

## **DR. PRIYANKA SIHAG**

Assistant Professor

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### **ACADEMIC AFFILIATION**

- Assistant Professor, Department of Business Administration, **National Institute of Technology, Kurukshetra, Haryana** (22-August-2023 to Till date)
- Assistant Professor, **Malaviya National Institute of Technology (MNIT), Jaipur** (February 2019 to August 2023).
- Visiting/Guest Faculty, **BML Munjal University, Gurgaon** (January 2016 to December 2018).
- Lecturer, **Greater Noida Institute of Technology, Greater Noida** (August 2010 to December 2015).

### **PROFESSIONAL QUALIFICATION**

- Ph.D. in Human Resource Management on topic "**Perceived Organisational Support and Employee Engagement with the mediating effect of Psychological Capital- A study of High Tech firms in India**" from School of Management, Gautam Buddha University, Gr. Noida and scored **9.0 CGPA in course work**.
- Qualified the National Eligibility Test (NET) June 2014 in Management conducted by Universities Grant Commission (UGC).
- MBA (Human Resources) from Maharshi Dayanand University, Rohtak in 2009 with **76.16%** marks. Awarded with "**Gold Medal**" in MBA at The NorthCap University (NCU, formerly ITM University), Gurgaon
- M. Sc. (Chemistry), University of Rajasthan, Jaipur in 2006 with 77.7% marks. Secured 2nd position in M.Sc. at University level.
- B.Sc. (Biology), University of Rajasthan, Jaipur in 2004 with **84.37%** marks. Secured 2nd position in B.Sc. at University level.
- Sr. Secondary, Board of Secondary Education, Ajmer, Rajasthan in 2000 with **82.62%** marks.
- Secondary, Board of Secondary Education, Ajmer, Rajasthan in 1998 with **80.73%** marks. Awarded with Gargi Prize (National level prize)

### **TEACHING**

- Ph D level course: Research & Publication Ethics

- PG level Courses: Soft Skills Development, Cross Cultural Management, Human Resource Development: Strategies and Systems, Leadership & Change Management, HR Analytics, Performance and Compensation Management, Human Resource Management, Organizational Behavior, Principles and Practices of Management, Organizational Change Management, Training & Development, Organization design and structures, Total Quality Management etc.
- UG level Courses: Basic Management, Good citizenry and Ethics etc.

### RESEARCH SUPERVISION (DOCTORAL THESIS)

- Ms Aastha Dhoopar, 2023, “*High Performance Work Systems and Employee Outcomes: A study on Indian IT Industry*”, MNIT Jaipur, Rajasthan
- Ms Rakhi Singh, 2024, “*Impact of high performance work practices on employee engagement in generation Y – A study on Indian hospitality Sector*”, MNIT Jaipur, Rajasthan

### RESEARCH SUPERVISION (PG LEVEL PROJECTS)

- Guided more than 30 Master Level (MBA) Project Dissertations.

### RESEARCH INTERESTS

- Employee challenges at workplace, Employee Engagement, Employee Turnover, Green & Sustainable HRM, Organizational Effectiveness, Gen Y engagement, High performance work systems & practices etc.

### INTERNATIONAL JOURNAL PUBLICATIONS

- Singh, R., Sanghamitra, C., Yoo, S, Park, S. & Sihag, P. (2024), “State of the Art on High Performance Work Systems Research: A Bibliometrics Study”, Human Resource Development Review (Sage Publications, **ABDC-B**). <https://doi.org/10.1177/15344843241301668>
- Gupta, B., Sihag, P. and Pangtey, R.S. (2024), "If I feel valued, I am committed to change: role of workplace dignity and perceived supervisor support", *International Journal of Organizational Analysis*, 32(6), 1022-1041. (Emerald Group Publishing, **ABDC-B**) <https://doi.org/10.1108/IJOA-10-2022-3448>
- Singh, R. and Sihag, P. (2023), "Role of empowering leadership as a mediator between HPWPs and Gen Y employee engagement: evidence from Indian hotels", *Journal of Hospitality and Tourism Insights*, Vol. ahead-of-print No. ahead-of-print. (Emerald Group Publishing, **ABDC-C**) <https://doi.org/10.1108/JHTI-01-2023-0022>
- Singh, R., Chaudhuri, S., Sihag, P., & Shuck, B. (2023). “Unpacking generation Y’s engagement using employee experience as the lens: an integrative literature review”. *Human Resource Development International*, 26(5), 548–576. (Taylor & Francis Online, **ABDC-B**) <https://doi.org/10.1080/13678868.2023.2170210>
- Dhoopar, A. & Sihag, P. (2023), “Managing organisational effectiveness during a pandemic: a conceptual framework”, *International Journal of Business Continuity and*

