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BIOSKETCH:

Dr Navin Shrivastava is an Assistant Professor of Management Practices at Birla Institute of Management Technology. He was formerly associated with University of Indore and Amity University, India. He holds an MBA and LL.M. from University of Indore and a PhD in Management from University of Udaipur, India. His doctoral work is in the area of Employer Branding. His main areas of interest are employer branding, organizational effectiveness, spirituality at workplace and building value driven organizations. He is having more than 18 years of experience in Management teaching and training. He has published and reviewed papers in national and international journals. He has been awarded for his distinguished services by Birla Institute of Management Technology, India. He has conducted management development programs at Government and Non- Government Organizations including leading PSUs, Armed Forces, Postal dept. etc.

His academic journey has been very enriching in terms of its versatile exposures and continuous learning opportunities. As a professor of business management, his endeavor has been to educate and enable students and management professionals to evolve as a better human being. As a behavioral trainer he has facilitated professionals to acquire right behavioral as well as technical competencies to evolve as responsible managers. His academic credentials with a blend of management and legal competencies have facilitated learners to acquire ethical business sense to drive organisations effectively in this dynamic business environment.

EDUCATION:

- Doctor of Philosophy (PhD), MLSU, University of Udaipur, India, 2018.
- Master of Laws (LLM), Government Law College, DAVV, University of Indore, India, 2006.
- Bachelor in Laws (LLB), Government Law College, DAVV, University of Indore, India, 2002.
- Master of Business Administration (MBA), DAVV, University of Indore, India, 1999.

AREA OF INTEREST AND RESEARCH

- Employer Branding
- Organisational Effectiveness
- Spirituality at workplace
- Intellectual Property Laws
- Legal Aspects of Responsible Business

- Talent Acquisition
- Employment Relationships
- Higher Education

TEACHING COURSES AND NEW COURSES DEVELOPED

- Human Resource Management
- Compensation and Rewards Management
- Labour Legislations
- Management of Industrial Relations
- Business Ethics
- Legal Aspects of Business
- Legal Framework of Retail Business
- Intellectual Property Laws
- Organisational Development

EXPERIENCE

- Assistant Professor, Human Resources Birla Institute of Management Technology, Greater Noida, India, March 2008 – onwards.
- Senior Lecturer, Human Resources, Amity University, Noida, India, February 2006 – February 2008.
- Lecturer, Human Resources, Institute of Management Studies (IMS) Devi Ahilya Vishwavidyalaya(DAVV), University of Indore, India, October 2003 - January 2006.

ACADEMIC POSITIONS AND ASSIGNMENTS

- Dy. Controller Examinations, Birla Institute of Management Technology, June 2019 – Present.
- Program Coordinator, PGDM Program, Birla Institute of Management Technology, 2014-2019.
- Member, Research Committee, Birla Institute of Management Technology, June 2019 –Till Date.
- Member Examinations Committee, Birla Institute of Management Technology, June 2019 –Till Date.
- Member Library Committee, Birla Institute of Management Technology, 2018-19, 2017-18, 2015-16, 2014-15, and 2013-14.
- Member PES Committee, Birla Institute of Management Technology, 2018-19, 2017-18 and 2016 –2017.
- Member Admissions Committee, Birla Institute of Management Technology, 2017 –2018.
- Member Centre for International Affairs Committee, Birla Institute of Management Technology, 2016-17 and 2015-16.
- Member Accreditation Committee, Birla Institute of Management Technology, June 2013 –2014.

RECOGNITIONS AND AWARDS

- Distinguished Service Award, Birla Institute of Management Technology, 2018.
- Scholarships awarded at school level by Coal India Limited

RESEARCH PAPERS AND WORKING PAPERS

- Ratna R, N Shrivastava N and Rana G. Exploration of Organizational Culture, Knowledge Management, Organizational Effectiveness (2020) *International Journal of Psychosocial Rehabilitation*, Vol 24 Issue 1, [DOI 10.37200/IJPR/V24I1/PR200130](https://doi.org/10.37200/IJPR/V24I1/PR200130).
- Mondal C G and Shrivastava N. (2018) Corporate Social Responsibility(CSR): Recent Development and Concerns', *Chartered Secretary*,48,1-132,https://www.icsi.edu/media/webmodules/linksofweeks/ICSI-December_2018.pdf.
- Jain, G., Vardhan A., Shaivastava N and Bishnoi S.(2018) Urban Cooperative Banks (UCBs) Evolution and Challenges: Insights from an Indian State *Airo International Research Journal, Adhyayan International Research Organisation*, 15, 1-19.
- Ratna R and Shrivastava N . (2018) An Empirical Study on Learning Organization: With Reference to IT Sector. *Perspectives of Management, HBS,Kolkata*, 9,1&2,24-34.
- Sidhu J S, Shrivastava N, Jain G, Bishnoi S. (2018), Current Trends in IR Concepts and Practices *Airo International Research Journal Adhyayan International Research Organisation*.
- Shrivastava N, Shrivastava V and Shrivastava P (2017) Emerging issues in Intellectual property rights: Understanding the concept of generic vs. non generic terms wrt trademark laws in India, *Manakin Press Pvt Ltd*.
- Shrivastava N and Shukla A V. (2013) Employer Branding: A Study of Relevance and Scope', *Amity Business Review*, Vol. 14, No. 2 Jul-Dec, AMITY,ISSN 0972-2343 <https://www.amity.edu/abs/abr/pdf/Vol%2014%20No.2/9.pdf>
- Agrawal S and Shrivastava N. (2011) Trips-Plus Agenda Through Anti – Counterfeiting Trade Agreement Implications for India, *South Asia Business Review (SABRE)*, Vol III,Issue 1, Jan.
- Agrawal S and Shrivastava N. (2010) Legal Aspects of International Business Transactions: From Lex Mercatoria to Multilateral Commercial Treaties, *South Asia Business Review (SABRE)*, Vol II, Issue 1, Jan.
- Agrawal S and Shrivastava N., (2010) Legal Aspects of Marine Insurance in India, *Journal of Insurance and Risk Management (JIRM)*, Vol.VIII, Issue 16.
- Arya S, Ratna R and Shrivastava N. (2010) *Recruitment and Selection: A Job Seeker's Perspective*, *NSB Management Review*, NIILM, August.
- Majumdar S,Yadav U S, Ratna R and Shrivastava N. (2010) Constructive Role of HR Initiatives towards Changing Organizational Climate in Retail Sector, *Indian Retail Review*, Vol.VIII, Issue 16, June.
- Shrivastava N and Shukla A V, (2013) Key drivers of Talent Management: A case study of an MSME, *Organisation Management Bloomsbery Publication, ICMC, Greater Noida*.

