Assessing Leadership Styles, Computer-Mediated Communication, and Organizational Effectiveness” paper presented at the XVII National Annual Conference of the National Academy of Psychology (NAOP) organised by the Department of Humanities and Social Sciences, IIT Kanpur, December 17-19, 2007.

25. **Giri, V. N.**, “Effect of Gender Role and Self-Esteem on Communication Style of Indian College Students” paper presented at 10th European Congress of Psychology, Prague, **The Czech Republic**, July 3-6, 2007.

26. **Giri, V. N., & B. Pavan Kumar**, “Assessing the Impact of Communication on Job Satisfaction and Job Performance in Indian Organizations” paper presented at 10th European Congress of Psychology, Prague, **The Czech Republic**, July 3-6, 2007.
27. **Giri, V. N.**, chaired a session on “*Social Psychology*” in the 16th Annual Conference of National Academy of Psychology-India (Affiliated to: International Union of Psychological Science) organized by Dept of Humanities & Social Sciences, IIT Bombay, December 14-16, 2006.
28. **Giri, V. N.**, “*Assessing the self-esteem level and communication style of college students*” paper presented at the XVI National Annual Conference of the National Academy of Psychology (NAOP) organised by the Department of Humanities and Social Sciences, IIT Bombay, December 14-16, 2006.
29. **B. Pavan Kumar & Giri, V. N.**, “*Impact of Organizational Climate on Job Satisfaction and Job Performance*” paper presented at the XVI National Annual Conference of the National Academy of Psychology (NAOP) organised by the Department of Humanities and Social Sciences, IIT Bombay, December 14-16, 2006.
30. **Santra, Tirumala & Giri, V. N.**, “*Analyzing Computer-Mediated Communication and the Organizational Effectiveness*” paper presented at the XVI National Annual Conference of the National Academy of Psychology (NAOP) organised by the Department of Humanities and Social Sciences, IIT Bombay, December 14-16, 2006.
31. **B. Pavan Kumar & Giri, V. N.**, “*Impact of Organizational Climate on Job Satisfaction and Job Performance: A Pilot Study of DRDL, Hyderabad*” paper presented at the national conference on Emerging Paradigms in psychology organised by DRDO, New Delhi, September 22-24, 2006.
32. **Giri, V. N.** “*Nonverbal Behaviours in Intercultural Communication*” paper presented at 29th Indian Social Science Congress organized by the Lucknow University, Lucknow December 26-30, 2005.
33. **Giri, V. N.**, “*Gender Differences as Cultural Conflicts in Communication*” paper presented at the 11th International Congress “Germanistics in Conflicts of Cultures” August 26-September 3, 2005, University of Paris, **France**.
34. **Giri, V. N.**, chaired a session on “*Social Psychology*” in the 15th Annual Conference of National Academy of Psychology-India (Affiliated to: International Union of Psychological Science) organized by K.S. Saket P.G. College, Ayodhya, Faizabad, March 4-6, 2005.
35. **Giri, V. N.**, “*Assessing the Role of Context in Intercultural Communication*” paper presented at the 15th Annual Conference of National Academy of Psychology-India (Affiliated to: International Union of Psychological Science) organized by K.S. Saket P.G. College, Ayodhya, Faizabad, March 4-6, 2005.
36. **Giri, V. N.**, chaired a session on “*Knowledge Management*” in an “*International Conference on Globalization & Competitiveness*” organized by Vinod Gupta School of Management & Department of Humanities & Social Sciences, IIT Kharagpur jointly with AIB-India, January 11-13, 2005.

