

**Dr.Pooja Garg**  
**Professor**  
**Department of Humanities and Social Science,**  
**Indian Institute of Technology Roorkee,**  
**Roorkee-247667, District-Haridwar, Uttarakhand, INDIA**  
**E-mail:pooja.garg@hs.iitr.ac.in ; gargpdhs@gmail.com**  
**CONTACT: 91-1332-285477(O) 91-1332-285483(R)**  
**MOBILE: 9837777673**

## **CURRICULUM VITAE**

### **Employment**

<b>March 18, 2025-</b>	<b>Professor</b> Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee, Roorkee, India.
<b>April 29, 2016- March 17,2025</b>	<b>Associate Professor (Psychology - Organizational Behavior)</b> Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee, Roorkee, India.
<b>September 06, 2012- April 28, 2016</b>	<b>Assistant Professor (Regular Cadre)–Psychology (Organizational Behavior)</b> Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee, India.
<b>June 30, 2008- September 05, 2012</b>	<b>Assistant Professor (on contract)–Psychology (Organizational Behavior)</b> Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee, India.
<b>April 04, 2008- May 21, 2008</b>	<b>Assistant Manager (Human Resources)</b> Bajaj Auto Ltd, Pune, Maharashtra, India
<b>August -- November 2007 &amp; January-March 2008</b>	<b>Guest Faculty (Psychology)</b> Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee, Roorkee, India.
<b>October 2003- August 2004</b>	<b>Research Investigator</b> Defence Institute of Psychological Research, Intelligence and Aptitude Division, Defence Research and Development Organization, Ministry of Defence, Delhi, India

### **Education**

<b>2007</b>	<b>Ph.D. in Psychology (Organizational Behavior) (Coursework CGPA 8.0)</b> Department of Humanities and Social Sciences Indian Institute of Technology Roorkee, Roorkee, India
<b>1998-2000</b>	<b>MA in Psychology (Organizational Behavior) (Ist Division)</b> Ch. Charan Singh University (Formerly Meerut University) Uttar Pradesh, India

- 1995-1998**                      **B.A (English, Economics, Psychology) (Ist Division)**  
Ch. Charan Singh University (Formerly Meerut University)  
Uttar Pradesh, India
- 1994-1995**                      **Senior Secondary Education (Ist Division)**  
Uttar Pradesh Board. Meerut, India
- 1992-1993**                      **High School (Ist Division with Honors)**  
Uttar Pradesh Board. Meerut, India
- 2000 (December)**              **Qualified UGC-National Eligibility Test (NET) for Lectureship**

**Awards International Fellowships**

S.No.	Year	Details of the awards	Dates attended
1.	2018	International Scholar Exchange Fellowship- Chey Institute of Advanced Studies (CIAS), the School of Social Sciences at the Incheon National University, South Korea	September 01, 2018, to August 31, 2019
2.	2018	Winner of the Outstanding Paper Award at the Emerald Literati Network Awards for Excellence 2018 for the article " <i>The relationship between learning culture, inquiry and dialogue, knowledge sharing structure and affective commitment to change.</i> " <b>Journal of Organizational Change Management</b> , Emerald Publications	Emerald Publications- Social Science Citation Index(Clarivate Analytics), SCOPUS-Q2 and ABDC Listed- 'B' Category, APA Indexed
3.	2016	Attended Incheon National University as a <b>Postdoctoral Researcher</b> at the School of Social Sciences at Incheon National University, South Korea	December 01, 2016 - February 28, 2017.
4.	2015	Attended Incheon National University as a <b>Visiting Scholar</b> at the School of Social Sciences at Incheon National University, South Korea	June 05-July 17, 2015.
5.	2007	Winner of Outstanding Paper Award at the Emerald Literati Network Awards for Excellence 2007, for the paper titled " <i>A New model of job design: motivating employees' performance,</i> "	Emerald Publication- SCOPUS-Q1, ABDC Indexed, APA Indexed, Listed in Web of Science Emerging Sources Citation Index (ESCI)-(Clarivate Analytics)

		<p>published in the <b>Journal of Management Development</b>, (Emerald Publication, UK).</p> <ul style="list-style-type: none"> <li>❖ <i>The article has 628 citations</i></li> <li>❖ <i>The statistics showed that the article is one of the most frequently downloaded, with a total of 1969 downloads in the first six months of its publication.</i></li> <li>❖ <i>This article has been downloaded 83789 times since 2006)</i></li> </ul>	
--	--	--	--

### **Research Publications**

**Total citations: 3317**

#### **2025**

- 1.Kamboj, K. P., & Garg, P\*. (2025, online first). 'Is Psychological Capital Conditional on Age?': Role of Meaningful Work and Leadership. *South Asian Journal of Human Resources Management*, 0(0). SAGE Publications.**SCOPUS Indexed-Q3**
- 2.Shinde, A., & Garg, P\*. (2025). Countering workplace ostracism: its impact on the psychological well-being of employees with mediation of mindfulness in the IT sector. *Cogent Business & Management*, 12(1)pp.1-18, April. <https://doi.org/10.1080/23311975.2025.2492831>. Taylor and Francis Publications. **Scopus Indexed(Q2)**
- 3.Shinde, A., & Garg, P\*. (2025). Workplace Ostracism Scale: Psychometric Analysis of the Workplace Ostracism Scale Among Indian IT Professionals.Journal of Information Systems Engineering and Management,10(36s),pp.906-913.**Scopus Indexed**
- 4.Elama,A., and Garg, P\*.(2025) (in press).(In press).Unveiling the Silent Climate: A Validation Study of the Organisational Silence Scale in the Indian IT Industry. *International Journal of Business Environment*, 16(4), October. Inderscience Publications. (**Scopus Indexed**)

