

## Vita

**Name: Dr. Neeti Rana** (Associate Professor, Human Resource)

### Education

- Ph.D. (Psychology) Dayalbagh Educational Institute, Agra (1998)
- M.A. (Psychology) Dayalbagh Educational Institute, Agra (1994)

### Others

- Certified Neuro Linguistic Programming (NLP) Practitioner (Dr. Richard Bandler, USA)

### Member

- Indian Society for Training & Development
- Society for Personality & Social Psychology
- National HRD Network
- OB Teaching Society
- MBTI Practitioners Group
- Indian Academy of Applied Psychology
- Indian Science Congress Association
- National Academy of Psychology

### Awards & Achievements

1. Has been selected to participate in Applied Research & Training Seminar (ARTS 2010) on Test Development & Adaptation, convened by Prof. Tom Oakland, held at Melbourne University, July 2010.
2. Has represented as Head of the Dept., for accreditation of MBA programme by the National Board of accreditation (NBA), AICTE, Min. of HRD, GOI, at Lloyd Institute of Management & Technology, Gr.Noida. The programme has been accredited in April, 2009.
3. Has been invited by Korea Industrial Technology Foundation (Ministry of Commerce, Industry & Energy, The Republic of Korea), as a member of Indian delegation to visit the Korean Foundation and Samsung Research & Development Centre, Seoul, South Korea, March, 2006.
4. Has been invited as a Chairperson at the 28th Annual Conference of the International Congress of Psychology, held at Beijing, (August, 2004).
5. Has been sanctioned funds by the U.S. National Science Foundation through a grant to the Globe Foundation for Research and Education, USA, and Globe India Development Centre, New Delhi, for Case Studies (2003).
6. Has been awarded grant from European Commission (ECCP) to Coordinate Research in EU-India International Business Management Project Centre, New Delhi (2000-2002).
7. Has been awarded Durganand Sinha Memorial Best Paper Presentation at the XI Annual Conference of the National Academy of Psychology, University of Andhra Pradesh, Vishakapatnam (2000).
8. Has been awarded Grant by Dayalbagh University, Agra, for visiting Cambridge University, UK, for Research Presentation (1996).
9. Has been awarded Doctoral Scholarship, from Bureau of Police Research & Development, Ministry of Home Affairs, Govt. of India, for Ph.D. in Criminology & Police Sciences, at Deptt. of Psychology, Dayalbagh Educational Institute, Agra (1995-1998).

10. Has been awarded Director's Medal for securing highest marks in M.A. (Psychology), from Dayalbagh Educational Institute, Dayalbagh University, Agra (1994).
11. Has been awarded Director's Medal for securing highest marks in B.A. Hons. (Psychology), from Dayalbagh Educational Institute, Dayalbagh University, Agra (1992).
12. Has been awarded National Merit Scholarship in B.A. Hons. (Psychology), at Dayalbagh Educational Institute, Agra (1992).

### **Area of Interest/Research**

- Project Head for Cross-Cultural Research, Test Development & Adaptation in India (2010-2011).
- Faculty Researcher / Coordinator: CEO Study - Global Leadership and Organizational Behaviour Effectiveness (GLOBE) Research project led by Prof. Robert House, The Wharton School, University of Pennsylvania, USA, in association with XLRI, Jamshedpur, IIM Indore and EMPI B-School, New Delhi, India (2000-2003).
- Faculty Researcher / Coordinator: EU-India International Business Management Centre project, in partnership with Helsinki School of Economics & Business Administration, Finland, SAA School of Management, University of Torino, Italy & EMPI B-School, New Delhi, India (2000 - 2002).
- Personality Assessment Centre

### **Teaching area**

- Organizational Behaviour
- Human Resource Management
- Compensation Management
- Industrial Relations