37. **Giri, V. N.**, “*Gender Differences in Intercultural Communication*” paper presented at the National Seminar on Meeting Communication Challenges at Workplace organized by BITS, Pilani, September 10-11, 2004.
38. Santra, Tirumala & **Giri, V. N.**, “*Assessing Some Aspects of Ethical Issues in Organizational Communication*” paper presented at the National Seminar on Meeting Communication Challenges at Workplace organized by BITS, Pilani, September 10 -11, 2004.
39. B. Pavan Kumar & **Giri, V. N.**, “*Analysing the Effect of Computer Mediated Communication and Face-to-Face Communication on Self-Disclosure*” paper presented at the National Seminar on Meeting Communication Challenges at Workplace organized by BITS, Pilani, September 10-11, 2004.
40. **Giri, V. N.** & Sharma, H. O., “*Assessing the Effect of Brain-Wiring on Communication Style*” paper presented at 27th Indian Social Science Congress organised by the Department of Humanities & Social Sciences, IIT Kharagpur and Indian Academy of Social Sciences, Allahabad at IIT Kharagpur, December 3-7, 2003.
41. **Giri, V. N.**, “*Assessing the Effect of Sex Role on Communication Style of Indian College Students*” paper presented at 8th European Congress of Psychology organized by the Austrian Professional Association of Psychologist, Vienna, **Austria**, July 6-11, 2003.
42. **Giri, V. N.**, “*Gender Differences in Communication of Indian College Students*” paper presented at Conference of the National Academy of Psychology and Shastri Indo-Canadian Seminar, Utkal University, Bhubneswar, January 27-31, 2003.
43. **Giri, V. N.**, “*Assessing some Aspects of Culture and Media*” paper presented at the National Conference on Power, Violence and Society, Andhra University, Visakhapatnam, January 22-26, 2003.
44. **Giri, V. N.**, “*Assessing the Impact of Culture on Communication Style*” paper presented at the International Conference on Communication for Development in the Information Age: Extending The Benefits of Technology For All, Banaras Hindu University, Varanasi, January 7-9, 2003.
45. **Giri, V. N.**, Participated in the National Seminar organized by the University of Osnabruck, Germany during my stay in Germany from October1, 1988 to September 30,1989.

Other Academic Activities

(a) Member, Editorial Board:

- (i) *Communication Theory* (2006-2008): A Journal of the International Communication Association, USA
- (ii) *Encyclopedia of Communication Theory*, Sage, USA

(b) Guest Editor

International Journal of Communication (New Delhi), India

(c) Reviewer/Ad Hoc Reviewer

- *Social Behaviour and Personality: An International Journal*, New Zealand
- *Communication Theory*: A journal of the International Communication Association, USA
- Reviewer of the **Interpersonal Communication Division**, 57th Annual Conference of the International Communication Association San Francisco, CA, USA
- Reviewer in several other journals

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Lectures /Seminar Abroad: Acted as moderator in the seminar classes and delivered lectures in Technical University Ilmenau, *Institute of Media and Communication Science, Germany* and many guest lectures at various Institutes/Universities in India and abroad.

International Collaborative Research

- (i) A collaborative research work on “*Gender and Personality Traits Across Cultures*” is going on with Dr. David P. Schmitt, Professor, Department of Psychology, College of Liberal Arts and Sciences, 105 Comstock Hall, Bradley University, Peoria, IL 61625, USA
- (ii) Another collaborative research work on “*Beliefs about Deception*” has been carried out with Dr. Charles Bond, Professor of Psychology and Chair, Department of Psychology, Box 298920, Texas Christian University, Fort Worth, Texas 76129, USA

Teaching Record

An excellent teaching feedback given by students at the end of each semester through *Course Assessment Profile*.

Seminar/Conference/ Short-Term Courses Organised

- **Principal Coordinator:** MHRD/AICTTE sponsored summer school on “*Developing Interpersonal Communication Strategies*” (for Technical College/University Teachers), August 10-16, 2009, and August 25-31, 2010.
- **Principal Coordinator:** Short Term Course on “*Interpersonal Communication*” (for Technical College/University Teachers) Sponsored by AICTE, New Delhi, February 16-22, 2004, and February 13-18, 2006, and February 17-22, 2009.
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- **Co-coordinator:** *National Conference on Traditional Knowledge Systems of India*, January 8-12, 2004, IIT Kharagpur
- **Co-convener:** *Symposium on Governance of Autonomous Institutes of Higher Education*, Organized by IITTA, Kharagpur, February 1, 2003
- **Convener:** *One day Symposium on Technology, Violence and Society*, January 1, 2003, IIT Kharagpur
- **Principal Coordinator:** MHRD/AICTTE sponsored short term course on “*Communication, Happiness & Well-being*” (for Technical College/University Teachers), December 7, 2020, December 13, 2020.