*Risk Management*, 13(2), pp 188-203, (Inderscience, SCOPUS)  
<https://doi.org/10.1504/IJBCRM.2023.131874>

- Sihag, P. and Dhoopar, A. (2023), "Organizational resilience and employee performance: the mediation of perceived organizational support in the Indian HEIs", *International Journal of Productivity and Performance Management*, 72(9), pp. 2674-2696. (Emerald Group Publishing, ABDC-B, ABS-1) <https://doi.org/10.1108/IJPPM-07-2021-0387>
- Singh, R., Sihag, P. and Dhoopar, A. (2023), "Role of resilient leadership and psychological capital in employee engagement with special reference to COVID-19", *International Journal of Organizational Analysis*, 31(1), pp. 232-252. (Emerald Group Publishing, ABDC-B, SCOPUS, ABS-1) <https://doi.org/10.1108/IJOA-09-2021-2975>
- Dhoopar, A, Sihag, P. & Gupta, B. (2022), "Antecedents and measures of organizational effectiveness: A systematic review of literature", *Human Resource Management Review*, 33(1), (Elsevier, ABDC-A, ABS-3, IF 10.667)) <https://doi.org/10.1016/j.hrmr.2022.100915>
- Dhoopar, A., Sihag, P., Kumar, A. & Sihag, A. (2021), "Organizational resilience and employee performance in COVID-19 pandemic: the mediating effect of emotional intelligence", *International Journal of Organizational Analysis*, 30(1), pp. 130-155. ISSN 1934-8835 (Emerald Group Publishing, ABDC-B, SCOPUS, ABS 1). <https://doi.org/10.1108/IJOA-06-2020-2261>
- Sihag, P. (2021), "The impact of Perceived Organizational Support on Employee Engagement- A study of Indian IT Industry", *International Journal of Human Capital and Information Technology Professionals (IJHCITP)*, 12(2), pp. 31-48, ISBN: 1947-3478 (IGI Global, SCOPUS)
- Sihag, P. (2021), "The Mediating role of Perceived Organizational Support on Psychological Capital - Employee Engagement relationship: A study of Indian IT Industry", *Journal of Indian Business Research (JIBR)*, 13(1), pp. 154-186 2020 ISBN: 1755-4195, DOI 10.1108/JIBR-01-2019-0014, (Emerald Group Publishing, ABDC-C; SCOPUS)
- Sihag, P. & Sarikwal, L. (2015), "Effect of Perceived Organizational Support on Psychological Capital - A study of IT Industries in Indian framework " *Electronic Journal of Buisness Ethics and Organization*, 20(2), pp.19-26.
- Sihag, P. & Sarikwal, L. (2014), "Impact of Psychological Capital on Employee Engagement: A Study of IT Professionals in Indian Context" *Management Studies and Economic Systems journal*, 1(2) pp.127-139.

#### CONFERENCE PAPER (Presented)

- Joshi, N., Sihag, P. & Mohammad, F. (2025), "Behavioral Biases in Finance- A Comprehensive Bibliometric Analysis and Machine Learning- Based Topic Modeling", The International Conference on Empowering Vikshit Bharat @ 2047: Innovations in Finance, Inclusion & Economic Growth, 13-14 February 2025, organised by The

Department of Management Studies & Industrial Engineering, Indian Institute of Technology, Dhanbad.

