

## Curriculum vitae

<b>Name</b>	Dr. Ritu Lehal
<b>Designation</b>	Professor in Management, School of Applied Management, Punjabi University, Patiala. Director, Women Studies Centre, Punjabi University, Patiala.
<b>Official Address</b>	University School of Applied Management
<b>Mobile Number</b>	98152-58033
<b>Email Address</b>	ritu_lehal@yahoo.com
<b>Date of Birth</b>	9/7/1966
<b>Qualification</b>	M.Com, M.Phil, Ph.D
<b>Experience</b>	30 years of Teaching and Research experience
<b>Positions Held</b>	<ol style="list-style-type: none"> <li>1. Worked twice as Head, University School of Applied Management, Punjabi University, Patiala from 16<sup>th</sup> July, 2012 to 15<sup>th</sup> July 2015 and 16<sup>th</sup> July 2018 to 15<sup>th</sup> July 2021.</li> <li>2. Director, Women's Studies Centre, Punjabi University, Patiala from January 2015 to till date.</li> <li>3. Appointed by Punjabi University, Patiala in April 2018, as Nodel Officer for Unnat Bharat Abhiyan (UBA) of Govt. of India (To develop rural India).</li> <li>4. Member of Anti-Sexual Harassment Cell of Punjabi University, Patiala for last 15 years</li> <li>5. Worked as Senior warden of all the 6 girls hostel for 6 years (2002-2008)</li> <li>6. Working as Secretary, Women's Club, Punjabi University, Patiala</li> <li>7. Role of Dean Faculty from July 2020.</li> </ol>
<b>Ph.D Guidance</b>	<ol style="list-style-type: none"> <li>(i) 16 students completed Ph.D</li> <li>(ii) 5 students registered for Ph.D work.</li> </ol>
<b>Publications</b>	<ul style="list-style-type: none"> <li>• 40 Papers Published in various referred, UGC and Scopus Indexed Journals like - Business Analyst, South Asian Journal of Management, Business Vision, Vinimaya, NICE ,Journal of Management and International Journal of Management etc.</li> <li>• 13 Papers Published in Conference Proceedings.</li> <li>• 7 Books Published. (Details Attached)</li> </ul>

## RESEARCH PROJECTS

### I. Funded Research Projects Completed as Principal Investigator

- 1 "Dynamics of Job Satisfaction in Female Teachers in Higher Education - A Study of Punjab and Chandigarh" funded by UGC and completed in 2007
- 2 "A Comparative Study of Organisational Climate, Organisational Role Stress, Quality of work life, Job satisfaction and Managerial Effectiveness in Men and Women Executive in Punjab" funded by AICTE and completed in 2003.

### II. Completed Research Projects as Principal Investigator in Women Study Centre

1. A War Begins After its End - A Case Study of Military Personnel Widows
2. Risk Perception, Financial Literacy and Decision Paralysis : A study of Women Investor in Patiala district
3. Economic Independence of Women and its Impact on Their Vulnerability and Work-life Quality
4. Punjab's Drug Epidemic : Women and Children in its Shadow

### III. Ongoing Research Projects:

1. 'Enhancing Reproductive Health of Rural Women Trough Awareness Programme ' funded by ICSSR
2. 'Phulkari : Reviving and Sustaining the Traditional Handicraft of Punjab' funded by Centre of Women's Development Studies, New Delhi.

## CONFERENCES ORGANIZED

### I. International Conferences Organized in Women Study Centre

1. Organized 7<sup>th</sup> International Conference on "Empowering Women Empowering Humanity" on 11-12, Dec. 2015 at Science Auditorium, Punjabi University, Patiala.
2. Organized 8<sup>th</sup> International Conference on "He for She : A solidarity Movement for Gender Equality" on 16-17 Nov. 2016, Punjabi University, Patiala.
3. Organized 9<sup>th</sup> International Conference on "Women in the Changing World of Work: Planet 50-50 by 2030" on 22 Nov. 2017, Punjabi University, Patiala.