RESEARCH IN PROGRESS

- Employer Brand: Scale Development and Validation - A Potential Employee Based Study (Under Review ABDC journal)

- Compensation and Rewards, invited as a speaker by National Human Resource Development(NHRD), New Delhi, Mar 2017
- Trade Union Positivism, invited as a speaker by National Institute of Personnel Management (NIPM), New Delhi, Mar 2013
- Changing Dimensions of Employee Relations, invited as a speaker by National Institute of Personnel Management(NIPM), New Delhi, Feb 2012

MDP SESSIONS, WORKSHOPS AND TECHNICAL LECTURES

- Leadership and Managing Stress for Senior Officials of BSES at Greater Noida, one day MDP, January 2020.
- Personality Values and Humility for Senior Officials of BFIN, Nepal at Greater Noida, one day MDP, December 2019.
- Positive Thinking and Mindfulness for GM's and AGM's at POWERGRID (Manesar), one day MDP, November 2019.
- Labour Legislations at Gas Authority of India Limited (GAIL) Noida), one day workshop, September 2019.
- Labour Legislations at Damodar Valley Corporation (DVC) Kolkata, one day workshop January 2018.
- Developing Employee Relations and Labour Legislations at NHPC (Faridabad), one day workshop October 2017.
- Labour Legislations/Enhancing Managerial Effectiveness & Team Building/Developmental HR-Motivation' for NTPC at Greater Noida. half day to full day workshop series 2017/2016/2015,
- Value based Leadership & Humility and Level-5 Leadership at IFFCO (Gurugram), two day MDP, October –November 2016.
- Enhancing Managerial Effectiveness & Team Building Educational Development Council of India (EDCIL) Greater Noida), one day MDP, July 2013.
- Team Effectiveness through at MBTI' NHPC (Faridabad), Two day MDP 2013.
- Enhancing Managerial Effectiveness through Experiential Learning at POWERGRID (Shillong), three day MDP, October 2012.
- Team Building and Group Dynamics at PMI, Noida, one day MDP, August 2012.

- Labour Laws and Land Acquisition' PMI (Noida), one day workshop, 2012.
- Land Acquisition (R & R) and CSR at NIPM (New Delhi), one day MDP, 2012.
- Career Advancement Programmes for executives of IOCL on Human Resource Management and Labour Laws, one day refresher program Noida 2012.
- Team Building and Group Dynamics at THDCIL (Rishikesh), three day MDP, 2012.
- Labour Laws at PMI (Noida), one day MDP, 2011.
- Managerial Effectiveness at PMI (Noida), half day MDP 2011.
- General Management at IFFCO (Gurgaon), one day MDP, 2011.
- HR for Line Managers at JINDAL STEEL AND POWER LIMITED (Raigarh), one day MDP, 2011.
- HR for Line Managers at JINDAL POWER LIMITED (Tamnar), three day MDP 2011.
- Team Building and Motivation at JINDAL STEEL AND POWER LIMITED (Corporate Office Delhi), one day MDP, 2011.
- Leadership, Team Building, Group Dynamics, Creativity and Innovation' at NBCC (Kolkata), one day MDP, 2011.
- Energizing Work-Force at BHARAT SANCHAR NIGAM LIMITED(BSNL), NOIDA, one day MDP, 2011.
- Enhancement of soft skills and Team Building UCO Bank, 2010 for more than 200 employees one day MDP, 2010-11(Series of programs)
- Team Building and Leadership at AMAR UJALA, two day MDP, 2009.
- Motivation and Team Building at INDIAN POSTAL DEPARTMENT, New Delhi, one day MDP, 2007-08.
- Legal Aspects of Business' at XANSA, NOIDA, one day workshop 2007.
- Senior Subordinate Relationship at Armed Police Training Centre (APTC), Indore, one day workshop, August 2005.
- Motivation at Special Armed Forces (SAF) one day workshop, February 2004.

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

- Institutional member, NHRDN New Delhi , India, 2011 – till date.