Extra-Curricular Activities

- Head of the Department, Department of Humanities & Social Sciences
- Member, Senate, IIT Kharagpur
- Served as Assistant Warden and Warden in various Halls of Residence for five years
- Worked as a Part-Time Programme Officer in the National Service Scheme (NSS) unit of IIT, Kharagpur for a period of about three years
- Member, Editorial Board of the Institute Newsletter, IIT, Kharagpur
- Organized several social and cultural functions in the Department and the Institute
- Having several academic/administrative responsibilities in the Department and the Institute
- Served as Faculty Counsellor/Mentor for the fresh entrants to the Institute.
- Chairman, House Allotment Committee of the Institute

Member of Professional Bodies

- Indian Academy of Social Sciences (IASS), (India)
- National Academy of Psychology (NAOP), India
- International Communication Association (ICA), (USA)

LIST OF PUBLICATIONS

Book

1. **Giri, V. N.** (2004). Gender role in communication style. New Delhi: Concept Publishing Company.

Guest Editor

2. **Giri, V. N. (Ed.)** (2004). International Journal of Communication Vol 14, Issue 2. New Delhi: Bahri Publications.

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Book Chapters

3. **Giri, V. N.** & Kumar, S. P. & (2013). Assessing the relationship between participation in decision making and organizational citizenship behaviour: The mediating role of organizational commitment. In D. Chatterjee, M. Dhal, & S. P. Pati (Eds.), High-tech people, high tech HR: Are we missing the humane touch? (pp. 41-56). London: Bloomsbury.
4. Sengupta, A. & **Giri, V.N.** (2012). Impact of emotional intelligence on conflict resolution and managerial styles in Indian organizations. In R. K. Pradhan, & N. S. Thingujam (Eds.), Emotional intelligence: Optimizing human performance at work (pp.145-168). Germany: Lap Lambert Academic Publishing.
5. **Giri, V. N.** (2009) Assessing the role of context in intercultural communication. In M. Raman, S. K. Choudhary, S. Sharma, & P. Lata (Eds.), Soft skills: Cornerstone of professional success (pp.118-125). New Delhi: Jain Brothers.
6. Kumar, B. P. & **Giri, V. N.** (2006). Impact of organizational climate on job satisfaction and job performance: A pilot study of DRDL, Hyderabad. In U. Kumar, S. Mukherjee, & V. Parkash (Eds.) Recent developments in psychology (pp.248-255). Delhi: Defence Institute of Psychological Research.
7. **Giri, V. N.** (2005). Gender differences in intercultural communication. In M. Raman, S. Sharma, & B. Mishra (Eds.), Communicating at work: Shifting paradigms and emerging trends (pp. 257-272). New Delhi: Jain Brothers.
8. Santra, T. & **Giri, V. N.** (2005). Assessing some aspects of ethical issues in organizational communication. In M. Raman, S. Sharma, & B. Mishra (Eds.), Communicating at work: Shifting paradigms and emerging trends (pp. 205-214). New Delhi: Jain Brothers.
9. Kumar, B. P. & **Giri, V. N.** (2005). Analysing the effect of computer mediated communication and face-to-face communication on self-disclosure. In M. Raman, S. Sharma, & B. Mishra (Eds.), Communicating at work: Shifting paradigms and emerging trends (pp.179-188). New Delhi: Jain Brothers.
10. **Giri, V. N.** (2003). Interpersonal communication. In M. B. Sharan & D. Suar (Eds.), Management through interpersonal relationships (pp. 42-78). Mumbai: Jaico Publishing House.
11. **Giri, V. N.** (2003). Conflict management. In M. B. Sharan & D. Suar (Eds.), Management through interpersonal relationships (pp.134-169). Mumbai: Jaico Publishing House.