4. Organized 10<sup>th</sup> International Conference on “Transforming the Lives of the Unreached Women through Collective Activism” on 16-17, Nov. 2018, Punjabi University, Patiala.
5. Organized 11<sup>th</sup> International conference on the theme “Holistic Health of Women: Issues and Challenges” organized at Punjabi University, Patiala on 20-21, Nov., 2019
6. Organized 12<sup>th</sup> One day online International Conference on the theme "Safety and Security of Women in the Contemporary World: Issues and Challenges" organized at Punjabi University, Patiala on December 14, 2020.

#### **NATIONAL SEMINARS ORGANIZED**

1. Organized UGC Sponsored National Seminar on “Emerging Paradigms in Indian Financial Sector” in University School of Applied Management in collaboration with National Stock Exchange, New Delhi on 28<sup>th</sup> February, 2012.
2. Organized UGC Sponsored National Seminar on “Value Creation and Sustainable Development for New Age Business: Issues and Challenges” in University School of Applied Management in collaboration with National Stock Exchange, New Delhi on 5<sup>th</sup> March, 2013.
3. Organized One Day National Seminar on “Covid-19: Gender Based Challenges” on 23<sup>rd</sup> July, 2021.

#### **WORKSHOPS ORGANIZED**

##### **I. Workshops Organized in Women Study Centre**

##### **A. For Teachers**

1. Seven days workshop on “Enhancing Legal Efficacy Among Teachers” (with special reference to women related laws) was organized from March 15 to March 21, 2016
2. Seven days workshop on “Financial, Legal and Social Awareness Among Teachers” was organized from Jan. 9 to Jan. 15, 2018.
3. Seven days workshop on "Gender Equality at Workplace: Legal and Psycho-Social Issues" organized at Punjabi University, Patiala from 1-7, May, 2019.

##### **B. For Students**

1. More than thirty Gender Sensitization Workshops organized at University Campus/Colleges/Schools.
2. Five days workshop on “Learning Self-Defence Techniques for Girls” from 18<sup>th</sup> April to 22<sup>nd</sup> April, 2016.
3. Workshop on Improving Cervical Health in the Community on 30 August, 2016.

### **C. For Other Organizations (PSPCL, Police and Bank Personnel)**

1. Nine Gender Sensitization Workshops organized for Punjab Police and Chandigarh Police.
2. One Gender Sensitization Workshop for Security personnel of Punjabi University, Patiala on Nov. 9, 2017.
3. Two Workshops organized for PSPCL Employees.
4. Two Workshops organized for Bank Personnel.

### **II. Workshops Organized in University School of Applied Management**

1. Organized Seven Days National Workshop on “Structural Equation Modeling using AMOS & PLS” in University School of Applied Management, Punjabi University, Patiala from 17<sup>th</sup> January to 23<sup>rd</sup> January 2020.
2. Organized Seven Days Online National Workshop on “Advanced Statistical Tools (A Special Focus on Quality Publications)” in University School of Applied Management, Punjabi University, Patiala from 28<sup>th</sup> October to 3<sup>rd</sup> November 2020.

### **WORKSHOPS ATTENDED**

1. Participated in UGC Sponsored 7 Days long two Workshops on SAM and TOT on Sensitizing Women in Higher Education at Panjab University, Chandigarh and Jammu University respectively.
2. Participated in Five Days long, two Workshops on Soft Skills organized by INFOSYS, Chandigarh.

### **ACTED AS RESOURCE PERSON/INVITED SPEAKER**

1. Lecture on Sexual Harrasment at Workplace, Bhagat Phool Singh Mahila Vishvidyalya, Sonapat, Haryana (26-11-2018).
2. Delivered various Gender Sensitization Lectures in Punjabi University, Patiala Campus.
3. Delivered Lecture during the Workshop on Gender Discrimination, RIMT (26-02-2019)
4. Lecture on Sexual Harrasment during the programme on the theme "Karalyon Main Aurat Ka Samman" Akashvani Doordarshan, Patiala (1-02-2019)
5. Gender Sensitization Lecture during the Seven days Workshop on the theme "Gender Equality at Workplace: A Special Reference to Legal and Psycho-Social Issues", Punjabi University, Patiala. (07-05, 2019)
6. Invited as Resource Person in various Orientation and Refresher Courses at Kurukshetra

University.

