

DR. DISHA ARORA
Assistant Professor
Department of Commerce
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DOB: 18th October 1994



Educational Qualifications

Ph.D. in Human Resource Management

University Business School, Panjab University Chandigarh, India (2024) PhD Thesis: *Abusive Supervision and its effect on Counterproductive Work Behaviour: A study of select banks in Northern India*, Ph.D. Supervisor: Prof. Sanjay Kaushik

Qualified U. G. C. (J. R. F.) in Commerce

M.Com- DAV College, Sec 10, Chandigarh, India (2015-2017)

Bachelor of Commerce (Eco Hons.) MCM DAV College for Women, Sector 36, Chandigarh, India (2012-2015)

Teaching/Research Experience

- **UGC-Junior/Senior Research Fellow** in University Business School, Panjab University, Chandigarh
- September 2019 – September 2023
- **January 9th 2024- Present** Ad hoc Lecturer in Commerce, GGDSD College, Sec 32, Chandigarh
- Human Resource Management

Areas of Interest

Publications

(Journal/Book Chapters)

Journal Publications:

Kaushik, S., & Arora, D. (2022). Workplace Ostracism and Counterproductive Work Behaviour: A Social Exchange Perspective. *Journal of the Asiatic Society of Mumbai*, 96(8), 61-68.

Kaushik, S., & Arora, D. (2022). Abusive Supervision and Its Effect on Counterproductive Work Behaviour. *Phalanx: A Quarterly Review for Continuing Debate*, 17(3), 172-179.

Kaushik, S., & Arora, D. (2022). Abusive Supervision and Subordinate's Personality: *Shodhasamhita*, 9(2), 18-25.

Arora, D., & Kapoor, M. (2024). Corporate Social Responsibility - A Study on Mother Care. *Shodh- Prabha*, 49(1), 182-192.

Arora, D., & Kapoor, M. (2024). AI and New HR Paradigm: Transforming Decision-Making Process. *Ajasra*. 13(5), 8-18.

Book Chapters:

"Trends and Challenges of Managing Information Technology." *Principles and Fundamentals of Management and Information Technology*. Ed. Dr. Surinder Kaur and Dr. Suman Nayyar (National Press Associates, 2022) 95-99.

"Virtual Team Building." *Recent Advances in Management, IT, and Social Sciences*. Ed. S. Kumar (National Press Associates, 2022) 32-38

"Role of E-Commerce in 21st Century." *Changing Indian Retail*

Industry. Ed. Dileep Singh and Aditi R Khandelwal (Rubicon Publications, 2022) 38-44

"Case Study Search Engine Marketing: Google." Principles and Fundamentals of Management and Information Technology. Ed. Dr. Surinder Kaur and Dr. Suman Nayyar (National Press Associates, 2022) 64-68.

**Seminars/
Conferences/Symposiums
(Paper Presented)**

Presented a paper entitled - "Impact of Workplace Spirituality on Work Engagement: A Study on Indian Bank" at the International Conference on Research in Business under the theme "Digital Empowerment and its Comprehensive Possibilities" held virtually on 20th June 2021.

Presented a paper entitled "Workplace Ostracism and Counterproductive Work Behaviour: A Social Exchange Perspective" in the executive development program "Cases, Action Research and Best Practices in Energy Sector" held from 28th to 29th June 2022.

Presented a paper entitled "Abusive Supervision and Subordinate's Personality: A Study of Select Banks" in the 16th GJ-IntConMITE 2022 on the theme "Challenge of Changing Patterns in a Borderless World" on July 29, 2022.

Presented a paper entitled "Corporate Social Responsibility - A Study on Mother Care" at an International Seminar on the theme "Sustainable Development in India: Strategies and Way Ahead" held on 27th February 2024.

Presented a paper entitled "AI and New HR Paradigm: Transforming Decision-Making Process" at an Interdisciplinary one-day national Seminar on the theme "Digital India: Empowerment and Transformation towards inclusive growth" on 15th March 2024.

Presented a paper entitled "Empowering Prosperity: How Financial Inclusion with FINTECH Fuels Economic Development" in the National Seminar on "Financial Inclusion in North Western Region of India" on 6th March 2024.

**Refresher
Courses/Workshops/
Training Programmes**

Actively participated in an enriching two-week training program, "Research Methodology in Social Sciences for Research Scholars/Faculty Members," hosted at ICSSR Complex, Panjab University, Chandigarh, in February 2022.

Participated in a comprehensive one-week workshop centered on "Meta-Analysis for Writing Research Papers," organized by Anant Education Foundation in Surat, India, from July 8th to 12th, 2020. 2015-2017.

Successfully completed a rigorous one-week online Faculty Development Program (FDP) focused on "Advanced Excel & SPSS" in July 2022, facilitated by Ratna Devi Education and Welfare Trust.

Participated in an insightful five-day Faculty Development Program (FDP) on "Student Engagement and Interactivity:

Application of Innovative Tools in Virtual Learning" at Chitkara University, Punjab.

Successfully completed a four-day online workshop on "Structural Equation Modeling" held from July 8th to 11th, 2021, conducted by Virtual Centre for Academic Research & Excellence Pvt. Ltd. 2011-2012

Actively participated in a five-day E-workshop titled "Basics of Research, Parametric, Nonparametric & Regression using SPSS" from November 10th to 14th, 2021, organized by Lal Bahadur Shastri Research Centre for Public Policy and Social Change, affiliated with LBSIM, New Delhi.

Completed a comprehensive five-day online faculty development program on "Structural Equation Modeling using Smart PLS," hosted by the Faculty of Management Studies, The ICFAI University, Himachal Pradesh, from July 25th to 29th, 2022.

Dr. Disha Arora