

Manju Baghmar

Rrp_manju@yahoo.com

+91-9982725547

+91-944758977

Personal Profile

Professor and Researcher with 25 years of experience teaching courses in both post graduate and under graduate level. Supervised 11 thesis and published over 18 articles in peer reviewed journals.

Education

2007 L.L.M. from Mohanlal Sukhadia University, Udaipur (Raj)

2007 P.G. Diploma in Human Rights from Mohanlal Sukhadia University, Udaipur (Raj)

2005 L.L.B.(Gold Medalist) from Mohanlal Sukhadia University, Udaipur (Raj)

2002 Ph.D in HRD Mohanlal Sukhadia University, Udaipur (Raj)

Thesis title "A Study on HRD in RIICO (Rajasthan State Industrial Development & Investment Corporation Ltd.) A Special Reference to job Satisfaction Moral & Efficiency.

1993 NET (Management) UGC

1992 SLET (Business Adm.) R.P.S.C Ajmer

1991 M.Com (Business Adm.) M.D.S. University, Ajmer

1989 B.Com M.D.S. University, Ajmer

1986 Higher Secondary Board of Secondary Education, Rajasthan, Ajmer

1985 Secondary 1985 Board of Secondary Education, Rajasthan, Ajmer

Professional Appointments

- Life time member of ISTD (Indian Society for Training & Development)
- Life time member of Indian Commerce Association
- Life time member of Rajasthan Vanijya Parishad

Contribution to University Administration

- Member, House Allotment Committee
- Secretary, Committee to check Harassment Women in University Campus by UGC 2007-08 & member 2005-07.
- UG and PG Administration Committee (2002-08).

- Warden University Girls Hostel, since 1997 to 2019.
- Associate dean University College of Commerce since 2019 to till date.
- Chief Warden Mohan Lal Sukhadia University since 2019 to till date.

Publications

Awards & Honours

- Merit Certificate L.L.M.-2007 First Position, Mohanlal Sukhadia University, Udaipur
- Merit Certificate L.L.B.-2005 First Position, Mohanlal Sukhadia University, Udaipur
- Merit Certificate 1990-91 M.Com (Pre.) Business Administration, 1990 Highest Marks, S.D. Government College, Beawar
- Debate Competition (1988-89) Second Prize DAB College Beawar
- Essay Competition (1987-88) Second Prize DAB College Beawar
- Debate Competition (1987-88) Third Prize DAB College Beawar
- Debate Competition Third Prize (1986-87) Dayanand Arya Balika Mahavidyalya (DAB Beawar College, Raj)
- Proficiency Certificate RRMI Passed the 5th All India Schools General Knowledge Competition Examination (Senior Category) -1983 (Reader's Research Modern Institute)
- Certificate of 12th All India Schools General Knowledge Competition Juniors 1982 passed Indian Council for International Amity

Grants & Fellowships

Conferences

Teaching Experience

Research Experience

Additional Activities

Language & Skills

Research Guidance

1. Profitability Analysis of Marble Industry of Southern Rajasthan.

Shipra Talesra (2005)

2. A Study on The Impact of H.R.D. on Organizational Effectiveness with Special Reference to Non-Governmental Organizations (NGOS).
Swarlipi Shah (2007)
3. A Study of Cost Management in Commercial Banks in Rajasthan
(A Comparative Sample Study of Private and Public Sector Banks).
Pankaj Chalot (2009)