7. Guest Lecture on Leadership Styles in Fanshawe College, Canada. (16-08-2018).
8. Invited as Resource Person in various Orientation and Refresher Courses at GNDU University, Amritsar many times.
9. Invited as Chief Guest in Sahitya Academy, Patiala.
10. Participated in various Panel Discussions on All India Radio.
11. Special Invitee at DD for discussion on Gender Disparity and Women related issues.

#### **EXTRA-CURRICULAR ACTIVITIES**

1. Women Studies Centre in collaboration with Cipla organized Lecture on 'Basics of Menstruation and PSOS' on 12 September, 2016
2. Collaborated with NGO's like Samvedna, Zaria, Dedicated Brothers etc. to carry on welfare activities in different villages and Slum areas.
3. **Adopted village 'Akalgah'** to develop it as a model village. Dozens of services including awareness camp related to cleanliness and Health, opening of skill development centre, installation of solar street lights etc. were provided to the villagers and also providing fans, RO system, Mats, Benches, Smart Classroom, Air Coolers etc. to the school of the village.
4. Organized Various Free Medical Camps in collaboration with different Hospitals at many villages nearly Patiala like Shekhpura, Saifdipur and Akalgah.
5. Conducted Base line and House hold Survey of Five Villages namely Sheikhpura, Saifdipur, Mehmoodpur, Daun Kalan and Daun Khurd under Unnat Bharat Abhiyan.
6. Recorded a play entitled "Main Jajj Bnagi" for DC Office with the help of Theatre and TV Department as Awareness Campaign for "Beti Bachao Beti Padoo."
7. Honoured as a Women achiever in book entitled "The Hamsa- Animators *Nurturing Gender Just and Inclusive Campuses*" published by WISCAMP Publishers.

## RESEARCH PUBLICATIONS

**List of Publications is given below:-**

Sr. No	Publication Type (Books, Research papers)	Author/ Authors	Publication Type (National, International and State)	Complete Title	Page No	Year	ISBN No
1.	Research Paper	Dr. Naina Sharma, Dr. Ritu Lehal and Amandeep Kaur	International	Information is Empowerment: A comparative Study of Reproductive Health Awareness and Presence of RTI Symptoms in Rural School and College Girls of Patiala (International Journal of the Indian Psychology)		2021	2348-5396
2.	Research Paper	Dr. Naina Sharma, Dr. Harpreet Kaur Kohli, Dr. Ritu Lehal and Amandeep Kaur	International	Phulkari: Issues faced by Artisans in Sustaining the Traditional Handicraft of Punjab (Pramana Research Journal) Volume 11 Issue 5.	16-29	2021	2249-2976
3.	Research Paper	Sandeep Kaur & Dr. Ritu Lehal	National	Women's Economic Empowerment in the changing world of work (Edited Book: Revive to Survive: Initiatives and Innovations)	Accepted for Publication		
4.	Research Paper	Sandeep Kaur & Dr. Ritu Lehal	International	Establishing the relationship between retirement saving behavior and retirement	2053-2064	2020	0976-6510

				confidence among Service Sector employees in Punjab (International Journal of Management) Volume 11, Issue 10, October 2020.			
5.	Research Paper	Sandeep Kaur & Dr. Ritu Lehal	National	Demographic Factors Associated with Retirement Saving Behavior of Service Sector Employees in Punjab (Sambodhi Journal) Vol-43-No.04 (XIII) October-December, 2020.	13-18	2020	2249-6661
6.	Research Paper	Dr. Naina Sharma, Dr. Ritu Lehal and Amandeep Kaur	International	School based educational program on menstrual knowledge and HIV transmission: A study amongst rural adolescent girls of Patiala, Punjab (International Journal of Social Sciences), 8(4-6),	92-97	2020	2321-5771
7.	Research Paper	Satish Kumar & Dr. Ritu Lehal	International	Impact of Personality and Leadership Style on Managerial Performance: An Empirical Study of Defense Veterans (International Journal of Scientific Research and Reviews) Volume 9, Issue 1.		2020	2279-0543
8.	Research Paper	Desalegn Berhane and Dr. Ritu Lehal	International	Barriers to the Successful Implementation of Strategy in Large Manufacturing Companies: Evidence from Ethiopia (International Journal of Management Studies, Vol.-VI, Issue	83-92.	2019	1467-6486