- Kumar, N., Ojha, M. & Sihag, P. (2024), “Green Finance and the Pursuit of Sustainable Development Goals: Insights from a Bibliometric Study”, 4<sup>th</sup> International Conference on “Contemporary Business Trends” 24- 25 May 2024, Department of Humanities, Social Science & Management, National Institute of Technology, Srinagar.
- Jaiswal, A. & Sihag, Priyanka (2024), “Impact of Artificial Intelligence on Performance Management”, Doctoral Colloquium-2024 on Artificial Intelligence and Sustainability, XLRI Jamshedpur, 8-10 April 2024
- Ojha, M. & Sihag, P. (2023), “Government initiatives in fostering Academic driven Startups: Contributions, Challenges and Barriers”, National Conference on Role of Academic-driven Startups in Economy (RASE 2023), December 20, 2023, jointly organized by NIT Kurukshetra & Vidya Bharti Uttar Kshetra and Hindu Shiksha Samiti, Haryana
- Saini, M. & Sihag, P. (2022), “Impact of Green Human Resource Management Practices on the Environmental Sustainability of an Organization”, PP. 188, PRITAM SINGH MEMORIAL CONFERENCE (PRISM), IIM Nagpur India
- Singh, R. & Sihag, P. (2022), “Diversity and Inclusion in organizations: How does it affect employee engagement?” Annual International Research Conference (December 07-11, 2022) at the IIM Lucknow, Noida Campus, UP, India (Status: Presented & selected for a book chapter)
- Singh, R. & Sihag, P. (2022), “Generation Y Engagement at Work: An Integrative Review of the Literature”, AHRD International Research Conference in the Americas, Arlington, Virginia, Academy of Human Resource Development –AHRD at Virtual Mode, International Research Conference in the Americas (February 23-26, 2022) (Status: Abstract published in proceedings)
- Singh, R. & Sihag, P. (2022), “Is employee experience a post-COVID tool for resilient Gen Y? Propositions and Future agenda” 7th Biennial conference of the Indian Academy of Management (INDAM) held on TRIPLE BOTTOM LINE: Developing Business Resilience, Ecological Sustainability and Social Well-Being in Post-Pan, Indian Institute of Management Rohtak, Haryana, India at Indian Institute of Management Rohtak, India (January 7th -9th 2022) (Status: Abstract published in proceedings)
- Singh, R. & Sihag, P. (2021), “Employee experience as a post-COVID engagement tool for new generation workforce: Propositions and future agenda”, International Management Conference 2021 Post COVID Management Strategies: Recovery, Resilience & Adaptation, Indian Institute of Management Bodh Gaya, Bihar at Indian Institute of Management Bodh Gaya, Bihar, India (April 23-24th 2021) (Status: Paper published in conference proceedings book)
- Dhoopar, A., Sihag, P. & Gupta, B. (2022), “High Performance Work Systems and Turnover Intentions: The Role of Organizational Ambidexterity and Perceived

Supervisor Support in the Indian IT Industry”, 7th Biennial conference of the Indian Academy of Management (INDAM) held on TRIPLE BOTTOM LINE: Developing Business Resilience, Ecological Sustainability and Social Well-Being in Post-Pan, Indian Institute of Management Rohtak, Haryana, India at Indian Institute of Management Rohtak, India (January 7th -9th 2022) (Status: Abstract published in proceedings)

- Dhoopar, A., Sihag, P. & Gupta, B. (2021), “Sustaining Organizational Effectiveness in the Time of a Pandemic (Lessons Derived From COVID-19)”, MICAs 7<sup>th</sup> International Communication Management Conference-ICMC on "Creativity & Culture for Management in a Changing World., MICA, Ahmedabad, India at MICA, Ahmedabad
- Sihag, P. (2018). “*Individual's Happiness: The role of Morality*”, the International Conference on Contemporary issues in Innovation in Business Technology and Social Sciences, 2018. Gautam Buddha University, Greater Noida (India).