#### **2023**

1. Kannupriya., and Garg, P\*. (2023). Role of Emotional Intelligence and Perseverance in the Psychological Well-being of Indian Teachers. *South Asian Journal of Management*, 30(1). Listed in ABDC (Australian Business Deans Council) and UGC (India) CARE List of Journals.

#### **2022**

- 1.Kamboj, K., and Garg, P\*. (2022). Workplace Ostracism Scale: Examining the Psychometric Properties on Indian Sample. *International Journal of Business Excellence*, 28(2),253-280.<https://doi.org/10.1504/IJBEX.2022.126908>.Inderscience Publications. Inderscience Publications-**Scopus Indexed(Q3)** and UGC CARE-II Listed

#### **2021**

- 1.Garg, P\*, Han, K-S., and Malik, P. (2021)."Exploring the nexus between Job Design and Work Engagement: Mediating role of Meaning in Work". *International Journal of Business Excellence*. 23(3), 389-414.DOI: 10.1504/IJBEX.2020.10024162.Inderscience Publications.**Scopus Indexed(Q3)** and UGC CARE-II Listed.

2. Kamboj, K., & Garg, P\*. (2021). Teachers' psychological well-being role of emotional intelligence and resilient character traits in determining the psychological well-being of Indian school teachers. *International Journal of Educational Management*, 35(4), 768-788. DOI 10.1108/IJEM-08-2019-0278. Emerald Publications. *Scopus Indexed-Q2, ABDC - "B" category, Emerging Sources Citation Index (Clarivate Analytics)*

## **2019**

1. Agarwal, S., Garg, P., Rastogi, R. (2019). Testing the reciprocal relationship between quality of work life and subjective well-being: a path analysis model. *International Journal of Project Organisation and Management*, 11(2), 140153. <https://doi.org/10.1504/ijpom.2019.10022103>. Inderscience Publications. *Scopus Indexed-Q3*
2. Tiwari, S., & Garg, P. (2019). Promoting Basic Need Satisfaction at Workplace: The Relevance of Mindfulness in Support of Job Performance of Employees. *Jindal Journal of Business Research*, 8(1), 1-15. <https://doi.org/10.1177/2278682118785812> SAGE Publications.
3. Garg, P\*, Rastogi, R., & Malik, P. (2019). Modelling the causal relationship between justice and citizenship behaviour perspective. *International Journal of Indian Culture and Business Management*, 18(1), 59-84. <https://doi.org/10.1504/ijicbm.2019.10017828>. Inderscience Publications. *Listed in Emerging Sources Citation Index (ESCI)-Clarivate Analytics*
4. Kataria, A., Garg, P., & Rastogi, R. (2019). Do high-performance HR practices augment OCBs? The role of psychological climate and work engagement. *International Journal of Productivity and Performance Management*, 68(6), 1057–1077. <https://doi.org/10.1108/ijppm-02-2018-0057>. Emerald Publications. *Scopus Indexed-Q2, Australian Business Deans Council (ABDC)-“B” Category, APA Indexed, Emerging Sources Citation Index (ESCI)-Clarivate Analytics*
5. Agarwal, S., Garg, P., & Rastogi, R. (2019). Subjective Well-Being: Gender Differences in Indian IT Sector (2019). *The IUP Journal of Organizational Behavior*, XVIII,(3), 7-25. Available at SSRN: <https://ssrn.com/abstract=3656134>

## **2018**

1. Han, K-S., and Garg, P\*. (2018). Workplace Democracy and Psychological Capital: Paradigms of Positive Psychology in Workplace. *Management Research Review*, 41(9), 1088-1116. <https://doi.org/10.1108/MRR-11-2016-026>. Emerald Publications. *Scopus Indexed-Q1, ABDC- 'C' Category, Emerging Sources Citation Index-Clarivate Analytics*, Available at SSRN: <https://ssrn.com/abstract=3310055>
2. Malik, P., & Garg, P. (2018). Psychometric Testing of the Resilience at Work Scale Using Indian Sample. *Vikalpa: The Journal for Decision Makers*, 43(2), 77-91. <https://doi.org/10.1177/0256090918773922>. SAGE Publications. *SCOPUS Indexed-Q3 and UGC-CARE (GROUP II)*
3. Garg, P\*, and K-S, Han. . (2018). High-Performance Work Practices (HPWPs): The Trending Approaches in India. *IUP Journal of Organizational Behavior*, July, 17 (3), 74-90. Icfai University Press (*Indexed in EBSCOhost*).

