

Name : Dr. Pooja Malik
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BIOSKETCH:

Dr. Pooja Malik is a Ph.D. from Indian Institute of Technology, Roorkee with specialization in Human Resource Management and Organizational Behavior. She has published articles in all A, B, and C category journals listed in ABDC and SCOPUS index including *International Journal of Manpower*, *International Journal of Organizational Analysis*, *Journal of Management Development* etc. Her research interest includes both qualitative and quantitative techniques including Content analysis, AHP, Systematic literature review, SPSS, AMOS, MACROS.

EDUCATION:

- **Ph.D.** (HR-OB), Indian Institute of Technology (IIT) Roorkee, Title: “A moderated mediation framework of workplace deviance in Indian public sector units”, 2019
- **NET JRF** (Management), University Grants Commission, 2011
- **MBA** (HR & Marketing), Indian Institute of Management and Technology (UPTU), 2011
- **BSc** (ZBC), DN Degree College (CCSU), 2009

AREA OF INTEREST AND RESEARCH

- Human Resource Management
- Organizational Behavior
- HR Analytics
- Talent Management
- Organizational ethics

TEACHING COURSES AND NEW COURSES DEVELOPED

- Human Resource Management
- Organizational Behavior

EXPERIENCE

- Assistant Professor, HR-OB, Forte Institute of Technology, Meerut, India, June 2011 to May 2012.

ACADEMIC POSITIONS AND ASSIGNMENTS

- Assistant Professor, Birla Institute of Management Technology, July 2019 – Present.

RESEARCH PAPERS AND WORKING PAPERS

- Malik, P. & Lenka, U. (2020). Identifying HRM practices for disabling destructive deviance among public sector employees utilizing content analysis. *International Journal of Organizational Analysis*. DOI 10.1108/IJOA-02-2019-1658 (Emerald- Scopus, ABDC)
- Malik, P. & Lenka, U. (2019). Overcoming destructive deviance: Propositioning an integrated conceptual framework. *International Journal of Organizational Analysis*, 27(3), DOI: I 10.1108/IJOA-06-2018-1441 (Emerald-Scopus, ABDC- B)
- Malik, P. & Lenka, U. (2019). Exploring interventions to curb workplace deviance: Lessons from Air India. *Tourism Review*, 74(3), 563-585. (Emerald-SSCI, ABDC- B)
- Malik, P. & Lenka, U. (2019). Exploring the mediating role of employee engagement between AMO framework and constructive and destructive deviance. *International Journal of Manpower*, 40(5), 994-1011 (Emerald-SSCI, ABDC- A)
- Malik, P. & Lenka, U. (2019). Testing the mediating role of POS between perceived AMO framework and deviant behaviours in the Indian IT sector. *European Journal of International Management*. DOI: 10.1504/EJIM.2020.10022894 (Inderscience- SSCI, ABDC- C)
- Malik, P. & Lenka, U. (2018). Integrating antecedents of workplace deviance: utilizing AHP approach, *Journal of Indian Business Research*, 10(1), 101-122. (Emerald- Scopus, ABDC- C)
- Malik, P., Lenka, U., & Sahoo, D. K. (2018). Proposing micro-macro HRM strategies to overcome challenges of workforce diversity and deviance in ASEAN, *Journal of Management Development*, 37(1), 1-22. (Emerald- Scopus, ABDC- C)

RESEARCH IN PROGRESS

A qualitative review of destructive deviance in the Indian context.

Exploring the nexus between perceived AMO framework and workplace deviance: A moderated mediated model

EDITORIAL POSITIONS AND REVIEWS

- Reviewer, International journal of Manpower, 2020
- Reviewer, Organization Management Journal, 2020
- Reviewer, International Journal of Emerging Markets, 2019
- Reviewer, Journal of Asia Business Studies, 2018
- Reviewer, International Journal of Sustainability in Higher Education, 2019.

CONFERENCE, SEMINAR PAPER AND PRESENTATIONS

- **Malik, P.** & Lenka, U. (2015, December). Impact of HR practices on workplace deviance through perceived organizational support. ICRBS 2nd International conference conducted by IIT, Roorkee, Greater Noida campus.
- **Malik, P.,** Lenka, U., & Sahoo, D. K. (2016, May). Impact of globalization on workforce diversity and deviance at workplace in ASEAN. Presented in the in 5th International Conference on Advancement of Development Administration (ICADA), NIDA, Bangkok.

MDP SESSIONS, WORKSHOPS AND TECHNICAL LECTURES

- Attended workshop on “Statistical techniques for business analytics”, Organized by KIIT, Bhubaneswar, Odisha, 22 to 26 December, 2017.
- Attended workshop on “Make in India: Importance of operations and supply chain management”, Organized by IIT Roorkee, 6 February, 2016.
- Attended Author workshop on "How to write quality manuscripts that will be attractive to SCI indexed journals", Organized by Springer, IIT Kharagpur, 12 February, 2014