### **BOOK CHAPTER**

- Dhoopar, A., Sihag, P., Kumar, A. & Suhag A. (2020), “The conceptual model framework for the role of human resources in the adoption of the circular economy: A content analysis approach”, Book: "Circular Economy for the Management of Operations" ISBN:- published by - CRC Press (Taylor & Francis Group)
- Sihag, P. (2011) “Comparative Study of Role Stress in Public and Private Hospitals”, *Handbook of Management and Behavioural Sciences*, Wisdom Publications New Delhi, Vol. 5 chapter 52.

### **CONFERENCES / SEMINARS/ WORKSHOPS/ SHORT TERM COURSES ORGANIZED**

- Workshop Coordinator, One Week Offline Workshop on “Mastering Research Methodology with SmartPLS” during 08-12 March 2025, Department of Business Administration, National Institute of Technology Kurukshetra.
- Course Coordinator, Short-Term Course on “Enhancement & Empowerment of Employability Skills (E3S-2024)”, during 23 -27 July 2024, T & P Cell, National Institute of Technology, Kurukshetra.
- Workshop Coordinator, One Week Workshop on “Advanced Panel Data Analysis (APDA)”, during 03-07 June 2024, Department of Business Administration, National Institute of Technology Kurukshetra.
- Course Convener, One Week Short Term Course on “Employability and Interview Skills” from 12-13 Feb, 2024 & 11-13 March 2024, Department of Business Administration, National Institute of Technology Kurukshetra.
- Workshop Coordinator, One Week Offline Workshop on "Qualitative Data Analysis Using R-Studio & NVIVO software”, 28 November to December 02, 2023, Department of Business Administration, National Institute of Technology Kurukshetra.
- Coordinator, National Workshop on "The Ability Enhancement Workshop for Students-AEWS" in ONLINE Mode at MNIT, Jaipur, India from 02-11-2020 to 09-11-2020.

- Coordinator, National Workshop on "Managing Students' Behavioural Engagement in Virtual/Online Classrooms" in ONLINE mode at MNIT, Jaipur, India from 23-09-2020 to 27-09-2020.
- Coordinator, short term training program on "Skill development training program" in Offline mode for MNIT UG & PG students regarding placement from 23-03-2021 to 25-03-2021.

### **ADMINISTRATIVE RESPONSIBILITIES**

- "Associate Faculty In Charge- Training & Placement", 15-09-2023 to 14-09-2024 at NIT Kurukshetra, Haryana
- "Central Library Committee member" 15-09-2023 to till date at NIT Kurukshetra, Haryana
- "Departmental Coordinator- Website Update", 19-09-2023 to 4-08-2024, DBA, NIT Kurukshetra, Haryana
- "Departmental Coordinator- Mid/End Term Exams & Student's Feedback", 19-09-2023 to 4-08-2024, DBA, NIT Kurukshetra, Haryana
- "Program Advisor MBA 1<sup>st</sup> Year" in DMS, MNIT Jaipur from August 2020 to August 2023"
- "Member of The Local Organizing Committee constituted for DASA-2021 counselling process", 2021-22, MNIT Jaipur
- "Nodal Officer in the NIRF/Global ranking activities Core Committee" 2020-21, MNIT Jaipur
- "Coordinator Training & Placement, MNIT Jaipur from August 2020 to till date"
- "Coordinator Social Media & Website Up gradation" in DMS, MNIT Jaipur from June 2019 to July 2020", MNIT Jaipur
- "Coordinator Library" in DMS, MNIT Jaipur from June 2019 to July 2020"

### **SOFTWARE SKILLS**

- Good knowledge of MS Office, SPSS, AMOS, SmartPLS, NVIVO

### **PERSONAL DETAILS**

Name: Priyanka Sihag

Date of Birth: 10/09/1984

Relationship status: Married.

**Place: NIT Kurukshetra**

**(Priyanka Sihag)**