## **2017**

1. Malik, P., & Garg, P. (2017). Learning organization and work engagement: exploring the nexus in Indian IT sector. *Asia-Pacific Journal of Business Administration*, 9(3), 166-189. <https://doi.org/10.1108/apjba-03-2016-0034> Emerald Publications. *Scopus-Q2 and ABDC Listed- 'C' -Category, Emerging Sources Citation Index- Clarivate Analytics*
2. Malik, P., & Garg, P. (2017). The relationship between learning culture, inquiry and dialogue, knowledge sharing structure and affective commitment to change. *Journal of Organizational Change Management*, 30(4), 610-631. <https://doi.org/10.1108/jocm-09-2016-0176>. Emerald Publications. *Social Science Citation Indexed (Clarivate Analytics), Scopus-Q2 and ABDC Listed- 'B' Category, APA Indexed*
3. Agarwal, S., & Jindal, A., Garg, P., & Rastogi, R. (2017). The influence of quality of work life on trust: empirical insights from a SEM application. *International Journal of Indian Culture and Business Management*, 15(4), 506. <https://doi.org/10.1504/ijicbm.2017.10008549>. Inderscience Publications. *Listed in Web of Science Emerging Sources Citation Index (ESCI)-(Clarivate Analytics)*

4. Malik, P., & Garg, P. (2020). Learning organization and work engagement: the mediating role of employee resilience. *The International Journal of Human Resource Management*, 31(8),1071-1094. <https://doi.org/10.1080/09585192.2017.1396549>.Taylor and Francis Publications. Scopus Indexed-Q1, ABDC -"A" category, Social Sciences Citation Index (SSCI), APA Indexed

## **2016**

- 1 Rana, G.,Garg, P., & Rastogi, R. (2016). Work Values and Its Impact on Managerial Effectiveness: A Relationship Study in Indian Context. *Vision: The Journal of Business Perspective*, 20(4),300-311. <https://doi.org/10.1177/0972262916668713>.SAGE Publications.*Scopus Indexed-Q3, UGC Care –Group-II Listed, ABDC Indexed,Science Emerging Sources Citation Index (ESCI)-(Clarivate Analytics)*
- 2.Paul, H., Bamel, U., & Garg, P. (2016). Employee Resilience and OCB: Mediating Effects of Organizational Commitment. *Vikalpa: The Journal for Decision Makers*, 41(4),308-324. <https://doi.org/10.1177/0256090916672765>.SAGE Publications.*Scopus Indexed-Q3, UGC Care – Group-II Listed)*

## **2015**

1. Garg P\*, Rani R., and Rastogi R. (2015). Psychological Make-up of Indian Police Personnel: Role of Justice and Quality of Work Life. *The International Journal of Nepalese Academy Management*, 3(1), March,119-135.

## **2014**

1. Paul, Hand Garg,P., (2014).Organizational commitment of frontline sales professionals in India: Role of resilience.*International Journal of Business Insights and Transformation*, 7(2), ,(April- September).*UGC Indexed Listed in EBSCO and Proquest*
- 2.Garg, P\*, Rastogi, R., & Paul, H. (2014). Does perception of justice effect psychological well-being of employees? *International Journal of Society Systems Science*, 6(3),264. <https://doi.org/10.1504/ijsss.2014.065215>.Inderscience Publications.
3. Paul, H., & Garg, P. (2014). Healing HRM through Positive Psychology: An Outlook. *Procedia – Social and Behavioral Sciences*, 133,141-150. <https://doi.org/10.1016/j.sbspro.2014.04.178>. Elsevier Publications. *Scopus Indexed*
4. Paul, H., and Garg, P. (2014). Factor Structure of the Resilience Scale-14: Insights fromthe Indian Sample. *South Asian Journal of Management*,21(2), 70-86.*ABDCIndexed-‘C’ Category, UGC CARE Listed (Journal ID is 101026392)*
- 5.Kataria, A., Garg, P., & Rastogi, R. (2014). The role of work engagement in the pursuit of organisational effectiveness. *International Journal of Indian Culture and Business Management*, 9(1),37. <https://doi.org/10.1504/ijicbm.2014.063962>.Inderscience Publications. *Listed in Web of Science Emerging Sources Citation Index (ESCI)-(Clarivate Analytics)*

## **2013**

1. Rana, G., Rastogi, R., & Garg, P. (2013). Organizational Justice as Predictor of Activity of the Position, Achieving Result and Developing further Potential. *Jindal Journal of Business Research*, 2(2), 104-115. <https://doi.org/10.1177/2278682114522362>. *Sage Publications*.
- 2.Garg, P\*, Rastogi, R., &Kataria, A. (2013). Promoting Citizenship Behaviors in Workplace: The Relevance of Organizational Justice and Psychological Well-being of Employees. *Jindal Journal of Business Research*, 2(2), 67-84. <https://doi.org/10.1177/2278682115593439>.Sage Publications.
- 3.Kataria, A., Garg, P., & Rastogi, R. (2013). Work Engagement in India: Validation of the Utrecht Work Engagement. *Asia-Pacific Journal of Management Research and Innovation*, 9(3),249-260. <https://doi.org/10.1177/2319510x13519322>. SAGEPublications.
- 4.Kataria, A., Garg, P., & Rastogi, R. (2013). Does psychological climate augment OCBs? The mediating role of work engagement. *The Psychologist-Manager Journal*, 16(4),217-242. <https://doi.org/10.1037/mgr0000007>.American Psychological Association Publication. *Scopus-Q3 Indexed, Listed in Web of Science Emerging Sources Citation Index (ESCI)-(Clarivate Analytics)*
- 5.Kataria, A., Garg, P. and Rastogi, R. (2013).Organizational Effectiveness as a Function of Employee Engagement.*South Asian Journal of Management*,20(4),56-73.*ABDCIndexed-‘C’ Category, UGC CARE Listed (Journal ID is 101026392)*