Assessment of Operational Efficiency and Its Impact on Employees Job Satisfaction
(A Comparative Study of Reliance Communication Ventures Limited and Bharat Sanchar Nigam Ltd.).
Bhawana Vegad (2010)
4. Problems and Prospects of H.R.D. (An In-depth Study of Selected Units of Hotel Industry of Rajasthan).
Ankita Mogra (2010)
5. Impact of Brands on Consumers in Fast Moving Consumer Goods Category.
Pragati Chundawat (2010)
6. Students Perspective Towards Entrepreneurship
(A Comparative Study on Students of Professional & Conventional Course in Rajasthan).
Kalpesh Kumar Mehta
(2010)
7. Impact Analysis of Organizational Climate and Job Satisfaction in Selected Pharma Companies.
Mrs. Sudipta Jain (2013)
8. A Study of Adopting M-Commerce and E-Commerce in India.
Sandeep Paliwal (2017)
9. Human Resource Management Practices in Small and Medium Sized Enterprises of Southern Rajasthan.
Mohita Singhvi (2020)
10. Effectiveness of Training and Development Programmes on Teachers Skills and Competences: With Special Reference to Engineering Education.
Hemendra Panwar (2020)
11. e-Business Orientation in Rural and Urban Consumers: A Comparative Study in Udaipur District.
Jaswant Kumar Khatik (2021)

Research Publications

| S.NO. | Title | Journal, Page No. & Vol. | ISSN/ISBN NO. | Whether peer reviewed & Impact factor, if any | No. of Co-authors | API Score |
|-------|--|--|------------------|---|-------------------|-----------|
| 1. | Development Through Development of People and Practices HRD Perspective in the Globalized Environment | Indian Journal of Public Enterprises VOL. 21, Number 39, December, 2005, Allahabad Page 160- 167 | Refereed Journal | Peer reviewed | | 15 |
| 2. | Operational Efficiency of a Developing Marble Organization: A Case Study of Associated Marmo & Granites Limited. | Indian Journal of Public Enterprises Vol. 21, Number 39, December, 2005, Allahabad Page 168- 177 | | Refereed Journal, Peer reviewed | | 15 |
| 3. | Emerging Non-Tariff Barriers in Food Trade | Southern Economist Vol. 44, Number 17, Jan. 1 st 2006 Bangalore Page 15-19 | 0038-4046 | Peer reviewed | | 15 |
| 4. | The Sprit of Entrepreneurship: The Only Way To Success | Southern Economist Vol. 44, Number 18, Jan. 15, 2006 | 0038-4046 | | | 15 |

| | | | | | | |
|-----|--|---|-----------|-----------------------------------|--|----|
| | | Bangalore Page 15-16 | | | | |
| 5. | Emerging Trends in Services Sector | Southern Economist Vol. 45 Number 8, Aug. 15, 2006 Bangalore, Page 27-28 | 0038-4046 | Peer reviewed & refereed | | 15 |
| 6. | Job Satisfaction of Indian Telecom Industry | SPACE Vol. 2, Issue 1, 2010, Page 1-6 | 0976-2175 | | | 15 |
| 7. | Problems & Prospectus of Human Resource Development: An In-Depth Study of Hotel Industry of Rajasthan | Southern Economist Vol. 49, Number 3, June 1, 2010 Bangalore, Page 29-33 | 0038-4046 | | | 15 |
| 8. | An Organizational Climate Pertaining to Ethics: The Outcome of Leader Values and The Practices that Reflect them | The Indian Journal of Business Administration J.N.V. University Jodhpur, Vol. 6, 2010, Page 232-239 | 0975-625 | | | 15 |
| 9. | Organizational Climate and Job Satisfaction of Selected Pharma Companies | Journal of Well Being Vol. 6, Number 2, July 2012 Page 90-97 | 0974-8717 | | | 15 |
| 10. | Green Finance: Current Trends and Future Opportunities in India | The Indian Journal Business Administration J.N.V. | 0975-6825 | | | 15 |

| | | | | | | |
|-----|---|---|-----------|-----------------------------------|--|----|
| | | University Jodhpur Vol. 8, 2012 Page. 78-88 | | | | |
| 11. | An Empirical Study on Customer Services of Selected Private Sector Banks With Special Reference to Udaipur City | National Monthly Refereed Journal of Research in Commerce & Management Vol. 3, No.1 Jan. 2014 Page 12-18 | 2277-1166 | | | 15 |
| 12. | Impact of Demographics on the Awareness of Social Media Marketing Practices | The Indian Journal of Business Administration J.N.V. University Jodhpur Vol. 10, 2014 | 0975-6825 | | | 15 |
| 13. | Assessing Workers and Managers Perception on Use of Correct Procedure in Performance Appraisal System | Dept. of Business Administration J.N.V. Jodhpur, Book: Management: Changing Perspectives, Paradigms and Challenges. | | | | 15 |
| 14. | Issues & Challenges of E- Business in Indian Perspective IS | Department of Business Administration Mohanlal Sukhadia University, Udaipur | 0973-1210 | Peer reviewed & refereed | | |