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Research Papers in Refereed Journals

12. Santra, S., & Giri, V. N. (2019). Role of Career Adaptability and its Resources in Predicting Vocational Attitudes of IT Professionals from India. Management and Labour Studies, 44, 168-192. SAGE.
13. Santra, S., & Giri, V. N. (2018). A Qualitative Outlook on Career Regrets of Indian IT Professionals. Effective Executive 21, 26-51.
14. S. Pavan Kumar & Giri V.N. (2017). Does involving teachers' in decision making enable them to walk an extra mile? An empirical investigation. International Journal of Applied Business and Economic Research, 15, 423-437.
15. Schmitt, D. P., et al. (Giri, V. N.) (2017). Narcissism and the Strategic Pursuit of Short-Term Mating: Universal Links across 11 World Regions of the International Sexuality Description Project-2, Psychological Topics, 26, 89-137, USA.
16. Gochhayat, J, Giri, V. N; Suar, D. (2017). Multilevel leadership and organizational effectiveness in Indian technical education: The mediating role of communication, power, and culture. International Journal of Leadership in Education, 20, 491-505.
17. Gochhayat, J, Giri, V. N; Suar, D. (2017). Influence of organizational culture on organizational effectiveness: The mediating role of organizational communication. Global Business Review, 18, 691-702.
18. Giri, V. N., Kumar, S. P. & Rajesh, V. (2017) Does job satisfaction help in understanding automotive employee turnover intention? *Prabandhan: Indian Journal of Management*, 10, 7-23.
19. Giri, V. N., Kumar, S. P. & Rajesh, V. (2016). Antecedents of Employee Turnover Intention in Indian Automotive Industry” *International Journal of Economic Research*, 13, 683-706.
20. Kumar, S. P. & Giri, V. N. (2015). Impact of engineering faculty participation in decision making and commitment on organizational citizenship behaviour. Journal of Engineering Education Transformations, 28, 56-66.
21. Kumar, S. P. & Giri, V. N. (2014). Analysing the effect of demographic variables on organizational citizenship behaviour, Indore Management Journal, Special Issue, 184-199.
22. Kumar, S. P. & Giri, V. N. (2013). Dimensionality of organizational citizenship behaviour in Indian engineering institutions. International journal of education and management studies, 2, 286-290.
23. Kumar, S. P. & Giri, V. N. (2013). Impact of teachers' participation in decision making on commitment forms in Indian engineering institutions. Pacific Business Review International, 5, 49-58.
24. Kumar, S. P. & Giri, V. N. (2012). Teachers' multiple commitment in higher learning institutions. International Journal of Physical and Social Sciences, 2, 156-165.
25. Kumar, S. P. & Giri, V. N. (2012). Multiple commitments as antecedents of teachers' organizational citizenship behaviour. Journal of IMS Group, 9, 1-8.