6. Rana, G. (2013). Career mapping practices enhance retention at Birla Tyres. *Strategic HR Review*, 12(5). <https://doi.org/10.1108/shr.2013.37212eaa.008>. Emerald Group of Publishing. **EBSCO Listed**
7. Garg, P\*, A., and Rastogi, R. (2013). The Influence of Organizational Justice on Citizenship Behaviour. *International Journal of Business Insights and Transformation*, 6(2), April-September, 84-93. **UGC Indexed Listed in EBSCO and Proquest**
9. Sharma, S., Rastogi, R., & Garg, P. (2013). Workplace spirituality and managerial effectiveness among Indian managers. *International Journal of Indian Culture and Business Management*, 6(3), 382. <https://doi.org/10.1504/ijicbm.2013.053109>. Inderscience Publications. **Listed in Web of Science Emerging Sources Citation Index (ESCI)-(Clarivate Analytics)**
10. Kataria, A., Garg, P., & Rastogi, R. (2013). Psychological Climate and Organizational Effectiveness: Role of Work Engagement. *The IUP Journal of Organizational Behavior*, Vol. XII, No. 3, July 2013, 33-46, Available at SSRN: <https://ssrn.com/abstract=2357804>

## **2012**

1. Kataria, A., Garg, P. and Rastogi, R. (2013). Employee Engagement and Organizational Effectiveness: The Role of Organizational Citizenship Behavior. *International Journal of Business Insights and Transformation*, 6(1), October-March, 102-113. UGC Indexed Listed in EBSCO and Proquest
2. Rani, R., Kumar, N., Rastogi, R., and Garg, P. (2012). Quality of work life: Predictor of psychological Well-being of police employees. *Indian Journal of Positive Psychology*, 3(4), December, 356-364. Indian Association of Health Research and Well-Being Publications (IAHRW). **EBSCO And Proquest Listed**
3. Happy., and Garg, P. (2012). Mutualistic Perspective of Individual Resilience and Organizational Commitment: A Path Analysis Model. *International Journal of Management and Behavioral Sciences*, 1, June, 108-119.
4. S., Rastogi, R., & Garg, P. (2012). Personality as a Predictor of Personal Growth Initiative. *The IUP Journal of Organizational Behavior*, Vol. X, No. 3, 41-52.

## **2011**

1. Rastogi, R., and Garg, P. (2011). Organizational Citizenship Behavior: Towards Psychological Well-Being of Employees. *International Journal of Arts and Sciences*, 4(2), October 13-30.
2. Rana, G., Garg, P. and Rastogi, R. (2011). Effect of Justice Perception on Managerial Effectiveness. *IUP Journal of Organizational Behavior*, 10(2), April, 7-20. Icfai University Press. **Listed in EBSCO**. Available at SSRN: <https://ssrn.com/abstract=2001199>
3. Rana, G., and Garg, P. (2011). Measuring Organization Culture in Different Organizations-An Empirical Study. *Prabandhan: Indian Journal of Management*, 4(2), February, 34-38. **SCOPUS Indexed-Q3, UGC CARE Group-II Listed**

## **2010**

1. Rani, R., Garg, P. and Rastogi, R. (2010). A Study of Burnout and Marital Adjustment of Police Personnel. *Indian Police Journal*, LV58 (2), April-June, Published by the Bureau of Police Research and Development, India.

## **2009**

1. Garg, P\* and Rastogi, R. (2009). Emotional Intelligence and Stress Resiliency: A Relationship Study. *International Journal of Educational Administration*, 1(1), 1-16. Research India Publications, India.
2. Garg, P\* and Rastogi, R. (2009). Effect of Psychological Well-Being on Commitment of Employees. *Icfai Journal of Organizational Behavior*, April, 8(2), 42-51. (**Listed in EBSCO**)

## **2007**

1. Garg, P\* and Rastogi, R. (2007). Soft Skills Development through Humanities and Social Sciences Curriculum in Technical Education. *Indian Journal of Technical Education*, 30(2), April-June, 1-6. Published by the Indian Society for Technical Education.