### **Publications**

1. Associate Reviewer in Vipin Gupta (Ed.) *Transformative Organizations – A Global Perspective*, Sage Publications, New Delhi, 2004.
2. Rana, N. (2002). Entry Penetration & Escalation of Indian Firms in Italy, Finland and other EU Markets. *Proceedings of EU- India Cross-Cultural, presented at the 1st & 2nd Annual Conference of EU-India International Business Management Centre Project*, New Delhi.
3. GLOBE data from India collected by Rana, N., & Saran P., published in manuscript prepared by Gupta, V., Surie, G., Javidan, M., & Chhokar, J. (2002). Southern Asia Cluster: where the old meets the new? *Journal of World Business*, Vol 37, Issue1, Spring 2002, 16-27.
4. Rana, N., & Sinha, S.P. (1998). Memory Strategy and Learning Disabilities, *Readings in Applied Psychology: Indian Perspectives*, Gyan Publishing House, New Delhi.
5. Rana, N., & Sinha, S. P. (1997). Metamemory: The Monitoring and Control of Human Memory. *Proceedings of International Conference on Cognitive Systems*, New Delhi, 988-995.
6. Rana, N. (1997). Elderly Women Trial Prisoners: In Pursuit of Human Rights. *Proceedings of International Conference on Crisis in the Human Services Conference*, 1996, University of Lincolnshire and Humberside, UK, 111-115.
7. Rana, N., Sethia, P., & Sinha, S.P. (1996). Circadian Rhythms and Immediate Recall: A Comparative Study of Mentally Retarded and Normal Children. *Journal of Psychological Researches*, Vol. 40, (1-2), 53-57.

8. Rana, N., & Sinha, S. P. (1996). Perception of Prison Environment by inmates: Role of Social Support. *Journal of Community Guidance and Research*, Vol. 13, No. 2, 207-214.
9. Rana, N., & Sethia, P., & Sinha, S.P. (1994). Circadian Rhythms and Cognitive Efficiency in Vigilance Performance. *Maeer's Mit Pune Journal*, Vol. 3, No.11, 57-59.
10. Rana, N., Sethia, P., & Sinha, S. P. (1993-94). Intraindividual Differences in Memory and Vigilance Performance: A Temporal Approach. *Journal of Behavioural Sciences*, 4-5 (1-2), 1-13.

### International Conferences

1. Rana, N. (2010), *Assessing the Training and Staff Development Needs of Power Sector Employees*, 27<sup>th</sup> International Congress of Applied Psychology, 11-16 July, Melbourne, 2010.
2. Rana, N. (2009). *HR: Shaping the Future*, World HRD Congress, Mumbai, 5-6 February, 2009.
3. Rana, N. (2009). *Women in the Realm of Business Education: An Overview*, Hawaii International Conference on Education, Honolulu, Hawaii, 4-7 January, 2009
4. Rana, N. (2008). *Building High Tech Futures*, New Delhi, 5 December, 2008.
5. Rana, N. (2008). *Life Attitude and Environmental Perception of Women in Detention*, 29<sup>th</sup> International Congress of Psychology, Berlin, Germany, 20-25 July, 2008.
6. Chauhan, P., & Rana, N. (2008). *Environmental perception and Public Participation in Infrastructural Development Projects in Developing Countries*, 29<sup>th</sup> International Congress of Psychology, Berlin, Germany, 20-25 July, 2008.
7. Rana, N. (2007). *Women Prisoners: Social & Personality Issues*, 8th Annual Conference of Society for Personality & Social Psychology, Memphis, Tennessee, 7-9 January, 2007.