				-2(3))			
9.	Research Paper	Kefyale w Waktole Abetu, Dr. Ritu Lehal	International	A Study of Academic Leaders' Percieved Leardership Effectiveness: Evidence from Ethiopian Public Universities (IJMS_Vol. VI, Special Issue 1)	78-88	2019	2249-0302
10.	Research Paper	Dereje Belay & Dr. Ritu Lehal	International	Fueling Employees Work Engagement through Work Place Support: Evidence from Ethiopian Public University. (IJMS Vol. VI, Issue- 1(4))	25-33	2019	2249-0302
11.	Research Paper	Dereje Belay & Dr. Ritu Lehal	International	The Exacerbatng role of perceived institutional justice on faculties work engagement. (IJRAR Vol. 6, Issue-1)	819-828	2019	2349-5138
12.	Research Paper	Dr. Naina Sharma & Dr. Ritu Lehal	International	A Study of Psychosocial Challenges of Army Personnel widow “ war begins after its end”. ( International Research Journal of Human Resources and Social Sciences, Vol. 5, Issue 02)	74-91	2018	2349-4085
13.	Research Paper	Poonamjot Kaur Sidhu & Dr. Ritu Lehal	International	Understanding Subtle Gender Chauvinism in Indian Organisations. ( Jaipuria International Journal of Management Research, Vol. 3 Issue-2)		2017	24549509
14.	Research Paper	Dr. Dolly Malha & Dr. Ritu Lehal	National	A Comparative Analysis of Human Resource Planning Practices in Public, Private and Foreign Sector of Punjab.		2017	0975-7201

				(Pravara Management Review, Vol. 16, Issue-1 Jan-june 2017)			
15.	Research Paper	Dr. Dolly Malha & Dr. Ritu Lehal	National	A Study of Human Resource Planning Practices and its effect on Efficiency in Public, Private and Foreign Telecom Sector. ( Asian Journal of Management Oct-Dec 2017)		2017	0976-495X
16.	Research Paper	Poonamjot Kaur Sidhu & Dr. Ritu Lehal	International	Healthcare, Stepchild of the Indian Government – A glance on Maternal and child Care ( Indian journal of Public health research and development vol 7 & issue 1)	23-28	2016	0976-5506
17.	Research Paper	Poonamjot Kaur Sidhu & Dr. Ritu Lehal	International	Evaluation of Burnout as an Impediment to Academic Organizations in Punjab (Jaipuria International Journal of Management Research) Volume 2, Issue 1	55-62	2016	2454-9509
18.	Research Paper	Demis Alamirew Getahun and Ritu Lehal	International	Organizational Citizenship Behavior In Relation To Social Capital in North West Region of Ethiopian Electric Power Corporation: A Case of Amhara Regional State. (IJAR, 1(11))	1044-1051	2015	2394-5869
19.	Research paper	Dr. Nimarta Mann and Dr. Ritu Lehal	National	Age Disparity in Job Stress, Employee Morale And Job Involvement; Real or Unreal (Vol. 10, Issue. 1)	20-28	Jan.- June, 2014	0975-6280
20.	Research paper	Dr. Ritu Lehal and Shaveta	International	Academic Research- A Comparison between Women and Men (Paripex- Indian	44-46	July, 2014	2250-1991