## **2006**

1. Garg, P\*, & Rastogi, R. (2006). Climate profile and OCBs of teachers in public and private schools of India. *International Journal of Educational Management*, 20(7), 529-541. <https://doi.org/10.1108/09513540610704636>. Emerald Publications. **Scopus Indexed-Q2, ABDC- 'B' Category Listed, Emerging SCI indexed, APA indexed**

2. Garg, P\*, & Rastogi, R. (2006). New model of job design: motivating employees' performance. *Journal Of Management Development*, 25(6), 572-587. <https://doi.org/10.1108/02621710610670137>. Emerald Publications. *Scopus-Q1, ABDC Indexed-'C', APA Indexed, Listed in Web of Science Emerging Sources Citation Index (ESCI)-(Clarivate Analytics)*

---

#### **Book Chapter Accepted and Published**

1. Sahasrabudhe, S., Garg, P\*, and Elama, A. (2025). ). Bridging Diversity and Performance Through Job Equity and Work Engagement: A Sequential Mediation Model. In: Vrontis, D., Thrassou, A., Efthymiou, L., Weber, Y., Shams, S.M.R., Tsoukatos, E. (eds) *Business in a Turbulent Era*, Volume I, pp.191-212. Palgrave Studies in Cross-disciplinary Business Research, In Association with EuroMed Academy of Business. Palgrave Macmillan, Cham. [https://doi.org/10.1007/978-3-031-89798-6\\_9](https://doi.org/10.1007/978-3-031-89798-6_9)
2. Elama, A., Kühnen, U., & Garg, P\*. (in press, 2025). Decolonizing Leadership Discourse: The Role of Leader-Member Exchange in Shaping Inclusive Practices. In *Decolonizing the Organization: Emerging Frontiers and New Perspectives*. Palgrave Macmillan -Springer.
3. Sahasrabudhe, S., Garg, P\*, and Elama, A. (in press, 2025). From Diversity to Performance: The Bridge Through Job Equity and Work Engagement-A Sequential Mediation Model. *Palgrave Studies in Cross-Disciplinary Business Research*, in association with EMAB (Scopus indexed), Springer Nature Switzerland.
4. Elama, A., and Garg, P\*. (2024). "Technostress and Psychological Flexibility: The Mediating Role of Resilience at Work in the Context of Remote Working IT Employees." In *Eurasian Studies in Business and Economics*, Vol. 31, Chapter 5, Mehmet Huseyin Bilgin et al. (Eds): *Eurasian Business and Economics Perspectives*. Springer Nature.
5. Garg, P\*, and Han, K.-S. (2021). Validation of Resilience at Work (RAW) Scale: An Insight from Indian Sample. In *International Handbook of Advances in Emotion, Wellbeing, and Resilience: Theoretical Perspectives and Practical Applications* (pp. 339–357). Apple Academic Press-CRC Press. A Taylor and Francis Group.

---

#### **Publication in National/International Conference Proceedings**

1. Garg, P\*, and Khan, A. (2023). Validation of Cognitive and Affective Mindfulness-Revised Scale for Medical Practitioners: Traces from Indian Sample. Presented at the 44th EBES Conference-ISTANBUL, Proceedings - Volume II Istanbul, pp.1062-1095. Türkiye July 6-8, 2023 (**SCOPUS Indexed**)
2. Garg, P\*, & Khan, A. (2022). Role of Mindfulness in the Prediction of Stress Resilience and Psychological Well-Being of Medical Practitioners. 25<sup>th</sup> International IT Applications and Management, pp.142- 156, South Korea, February 08, 2022.
3. Garg, P\*, Agarwal, S., & Rastogi, R. (2016). Quality of Work Life as a Predictor of Trust and Subjective Well-Being of Employees. International Symposium on Business and Social Science (ISBAAS), 151–164, held at Jeju Island, South Korea, April 19-21, 2016.
4. Garg, P\*, Lee, K., & Rathi, N. (2015). Mapping Contours of Justice and Citizenship Behaviors: An Insight from Indian Sample. 14th International Conference on IT Applications and Management (ITAM), 98–105, held in South Korea, June 24-26, 2015.
5. Jindal, A., Agarwal, S., Garg, P., & Rastogi, R. (2013). Role of job design for achieving work-life balance. 5th Conference on Excellence and Research and Education (CERE), 72–86, held at IIM Indore, May 09-12.
6. Paul, H., & Garg, P. (2012). Elevating Organizational Consequences through Employee Resilience. National Conference on Emerging Challenges for Sustainable Business, 811–828, held at the Indian Institute of Management (IIM) Ranchi, August 13-15.
7. Paul, H., & Garg, P. (2012). Revisiting Resilience in Indian Context. International Conference on Management in the New World Order, 380–397, held at the IIT Roorkee, June 1-2, 2012.
8. Paul, H., & Garg, P. Elevating Organizational Consequences through Employee Resilience, pp. 811-828. National Conference on Emerging Challenges for Sustainable Business, IIT Roorkee, June 1-2, 2012.

**Doctoral Theses Supervision:****(a)Awarded**

S. No.	Thesis Title	Year Awarded	Name of the Scholar	Co-Supervisor
1.	Job Demand Resource Model: Predicting Meaningful Work and Psychological Capital	2022	Ms. Kannupriya Kamboj	-----
2.	Personality as a Predictor of Self-Determination and Mindfulness	2020	Ms. Sunita Tiwari	Prof. Renu Rastogi
3.	Impact of Learning Organizations on Employee Resilience and Work Engagement	2018	Ms.Parul Malik	-----
4.	Resilience, Subjective Well-being and Commitment as Predictors of OCB	2015	Mr. Happy Paul	-----
5.	Quality of Work Life as a Predictor of Trust and Subjective Well-being of Employees	2014	Ms. Shivani Jindal	Renu Rastogi
6.	OCB: A Function of High-performance HR Practices, Psychological Climate & Work Engagement	2014	Ms. AakankshaKataria	Prof. Renu Rastogi
7.	Impact of Job Design on Work-Life Balance and Burnout	2014	Ms. Anjali Jindal	Prof. Renu Rastogi