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26. Kumar, S. P. & **Giri, V. N.** (2011). Commitment and organizational citizenship behaviour in Indian engineering institutions. The FedUni Journal of Higher Education, 6, 31-41.
27. **Giri V. N.** & Santra T. (2010). Examining the effect of job experience, career stage, and hierarchy on leadership style in Indian organizations. Singapore Management Review, 32, 85-93. (Singapore).
28. **Giri, V. N.**, & Kumar, B. P. (2010). Assessing the impact of organizational communication on job satisfaction and job performance. Psychological Studies, 55,137-143.
29. Kumar, B. P. & **Giri, V. N.** (2009). Examining the relationship of organizational communication and job satisfaction in Indian organizations Journal of Creative Communications, 4, 177-184.
30. Sengupta, A. & **Giri, V. N.** (2009). Alexithymia and managerial styles: Implications in Indian organizations. Journal of the Indian Academy of Applied Psychology, 35, 71-77.
31. Sengupta, A. & **Giri, V. N.** (2009). Assessing emotional intelligence and managerial styles in Indian organizations. GITAM Journal of Management,7, 203-213.
32. Kumar, B. P. & **Giri, V. N.** (2009). Effect of Age and Experience on Job Satisfaction and Organizational Commitment. The Icfai Journal of Organizational Behaviour, 8, 28-36.
33. Sengupta, A. & **Giri, V. N.** (2009). Associations of Emotional Intelligence with Conflict Resolution Style in Indian Organizations. Global Management Review, 3,12-18.
34. Santra T., & **Giri, V. N.** (2009). Analysing computer-mediated communication and the organizational effectiveness. The Review of Communication, 9, 100-109. (UK)
35. **Giri, V. N.**, & Santra T. (2008) Leadership style and organizational effectiveness: The mediating role of computer-mediated communication. Psychological Studies, 53, 133-136.
36. **Giri V. N.** & Santra T. (2008). Analysing the association of leadership style, face-to-face communication, and organizational effectiveness. Management and Labour Studies, 33, 53-63.
37. **Giri, V. N.**, & Santra T. (2008) Association of organizational structure, computer-mediated communication, and organizational effectiveness. Global Management Review, 2,1-8.
38. Kumar, B.P., & **Giri, V. N.** (2008) Exploring the relationships of organizational communication, organizational climate, and organizational commitment. Management Stream,1, 17-23.

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39. Santra T., & **Giri V. N.** (2008) Effect of Organizational Structure on Organizational Effectiveness through Face-to-Face Communication. The Icfai Journal of Organizational Behaviour, 7, 28-38.
40. Biswas, S., Srivastava, K. B. L., & **Giri, V. N.** (2007). Human resource management, individual behaviour, and organizational effectiveness: A study in Indian organizations. The Indian Journal of Industrial Relations, 43, 33-50.
41. **Giri, V. N.**, & Kumar, B.P. (2007). Impact of organizational climate on job satisfaction and job Performance. Psychological Studies, 52, 131-133.
42. Kumar, B. P., & **Giri, V. N.**, (2007). Organizational commitment, climate and job satisfaction: An empirical study. The Icfai Journal of Organizational Behaviour, 6, 7-17.
43. Kumar, B.P., & **Giri, V. N.** (2007) Examining the effect of job performance on organizational commitment. Management and Labour Studies, 32, 123-135.
44. Biswas, S., **Giri, V. N.**, & Srivastava, K. B. L. (2007). Assessing the impact of organizational culture and communication on employee performance and organizational effectiveness. Psychological Studies, 52, 20-28.
45. Schmitt, D. P., et al. (**Giri, V. N.**) (2007). The geographic distribution of big five personality traits: Patterns and profiles of human self-description across 56 nations. Journal of Cross-Cultural Psychology, 38, 173-212. (USA)
46. Biswas, S., **Giri, V. N.**, & Srivastava, K. B. L. (2006). Examining the role of HR practices in improving individual performance and organizational effectiveness, Management and Labour Studies. 31,111-133.
47. **Giri, V. N.** (2006). Culture and communication style. The Review of Communication. 6, 124-130, (UK).
48. Bond, C. F., Jr. et al., (**Giri, V. N.**), (2006). A world of lies. Journal of Cross-Cultural Psychology, 37, 60-74. (USA)
49. **Giri, V. N.** (2004). Gender and intercultural communication. International Journal of Communication 14, 31-44.
50. **Giri, V. N.** (2004). Assessing the effect of self-disclosure on communication style. Bhartiya Samajik Chintan, 3, 45-50.
51. Schmitt, D.P., et al. (**Giri, V. N.**) (2004). Patterns and universals of adult romantic attachment across 62 cultural regions: Are models of self and of other pancultural constructs? Journal of Cross-Cultural Psychology, 35, 367-402. (USA)
52. **Giri, V. N.** (2004). Assessing the effect of gender role on self-disclosure. Indian Journal of Psychological Issues,12,110-117.

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