		Goel		Journal of Research, Vol. 3, Issue-7)			
21.	Research paper	Dr. Nimarta Mann and Dr. Ritu Lehal	National	Experience based Disparity in Job Stress, Employee Morale And Job Involvement (Vol. 9, Issue. 1)	27-35	April, 2014	22490-116
22.	Research paper	Dr. Ritu Lehal & Ms. Daljeet Kaur	International	Work-Family conflict: Issues & effects ( International Journal of Business Management Vol. 1(2),	291-301	2014	2349-3402
23.	Research paper	Ms. Ramanjit Kaur, Dr. Kashmir Singh & Dr. Ritu Lehal	National	Time Lag Analysis of Selected Indian Companies		2013	0973-4465
24.	Research paper	Dr. Nimarta Mann and Dr. Ritu Lehal	National	Job Stress and its relationship with Employee Morale (Vol. 6, Issue. 2)	71-82	July-Dec, 2012	0974-7621
25.	Research paper	Dr. Nimarta Mann and Dr. Ritu Lehal	National	Impact Of Job Stress On Job Involvement Among Bank Executives; A Study Of Selected Commercial Banks (Vol. 7, Issue. 1)	55-66	Jan.-June, 2012	0973-449X
26.	Research Paper	Dr. Ritu Lehal & Dr. Nimrata Mann	National	Job Stress- A Global Epidemic & its Dynamics in Banking Sector ( Business Vision)		July, 2012	
27.	Research paper	Dr. Ritu Lehal & Dr. Nimrata Mann	National	Job Involvement in Banking Sector ( Global Journal of Accounting and Management Vol. 1, Issue- 2)	81-91	July-Dec 2010	0976-9366
	Research	Dr. Ritu	National	Banking Sector		June,	

28.	paper	Lehal & Dr. Nimrata Mann		Employees' Morale (Gyan Management Vol. 5 Issue-1)		2011	
29.	Research paper	Dr. Ritu Lehal	National	A study of organisational role stress and job satisfaction among executives in Punjab. (Indian Management Studies journal, Vol. 11, Issue-5)	67-80	2007	0974-4355)
30.	Research paper	Dr. Nimarta Mann and Dr. Ritu Lehal	National	A Study of Organisational Role Stress in Banking Sector in Punjab ( Business Vision Vol.3, No.1, 2007)	63-64	2007	
31.	Research paper	Dr. Ritu Lehal	National	Efficiency and Effectiveness of Performance Budgeting in Punjab State Electricity Board (The Journal of Banking, Information Technology and Management Vol. 4 Issue- 1	37-45	2007	0972-902X
32.	Research paper	Dr. Ritu Lehal	National	Impact of Organisational Climate on Managerial Effectiveness ( Gyan Management, Vol. 1 Issue-2)	43-50	2007	0974-7621
33.	Research paper	Dr. Ritu Lehal	National	Relationship Between Organizational Role Stress and Managerial Effectiveness-A study conducted in Punjab, India. ( Vinimaya, Vol. XXVIII, Issue-1		2007	0970-8456
34.	Research paper	Sukhdeep Singh & Dr. Ritu Lehal	National	The Organizational Climate in the Banking Industry: A Study in the State of Punjab ( NICE Journal of Business		2007	0973-449X

				Vol. 2 Issue-1)			
35.	Research paper	Dr. Ritu Lehal	National	A Study of Organisational Role Stress in Banking Sector in Punjab (Business Vision Vol. 3 Issue-1)	63-64	2007	
36.	Research Paper	Dr. Ritu Lehal	National	The Relationship between Organisational Climate and Job Satisfaction (Marketology Vol. 1 Issue- 2		2006	OCL C No. 10063 850
37.	Research Paper	Dr. Ritu Lehal & Sukhdeep Singh	National	Organisational Role Stress among College Teachers in Patiala District: A Comparative Study of Government and Private Colleges ( RIMT Journal of Strategic Management and Information Technology, Vol.-2 Issue-1 and 2		2005	
38.	Research Paper	Dr. Ritu Lehal	National	A Study of Organizational Climate in Electronics Industry in Punjab ( South Asian Journal of Management Vol. 8, No 3-4)	35-46	2001	
39.	Research paper	Dr. Ritu Lehal	National	A Study of Organizational Climate, Job Satisfaction and Managerial Effectiveness in Electronics Industry in Punjab (Business Analyst, Vol. 21, Issue-2		2000	0973-211X
40.	Research paper	Dr. Ritu Lehal	National	Job Satisfaction in Executives in Electronics Industry in Punjab, (Indian Management Studies,1999)		1999	
	Conference	Aafreen	International	“The Grey Area:		2019	978-