| | | | | | | |
|-----|---|---|-----------|--------------------------|--|--|
| 15. | Managing the Human Resource in Indian SMS's: The role of Indigenous Realities | Journal of Social Science & Humanities Vol. 5 Issue 1 Jan-Dec 2016 | 2319-9903 | Peer reviewed & refereed | | |
| 16. | Measuring Satisfaction from Skill Development Practices of Engineering Teachers of Rajasthan | Tathapi UGC Care Journal Vol. 19 Issue 40 June 2020 | 2320-0693 | UGC Care Listed | | |
| 17. | Comparatives Study of Training and Development Program on Teachers Technological Competences: With Special Reference to Engineering Education | Think India Journal Vol. 22 Issue 14 December 2019 | 0971-1260 | UGC Care Listed | | |
| 18. | Consumers Attitude Towards e-business: A Comparative Study of Udaipur District | International Journal for Current Research and Techniques Vol. 3 Issue 2, April-June 2016 | 2348-3194 | Peer Reviewed & Refereed | | |

Papers Presented in Conferences, Seminars, Workshops, Symposia

| S. No. | Title of the Paper Presented | Title of Conference/Seminar | Organized by | Whether international/national/state/regional/coll | API Score |
|--------|------------------------------|-----------------------------|--------------|--|-----------|
| | | | | | |

| | | | | Level or university level | |
|----|--|--|--|----------------------------------|-----|
| 1. | Synergizing HR Theory & Practice | National Seminar on HR Today & Tomorrow; Emerging Trends & Strategies March 17-18, 2001, Udaipur | Dept. Of Bus. Admin. & MHRM Programme MLSU Udaipur | National | 7.5 |
| 2. | Productivity Improvement in Banks Through Managerial Effectiveness | National Seminar on Moving with Times: Role of HRM in Service Sector March 16-17, 2002, Udaipur | Dept. Of Bus. Admin & MHRM Programme MLSU Udaipur | National | 7.5 |
| 3. | Strategic Module for Human Resource Development – A Global Perspective | 55th All India Commerce Conference, October 18-20, 2002, Udaipur | Indian Commerce Association MLSU Udaipur | National | 7.5 |
| 4. | Emerging Trends of Rural Marketing | Indian Commerce Association. 55th All India Commerce Conference October 18-20, 2002, Udaipur | MLSU Udaipur | National | 7.5 |
| 5. | Vigyapan Kitnay Sarthak Avam Bhramak | National seminar Laxpra Foundation Aug 8-9, 2003, Udaipur | | National | 7.5 |
| 6. | Kitani Sashakt HUI AI Mahilain | National Seminar on Women Empowerment in Legal Scenario, February 25-26, 2005, Udaipur | | National | 7.5 |
| 7. | Emerging Trends in Service Sector | 58th All India Commerce Conference, Indian Commerce | FCMS mahatma Gandhi Kashi | National | 7.5 |