8. Rana, N., & Saran, P. (2006). *Challenges for Student Mobility: A New International Education Paradigm*, Student Mobility Conference, Ritsumeikan Asia Pacific University (APU), Oita, Japan, 12-13 March, 2006.
9. Rana, N., & Saran, P. (2005). *Advances & Challenges in Human Resource Management Education in India*, 9<sup>th</sup> European Congress of Psychology, Granada, Spain, 3-8 July, 2005.
10. Chauhan, P., & Rana, N. (2005). *Environmental Impact Assessment of Indian Highways and Infrastructure in India*, 9<sup>th</sup> European Congress of Psychology, Granada, Spain, 3-8 July, 2005.
11. Saran, P., Jain, A., & Rana, N. (2004). *R&D Initiatives for Knowledge Economy: A Case Study*. Step International Symposium on Science & Technology, Seoul, Korea. 30 November-3 December, 2004.
12. Saran, P., Rana, N., & Gupta, V. (2004). *New Directions in Leadership Research: Balancing Strategy in Organizational Context*. 28<sup>th</sup> Annual Conference of International Congress of Psychology, Beijing, China. 8-13 August, 2004.
13. Gupta, V., Saran, P., & Rana, N. (2004). *Entrepreneurial Leadership: An Indian CEO Study*. 28<sup>th</sup> Annual Conference of International Congress of Psychology, Beijing, China. 8 -13 August, 2004.
14. Rana, N., & Sinha, S. P. (2004). *An Empirical Study of Women Incarcerated in Indian Penitentiaries*. 28<sup>th</sup> Annual Conference of International Congress of Psychology, Beijing, China. 8 -13 August, 2004.
15. Rana, N. (2001). *Entry, Penetration & Escalation of Indian Firms in Italy, Finland and other EU Markets*. Annual Conference of EU-India International Business Management Centre Project, Helsinki School of Economics & Business Administration (HSEBA), Helsinki, Finland. 31 May, 2001.
16. Rana, N. (1996). *Elderly Female Undertrial Prisoners: In Pursuit of Human Rights*. Conference on Crisis in Human Services: National & International Perspectives, Cambridge University, UK, 18 - 20 September, 1996.
17. Rana, N. (1998). *E.Q. & Effect of Downsizing*. International Conference on Cognitive Systems, Jamia Hamdard University. 13 -15 December, 1998.
18. Rana, N. & Sinha, S. P. (1997). *Women in Penal Institution: Perception of Environmental Settings*. 3<sup>rd</sup> International & XXXIV Annual Conference of the Indian Academy of Applied Psychology, Technical Teacher's Training Institute, Chennai. 29-31 December, 1997.
19. Rana, N., & Sinha, S. P. (1997). *Metamemory: The Monitoring and Control of Human Memory*. International Conference on Cognitive Systems, NIIT, New Delhi. 13-15 December, 1997.
20. Rana, N., Sethia, P., & Sinha, S. P. (1996). *Impact of Mode of Instructions and Recall Conditions on Memory Performance of Learning Disabled Children*. Asian and XXXII Annual Conference of the Indian Academy of Applied Psychology, Aligarh Muslim University, Aligarh. 27-29 February, 1996.
21. Rana, N., Sethia, P., & Sinha, S. P. (1993). *Circadian Rhythms and Immediate Recall: A Comparative Study Between Mentally Retarded and Normal Children*. International Symposium on Multidisciplinary Perspectives on Cognition. Banaras Hindu University, Varanasi. 14-17 December, 1993.