8.	Work Values and Organizational Justice as a Predictor of Managerial Effectiveness	2012	Ms. Geeta Rana	Prof. Renu Rastogi
9.	Effect of Quality of Work Life and Organizational Justice on Psychological Well-Being	2010	Ms. Rekha Rani	Prof. Renu Rastogi

**b)Ongoing:**

**1.Ms. Aneesha**, Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee. Roorkee, India. Title: “Role of Leader-Member Exchange in the prediction of Organisational Citizenship Behaviour and Organizational Silence: The mediating role of Employee Engagement”

**2.Maj.Reeti**, Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee. Roorkee, India. Title: “Role of Job Design in the Prediction of Work Engagement and Psychological Capital of Employees”

**3.Ms.Swarali N.Sahastrebuddhe**, Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee. Roorkee, India. Title: “Role of Diversity, Equity, and Inclusion in the prediction of Work Engagement and Job Performance: The Mediating Role of Job Crafting”

**4.Mr. Shivaji Amit Shinde**, Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee. Roorkee, India. Title: “Impact of Workplace ostracism on Burnout, Psychological well-being and Mindfulness of employees”

**5.Ms. Lakshika Malik**,Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee. Roorkee, India.

**6. Ms. Aishwarya Maheshwari**, Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee. Roorkee, India.Pursuing coursework.

**7. Ms. Riya Roy**, Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee. Roorkee, India.Pursuing coursework.

**8. Ms. Vaishali Sharma**,Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee. Roorkee, India.Pursuing coursework.

**Projects Undertaken**

**(i)Completed**

S. No.	Project Title	Sponsoring Agency	Amount	Start Date	End Date	Status	PI	Co-PI
1.	Building an empirical case of	Indian Council of Social Science Research(ICSSR),	Rs. 20.00 Lacs	May 2018	April 2021	Completed	Dr. Pooja Garg, HSS, IITR	Prof. Azizuddin Khan, Dept.

	Mindfulness, Stress Resiliency and Psychological well;-being of Medical Practitioners working in NCR Region	Delhi						of HSS, IIT Bombay
2.	Indian Surrogates as Women Migrant Workers: Being Professional	National Commission for Women(NCW), Delhi	Rs.12.21 Lacs	Sep 2021	----	Completed	Prof. Nagendra Kumar, HSS, IITR	Dr.Pooja Garg, HSS, IITR
3.	Crafting Jobs to Facilitate High-performance Practices and Positive Organizational Scholarship: A kaizen Approach	Faculty Initiation Grant-Indian Institute of Technology Roorkee	Rs. 10.00 Lacs	April 2014	April 2017	Completed	Dr.Pooja Garg, HSS, IITR	---
4.	Strengthening the Psychological Fabric of the Ganges: Exploring the Contours of Spiritual and Emotional Well-being	Indian Council of Social Science Research(ICSSR), Delhi	Rs. 5.00 Lacs	2023	2025	Completed	Prof. Pooja Garg, HSS, IITR	Prof. Parul Malik, IIM Sirmaur
5.	Mental health knowledge, attitudes, and treatment-seeking behaviors among students	Southeast Asia and Taiwan Universities (SATU)-Joint Research Scheme	Rs.2.55 Lacs (13000 Malaysian Ringgit)	July 2022	----- -	Completed	Suria, Zainuddin University of Malaya	1. Pooja Garg, Dept. of HSS, IITR 2.Ira Nurmala Universitas Airlangga 2.Sri Widati. Universitas Airlangga

**(ii) Ongoing**

S. No.	Project Title	Sponsoring Agency	Amount	Start Date	End Date	Status	PI	Co-PI
1.	Social Inequalities and Burden of Lifestyle Related Chronic Diseases among Adult Women in North India: Generating Statistical Evidence-base for Policy and Programme Interventions	Scheme for Promotion of Academic and Research	Rs.97,23,515/-	2023	2025	In progress	1. Prof. Anindya Jayanta Mishra, IIT R Prof. Sabu 3.S. Padmadas (UNIVERSITY OF SOUTHAMPTON)	2.Prof. Pooja Garg, IIT R Prof. 4.Allan G. Hill (UNIVERSITY OF SOUTHAMPTON), Prof. Tapas Mishra (UNIVERSITY OF SOUTHAMPTON)
2.	Examining the Predictors for Influencing Employability of Technical Students: Role of Learning Organization Culture and Career Resilience	Indian Council of Social Science Research(ICSSR), Delhi-MINOR PROJECT	Rs. 10.00 Lacs	2023	2024	Ongoing	Prof. Parul Malik, IIM Sirmaur	Prof. Pooja Garg, Dept. of HSS, IITR

**Other academic activities**

**1. Offered NPTEL courses :**

- i) Advance Course in Organizational Behavior (12-week course) 2025
- ii) Advance Course in Social Psychology (12-week course) in 2023
- iii) Group Dynamics (8-week course) in 2022