41	proceedings	Kaur and Dr. Ritu Lehal		Untouched Political and Socio-Legal Impact on Sex Workers in India” in Conference Proceedings of international conference on “Transforming Lives of the ‘Unreached’ Women Through Collective Activism.”			81-302-0517-0
42	Conference proceedings	Dr. Sulakshna Dwivedi and Dr. Ritu Lehal	International	A Review of Cross Cultural Comparison of Gender Discrimination in India and Fiji		2019	978-81-302-0517-0
43	Conference proceedings	Dr. Sulakshna Dwivedi and Dr. Ritu Lehal	International	Gender Discrimination in Indian Corporate Sector – A Review” in Conference Proceedings		2019	978-81-302-0517-0
44.	Conference proceedings	Dr. Ritu Lehal and Ms. Poonamjot Kaur Sidhu	International	Maternity Walls as An Impediment to Progressive Career Trajectories of Women Teachers: Empirical Study of Private Professional College of Punjab	25-32	2018	978-81-302-0482-6
45.	Conference proceedings	Dr. Ritu Lehal and Ms. Daljeet Kaur	International	Working Women Struggle Still Continues	33-41	2018	978-81-302-0482-6
46.	Conference proceedings	Dr. Nimrata Mann and Dr. Ritu	International	Job Stress, employee morale & job involvement; their dynamics based on experience of woman		Dec, 11-12, 2015	

		Lehal		executives			
47.	Conference proceedings	Dr. Nimrata Mann and Dr. Ritu Lehal	International	Women Executives Qualification associated variation in job stress employee morale and job involvement		Dec, 11-12, 2015	
48.	Conference proceedings	Dr. Nimrata Maan and Dr. Ritu Lehal	International	Qualification of Young Executives & Its associated difference in job stress employee morale & job involvement		08, Dec.-2014	
49.	Conference proceedings	Dr. Daljeet Kaur and Dr. Ritu Lehal	International	Women Balancing Home and Work (Study of Work-Family Conflict Among Working Women in Public & Private Banks)	271-281	2013	978-81-302-0240-2
50.	Conference proceedings	Dr. Ritu Lehal	International	Mainstreaming Gender: Issues Concerning Women Managers	72-77	2012	978-81-302-0182-5
51	Conference proceedings	Ms. Daljeet Kaur and Dr. Ritu Lehal	International	Teaching no More a Comfortable Job (A Study of Work-Family Conflict in Female College Teachers)	298-307	2011	978-81-302-0069-9
52.	Conference proceedings	Ms. Daljeet Kaur and Dr. Ritu Lehal	International	Women, Peace and Security		2009	
53.	Conference proceedings	Dr. Ritu Lehal	National	Research Design in Relation to OC, JS and ME		2001	
54	Book	Dr. Ritu Lehal & Dr. Nimrata Mann		Job Stress, Employee Morale, Job Involvement and Demographics	In Preparation		
55.	Book	Dr. Ritu		Stress Management : A		2013	

		Lehal & Dr. Nimrata Mann		key to improved Workplace Attitude ( Regal Books Publication, Deep Publications, Delhi			
56.	Book	Rupinder Kaur Gill & Dr. Ritu Lehal		People Management in Life Insurance Corporation of India		2010	
57	Book	Dr. Ritu Lehal		Management of Service Sector		2008	
58	Book	Dr. Ritu Lehal & Sukhdeep Singh		Organizational Role Stress among College Teachers of Patiala District: A Comparative Study of Government and Private Colleges. <i>Management of Service Sector</i> , 234.	234	2008	
59.	Book	Dr. Ritu Lehal		Research Design in Relation to Study of organisational climate, Job Satisfaction and Managerial Effectiveness ( Research Methodology in Management, Edited by P.P. Arya and Yashpal, Deep and Deep Publications Pvt. Ltd., New Delhi, 2001)		2001	
60	Book	Dr. Ritu Lehal		Organisational climate, job satisfaction and managerial effectiveness.		2000	81-7629-237-0