## National Conferences

22. Rana, N. (2009). *Value Based Management for Organizational Excellence*. XXXIX ISTD National Convention, Ahmedabad, 6-7 February, 2009.
23. Rana, N. (2008). *Life after 360 Degree Feedback*, TVRLS Conference on 360 Degree Assessment & Development Centers, New Delhi, 15-16, December, 2008.
24. Rana, N. (2008). *Positioning HR to Create Value: The New HR*, AIMA's 7<sup>th</sup> National HRM Summit, New Delhi, 17-18 October, 2008.
25. Rana, N. (2008). Panel Discussion on – *High Performance Leadership*, PHD Chamber of Commerce & Industry, New Delhi, 15 September, 2008.
26. Rana, N. (2004). *Nurturing Nurturers: A Gap Analysis for Human Resource Professional Education in India*. National Seminar on Enhancing Human Potential: Psychological Perspectives, Dayalbagh Educational Institute, Dayalbagh University, Agra. 1- 2 October, 2004.
27. Rana, N., & Sinha, S. P. (2001). *A Review of Mental Health Issues of Indian Female Prisoners*. XII Annual Conference of the National Academy of Psychology, Fatima Mata College, Kollam, Kerala. 20 - 22 September, 2001.
28. Rana, N. (2000). *Role of Social Support in Environmental Perception and Attitude Towards Life among Female Prisoners*. XI Annual Conference of the National Academy of Psychology, Andhra University, Vishakhapatnam. 14-16 December, 2000.
29. Rana, N. (1999). *Socio-Emotional Adjustments of Prisoners: A Critical Review*. 86<sup>th</sup> Session of the Indian Science Congress, Anna University, Chennai. 3 - 7 January, 1999.
30. Rana, N., & Sinha, S. P. (1998). *Aging and Imprisonment: A Review*. 2<sup>nd</sup> National Conference, Praachi PsychoCultural Research Association, Punjabi University, Patiala. 3-4 April, 1998.
31. Rana, N. (1998). *Effect of Social Support in Environmental Perception and Attitude Towards Life among Convicted and Undertrial Prisoners*. 85<sup>th</sup> Session of the Indian Science Congress, Osmania University, Hyderabad. 3 - 7 January, 1998.
32. Rana, N., & Sinha, S. P. (1997). *Developments in Clinical Psychology: A Review*. National Seminar on Developments in Clinical Psychology, National Institute of Mental Health and Neuro Sciences, Bangalore. 20-21 January, 1997.
33. Rana, N., & Sinha, S. P. (1997). *Women's Imprisonment: Psychosocial Issues related to Mental Health*. 84<sup>th</sup> Session of the Indian Science Congress, Delhi University, Delhi. 3 - 7 January, 1997.
34. Rana, N., Sethia, P., & Sinha, S. P. (1996). *Short Term Memory and Circadianity Among Retarded and Non-Retarded Children*. National Seminar on Mental Deficiency: Psycho-Social Concerns and Annual Conference of Indian Psychological Association, National Council for Educational Research and Technology, Delhi. 2-3 March, 1996.
35. Rana, N., & Sinha, S. P. (1996). *Life Attitude Profile of Elderly Female Undertrial Prisoners*. NITIE Praachi National Conference on Behavioural Sciences and Effective Management, Bombay. 27-28 January, 1996.
36. Rana, N., & Sinha, S. P. (1995). *Female Undertrial Prisoners: Behavioural Effects of Prison Environment*. National Seminar on Indian Women and Environmentally Responsible Behaviour, M.P. Academy of Administration and Barkatulla University, Bhopal. 21-23 December, 1995.
37. Rana, N., Sethia, P., & Sinha, S. P. (1995). *Mode of Retrieval in Intellectually Average and Subaverage Children*. Psycho-Linguistic Association of India. Dau Dayal Post Graduate Girls College, Firozabad. 25-26 March, 1995.
38. Rana, N., & Sinha, S. P. (1995). *Perception of Prison Environment by Inmates: Role of Social Support*. 82<sup>nd</sup> Session of the Indian Science Congress, Jadavpur University, Calcutta. 3- 7 January, 1995.
39. Rana, N., & Sinha, S. P. (1994). *Metacognition and Human Performance: A Theoretical Framework*. XXXI Annual Conference of the Indian Academy of Applied Psychology. M.J. College, Jalgaon. 21-23 December, 1994.
40. Rana, N., Sethia, P., & Sinha, S. P. (1994). *Intraindividual Differences in Memory and Vigilance performance: A temporal approach*. Institute of Psychological Research, Bangalore. 6-8 June, 1994.
41. Rana, N., Sethia, P., & Sinha, S. P. (1994). *Circadian Rhythms and Cognitive Efficiency in Vigilance Performance*. 81<sup>st</sup> Session of the Indian Science Congress, University of Rajasthan, Jaipur. 3- 8 January, 1994.

## Projects

1. Faculty Coordinator: India Study Project: A Cross-Cultural Analysis, for Graduate students from Simmons College, Boston to EMPI B-School, New Delhi (March, 2007).
2. Faculty Researcher/ Coordinator: 2 day MDP on Export Procedures, Documentation & Marketing in Foreign Markets, for Commissioner of Industries, Govt. of Rajasthan, Jaipur, 20-21 September, 2006.
3. Faculty Researcher / Coordinator: Indo – China IT Project: A Cross- Cultural Leadership Research initiative of Global Leadership and Organizational Behaviour Effectiveness (GLOBE) Programme, The Wharton School, University of Pennsylvania, USA, EMPI B-School, New Delhi, India, and City University of Hong Kong, China SAR (2004 onwards ).
4. Faculty Researcher / Coordinator: International Team Consulting Project (Business Process Outsourcing from the US to India) sponsored by Michigan Small Business and Technology Development Centre (MI-SBTDC) and Seidman College of Business at Grand Valley State University, Michigan, USA.
5. Faculty Researcher / Coordinator: CEO Study - Global Leadership and Organizational Behaviour Effectiveness (GLOBE) Research project led by Prof. Robert House, The Wharton School, University of Pennsylvania, USA, in association with XLRI, Jamshedpur, IIM Indore and EMPI B-School, New Delhi , India (2000-2003).
6. Faculty Researcher / Coordinator: EU-India International Business Management Centre project, in partnership with Helsinki School of Economics & Business Administration, Finland, SAA School of Management, University of Torino, Italy & EMPI B-School, New Delhi, India (2000 -2002).

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