**2. Chaired conference sessions**

- i) Chaired a session at the 1st International Conference on Positive Psychology by NPPA, held on March 3<sup>rd</sup>-4<sup>th</sup>, 2023(online), IIT Delhi.

ii) Nominated as Psychologist on Interview Panel for HPCL at IIT Roorkee, since 2022.

iii) Chaired a session at the 31st convention National Academy of Psychology, 2022 (online), organized by the Psychophysiology Laboratory, Department of Humanities and Social Sciences, Indian Institute of Technology Bombay from 4-6th March, 2022.

iv) ) Chaired a session at the 25th International IT Applications and Management (online), held on February 08, 2022, South Korea

v) Examined Doctoral and Postdoctoral theses of IIT Delhi, MNIT Jaipur, NIT Rourkela, Swami Rama Himalayan University Swami Ram Nagar, Jolly Grant, Dehradun and ICSSR

vi) Supervised two UG-Ist year TMI projects

**3. Technical Education Quality Improvement Program (TEQIP):** Advanced Digital Pedagogy and ICT Tools: Challenges and Opportunities in Online Teaching” to be held from December 21-25, 2020. Under Technical Education Quality Improvement Program (TEQIP) at IITR.

#### 4. Courses Taught

1. Introduction to Psychology as Institute Core to UG students
2. Ethics and Self-Awareness as Institute Core to UG students
3. Behavioral Science as Institute Core to UG students
4. Group Dynamics as Institute Elective to UG students
5. Advance course in Social Psychology for Ph.D. students
6. Advance course in Organizational Behavior for Ph.D. students
7. Organizational Behavior to PG(MCA) and to Ph.D. students
8. Human Behavior at Work to UG students
9. Leadership-Theory and Practice

#### 6. Faculty score

Year	Subject	Total Score
2023-24	Group Dynamics (Autumn Semester)	4.55
	Group Dynamics (Spring Semester)	4.32
2022-23	Introduction to Psychology	3.88
2021-22	Group Dynamics	4.07
	Introduction to Psychology	3.94
2020-21	Understanding Personality	4.72
	Introduction to Psychology	4.10

#### 6. Special Lecture Delivered

S.No.	Date and Year	Place
1.	June 05, 2025	Five Day FDP at St. Xavier's University, Kolkata.

2.	December 18, 2021	Five- Day Training Workshop on ‘Panic-Gogy: Perspective on Online Teaching’, under Technical Education Quality Improvement Program (TEQIP) at IITR
3.	November 21,2020	Advance Digital Pedagogy and ICT Tools: Challenges and Opportunities in Online Teaching, under Technical Education Quality Improvement Program (TEQIP) at IITR
4.	February 18, 2017	Department of Creative HRD, School of Social Sciences Incheon National University, Incheon, South Korea
5.	November 23,2012	Defence Institute of Psychological Research, (DIPR), DRDO, Ministry of Defence (MoD), Delhi

## 7.Conference Presentations

- 1.Garg,P., & Khan, A.(2023).“Validation of Cognitive and Affective Mindfulness-Revised Scale for Medical Practitioners: Traces from Indian Sample.”44th EBES Conference – Istanbul Türkiye, July 6-8, 2023.
- 2.Garg, P.(2022). Role of Mindfulness in the Prediction of Stress Resilience and Psychological Well-Being of Medical Practitioners. 25th International IT Applications and Management(online), pp.142-156, held on February 08, 2022, South Korea.
- 3.Garg. (2022). “Employee Empowerment, Meaning in Work and Engagement: A Positive Psychology Perspective” at the 31st convention of National Academy of Psychology (online) 2022, organized by the Psychophysiology Laboratory, Department of Humanities and Social Sciences, Indian Institute of Technology Bombay from 4-6 March 2022.
- 4.Garg, P., and Han, Ki-soon. (2016). “Validation of Resilience at Work (RAW) Scale: An Insight from Indian Sample.” Paper presented at the International Congress of Psychology (ICP), Japan,from July 24-29, 2016.
- 5.Garg P., Agarwal S., and Rastogi, R. (2016). “Quality of Work Life as a Predictor of Trust AndSubjective Well-Being of Employees”. Paper presented at the International Symposium on Business and Social Science(ISBAAS), from April 19-21, 2016, inJejuIsland,South Korea.
- 6.Garg P., Lee, K., and Rathi,N. (2015). “Mapping Contours of Justice and Citizenship Behaviors: An Insight from Indian Sample.” Paper presented at the 14th International Conference on IT Applications andManagement (ITAM), from June 24-26, 2015, atEwha Woman’s University, Seoul, South Korea.
- 7.Garg P., Rani R., and Rastogi R. (2015). "Psychological Make-up of Indian Police Personnel: Role of Justice and Quality of Work Life”. Paper presented at The Nepalese Academy of Management, Kathmandu, Nepal, from March 27-29, 2015.
- 8.Garg, P, and Rastogi, R. (July 2012). “Organizational Justice: Predictor of Psychological Well-Being ofEmployees.” Paper presented at International Congress of Psychology, Cape Town, South Africa, from July 21-27, 2012.

