

## Prof. (Dr.) Harvinder Soni



Jagannath International Management School  
MOR, Pocket -105, Kalkaji, New Delhi -110019

Email: harvinder.soni@jagannath.org

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| Specialization                               | OB and HR Area                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Designation                                  | Professor                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Educational Qualification                    | Ph.D., NET (UGC), M. Com., MBA, FDP (IIM Indore)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Experience                                   | 26 years Teaching experience including 12 years in Leadership, Administration, and Training.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Research Interest                            | Emotional Intelligence, Performance Management, Leadership and Change Management, OB, Digital Detox, and Happiness Management.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Membership of Professional / Academic Bodies | IIM Indore- Executive Alumni Membership<br>International Scientific Research Association                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Research Publications                        | <p><b>Papers Presented in National and International Conferences- 40</b><br/><b>Research Publications -38</b></p> <p><b>Impact of Affective and Continuance Commitment on Normative Commitment of Employees-A Study of J.K. Cement Works, <i>International Journal for Research in Engineering Application &amp; Management (IJREAM)</i> ISSN: 2454-9150Vol-04, Issue-11, Feb 2019.</b></p> <p><b>Reinventing Performance management for Inclusion and Innovation- An Analysis of IT and ITES Sector of India, published in <i>Indore Management Journal (IMJ)</i> of IIM Indore, Vol. 11 Issue 2 (July-December 2019).</b></p> <p><b>A Review on Service Delivery in Tourism and Hospitality Industry through Artificial Intelligence published in <i>Lecture Notes in Networks and Systems, Volume 421 (Scopus Indexed)</i> -Proceedings of Third International Conference on Computing, Communications and Cyber-Security: IC4S 2021, <i>Springer</i>, 2022.</b></p> <p><b>Technological Impacts of AI on Hospitality and Tourism Industry published in <i>Lecture Notes in Networks and Systems, Volume 551 (Scopus Indexed)</i> - Proceedings of International Conference on Data Science and Applications ICDSA 2022, <i>Springer</i>, February 2023.</b></p> <p><b>Redesigning Performance Management System for Optimizing Organizational Performance- A Study of Hotel Industry of Rajasthan published in the <i>Journal of Hospitality Application and Research</i>, ISSN no.0973-4538, Indexed: ABDC, ProQuest, i- scholar database, EBSCO, CABI, ICI, July 2023.</b></p> |
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| <b>Books/Books<br/>Chapter/Review</b> | <p><b>Performance Management</b> published in 2016 by Apex Publishers, ISBN no. 978-81-301-0079-1.</p> <p><b>A Comparative Analysis of Staff Turnover Intention of Employees in Chain and Non-Chain Hotels in Udaipur District</b> published in 2016 by Research India Publications, Delhi, ISBN No. 978-93-86138-44-6.</p> <p><b>Research in Tourism and Hospitality Management</b> published in August 2022 by AIJR Publishers, ISBN: 978-81-954993-9-7, DOI: 10.21467/books.134.</p> <p><b>Sustainable Human Resource Management</b>, published in 2024 by Rest Publishers Ltd., India, ISBN No. 978-81-971348-7-6.</p> <p><b>Measuring Leadership Development</b>, published in 2025 by Rest Publishers Ltd., India, ISBN No. 978-81-986865-4-1.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Other<br/>Achievements</b>         | <p>Conducted a <b>Webinar on “Developing Social Intelligence for Workplace Success”</b> organized by Vishisth School of Management, Indore on 17<sup>th</sup> June, 2020.</p> <p>Conducted online <b>Faculty Development Program on “Role of Emotional Intelligence in the Artificial Intelligence age for Effective Teaching”</b> organized by Amity University, Kolkata on 16<sup>th</sup> July, 2020.</p> <p>Conducted a <b>Webinar on “Professional Success through Emotional Intelligence”</b> for Amity University, Rajasthan on 26<sup>th</sup> August, 2020.</p> <p>Conducted <b>online Faculty Development Program on “Role of Emotional Intelligence in the Artificial Intelligence Age for Effective Teaching”</b> organized by Amity University, Rajasthan on 9<sup>th</sup> June, 2021.</p> <p><b>Awarded as “Distinguished Professor in Higher Education”</b> by Scientific Research Association (SRA- Global Awards, 2021) on 26<sup>th</sup> December, 2021.</p> <p>Acknowledged and honoured as one of the <b>‘Top Ten Women Corporate Trainers of India, 2022</b> by Women Entrepreneur, India Magazine.</p> <p><b>Keynote Speaker and Session Chair</b> in The International Conference on Business Management and Social Sciences organised by Chreso University, Zambia, Scientific Research Association and Institut fur Dienstleistung, Germany on 20-21 August, 2022.</p> <p><b>Keynote Speaker in the Eurasian Conference on Business, Management, Social and Economical Advancements (Europe- Poland and Germany)</b> organized by Management Institute, The Warsaw University of Life Sciences, Poland, Institute for</p> |

**Service Management, Germany, Bule Hora University, Ethiopia and Research Culture Society** on 27<sup>th</sup>-28<sup>th</sup> November, 2021.

Conducted online **Faculty Development Program** on “**Role of Emotional Intelligence in the Artificial Intelligence age for Effective Teaching**” organized by Amity University, Kolkata on 16<sup>th</sup> July, 2020,

Conducted a **Webinar** on “**Professional Success through Emotional Intelligence**” for Amity University, Rajasthan on 26<sup>th</sup> August, 2020.

Conducted **online Faculty Development Program** on “**Role of Emotional Intelligence in the Artificial Intelligence Age for Effective Teaching**” organized by Amity University, Rajasthan on 9<sup>th</sup> June, 2021.

Conducted a Workshop on ‘**Entrepreneurship Development**’ for **Graphic Era, Deemed to be University**, Dehradun on 13<sup>th</sup> July, 2022.

Conducted a Workshop for Faculty Members on “**Professional Success through Emotional Intelligence**” for Parul University, Vadodara on 29<sup>th</sup> April, 2023.

Conducted a Workshop on ‘**Self-Management: The Foundation of Professional Excellence**’ for Parul University, Vadodara on 28<sup>th</sup> April, 2023.