| | | | | | |
|-----|--|---|--|---------------|-----|
| | | Association, Dec 27-29, 2005 | Vidyapith Varanasi (UP), India | | |
| 8. | The Spirit of Entrepreneurship- The only way to success | 58th All India Commerce Conference, Indian Commerce Association, Dec 27-29, 2005 | FCMS mahatma Gandhi Kashi Vidyapith Varanasi (UP), India | National | 7.5 |
| 9. | Public Interest Litigation & Judicial Activism | National Seminar on The Role of PIL in Present Socio-Economic Scenario, Feb. 25-26, 2006 | University College of Law, MLSU Udaipur | National | 7.5 |
| 10. | Balanced Score Card | National Seminar on Advantage India: Horizons of Global Challenges, Udaipur Dec 2-3 Dec, 2006 | Dept. Of Bus. Admin & MHRM Programme MLSU Udaipur | National | 7.5 |
| 11. | Talent Management | National Seminar on "Diversity Management HR Practices" Nov, 23-24, 2007 | Dept. Of Bus. Admin & MHRM Programme MLSU Udaipur | National | 7.5 |
| 12. | Legal Perspectives of Working Women | 60th All India Commerce Conference, Indian Commerce Association Dec. 27-29, 2007 | 60th All India Commerce Conference, Indian Commerce Association Dec. 27-29, 2007 | National | 7.5 |
| 13. | Indian Women Work Force Striking a Balance Between Work Life | International Conference on Managing Global Business Competition: World's Best Practices, Sep., 22-24, 2008 | Dept. Of Bus. Admin & MHRM Programme MLSU Udaipur | International | 10 |
| 14. | Managing Global Business Competition: | International Conference on Managing Global | Dept. Of Bus. Admin & MHRM | International | 10 |

| | | | | | |
|-----|--|--|--|----------|-----|
| | World Best Practices | Business Competition: World's Best Practices, Sep., 22-24, 2008 | Programme MLSU Udaipur | | |
| 15. | Economic Recession Lay-Offs and Its Impact | 62th All India Commerce Conference Indian Commerce Association Oct, 10-12th 2009 | MDS University Ajmer | National | 7.5 |
| 16. | Sensitization of Urban Youth on Adverse Child Sex Ratio & Combating Sex Selection for Enhancing Dignity of the Girl Child in Rajasthan | Development Resource Centre Society to Uplift Rural Economy, Through NSS, Barmer Rajasthan, Nov., 6, 2009 | MHRM & MBI Programme UCCMS, MLSU Udaipur | National | 7.5 |
| 17. | Critical Role of Values and Ethics for Effective Leadership | National Seminar on Values & Ethics in Corporate World: Managing Challenges & Realities in HR, Udaipur, Feb. 26-27, 2010 | MHRM & MBI Programme UCCMS, MLSU Udaipur | National | 7.5 |
| 18. | An Organizational Climate Pertaining Ethics: The Outcome of Leader Values and the Practices that Reflect Them | National Seminar on Values & Ethics in Corporate World: Managing Challenges & Realities in HR, Udaipur, Feb. 26-27, 2010 | MHRM & MBI Programme UCCMS, MLSU Udaipur | National | 7.5 |
| 19. | Ethics and HR in a Culturally Diverse Environments | Seminar on Contemporary Issues in Accounting & | Dept. Of Accountancy & Statistics & MFC | National | 7.5 |

| | | | | | |
|-----|--|--|---|---------------|-----|
| | | Finance, Udaipur Sep. 18-19, 2010 | Programme MLSU Udaipur | | |
| 20. | Global Trends in Management Education | National Conference on Educational Reform | Aishwarya College, Udaipur | National | 7.5 |
| 21. | Corporate Governance for Sustainable Management | International Conference Substantiable Management Practices: Development & Dimensions March 30-31, 2012 | FMS, MLSU Udaipur | International | 10 |
| 22. | Green finance- Current Trends & Opportunity in India | International Conference on Contemporary Innovative Practices in Management April 13-14, 2012 | | International | 10 |
| 23. | Multi-Tasking work force – A Lifeline for New Ventures | International Conference on Global Business Research Sept. 20-22, 2012 | MHRM and MBI Programme UCCMS, MLSU Udaipur | International | 10 |
| 24. | Women: Problem at Work Place | National Seminar on “Women and Corporate Sector” Issues and Challenges 15-16 Feb. 2013 | UGC Centre for Women’s Studies MLSU Udaipur | National | 7.5 |
| 25. | An Empirical Study on Customer Services of Selected Private Sector Banks with Special Reference to Udaipur City | International Conference on Managing change in Business & Economy | Pacific University April 6-7, 2013 | International | 10 |