9. Garg, P and Rastogi, R. (March, 2011). "Organizational Justice: Antecedent of Organizational Citizenship Behaviors". Paper presented at International Conference for Academic Disciplines, at the University of Central Florida (UCF), Orlando, Florida, USA, From March 21-24, 2011.
10. Garg, P and Rastogi, R. (March, 2010). Organizational Justice and Organizational Citizenship Behaviors: Positive Attitudinal Behaviors at Workplace. The paper presented at the XIX<sup>th</sup> Annual Conference of National Academy of Psychology (NAOP), at Bangalore University, India.
11. Garg, P and Rastogi, R. (September, 2006). Effect of Psychological Well-Being on Commitment of employees working in Public and Private Sectors. Paper presented at the National Conference on Emerging Paradigms in Psychology, at Defence Institute of Psychological Research (DIPR), DRDO, Ministry of Defence, Delhi, India.
12. Garg, P, and Rastogi, R. (February 2005). Pedagogical Issues Involved in Teaching of Human Values to Technical Students. Paper presented at the International Conference on Applied and Community Psychology: Trends and Directions, at Gurukul Kangri Vishwavidyalaya, Haridwar, Uttarakhand, India.
13. Garg, P, and Rastogi, R. (February 2005). Enrichment of Human Life; Issues and Challenges. Paper presented at the 5<sup>th</sup> International Conference at the University of Delhi, Delhi, India.
14. Garg, P (February 2004). A new model of job design for motivating employees' performance. Paper presented at the 14<sup>th</sup> Annual Conference of the National Academy of Psychology (NAOP) at the Indian Institute of Technology Kharagpur, India.
15. Garg, P. (2023). Validation of Cognitive and Affective Mindfulness-Revised Scale for Medical Practitioners: Traces from Indian Sample". Presented at the 44<sup>th</sup> Eurasia Business and Economic Society (EBES) Conference – Istanbul, from July 6-8, 2023.

## **8. Workshops Organized and Attended**

- 2024-** One-day workshop on Mental Health Awareness, September 25, 2024 (Wednesday) at the Department of HSS, IITR.
- 2008-** Attended a one-day Workshop on "Honing Skills for Performance Management," held at Indian Institute of Technology Roorkee, Roorkee, India.
- 2006-** Attended a two-day National Workshop on "IPR Creation and Management in Academic Research Institutions, held at Indian Institute of Technology Roorkee, Roorkee, India.

## **Administrative Responsibilities**

### **❖ Institute Level**

- 1. June 2025-** Member Syllabus Committee, Recruitment Cell, IITR
- 2. February 2021-November 2021:** Member, Hindi Cell, Indian Institute of Technology Roorkee
- 3. March 2018-2019:** Member Senate Committee for Scholarships and Prizes for students, Indian Institute of Technology Roorkee, for the Harsh Wardhan award for Excellence in Leadership
- 4. 2017-2018:** Member, Female Help Desk Team, Indian Institute of Technology Roorkee, India, for qualifying Joint Entrance Examination-Mains
- 5. 2009- 2014:** Member of Student Selection Committee in the Department of Management Studies, Indian Institute of Technology Roorkee, Roorkee, India

### **❖ Departmental Level**

- 1. July 2025-** Member DAC, Department of Humanities and Social Sciences, IITR
- 2. May 2023 :** Member, Department Research Committee (DRC), Department of Humanities and Social

**3.May 2021 –May 2023:** Member, Department Research Committee (DAPC), Department of Humanities and Social Sciences, IITR

**4. July 2021-July 2023:** Discipline Coordinator

**5.July 2022-2023-**Course Co-coordinator of HSN-002(Introduction to Psychology)

**6.December 2021-Till date:**Department Faculty Representatives in Advisory Committee of International Relations

**7.July 2021-Till date:** Member, Departmental Administrative Committee (DAC), Department of Humanities and Social Sciences, IITR

**8.May 2021-Till May 2023:** Member, Department Academic Program Committee (DAPC), Department of Humanities and Social Sciences, IITR

**9.January 2021-January 2022:** Member, Department Faculty Search Committee (DFSC), Department of Humanities and Social Sciences, IITR

**10.July, 2021-July 2023:** Psychology Discipline Coordinator, Department of Humanities and Social Sciences, IITR

**11.March 2018-December 2020:** Member, Departmental Research Committee (DRC), Department of Humanities and Social Sciences, IITR

**12.June 2014:** Member, Departmental Administrative Committee(DAC),Department of Humanities and Social Sciences, IITR

**13.2012- 2013:** OC-Maintenance, Department of Humanities and Social Sciences IITR

**14.June 2008-2013:** OC-Psychology Lab, Department of Humanities and Social Sciences IITR

**15.June 2008- January 2023:** i) ) Course Co-coordinator of HSN-002 (Introduction to Psychology) from 2022-2023 to 2013(Institute UG Core Course)

ii) Course Co-coordinator of HS-102 (Behavioral Science) from 2008 to 2013 (Institute UG Core Course)

**Membership of Professional Societies**

1.Life member of Eurasia Business and Economics Society(EBES)

2.National Academy of Psychology(NAOP) (Membership No. 20100005)

3. Indian Academy of Applied Psychology(IAAP) (Membership No.1342)

4.Life member of International IT Applications and Management(ITAM) Society

---

