

## Faculty Profile

Name: **Dr. Anjali Rai**  
Designation: Assistant Professor  
Teaching Areas: Human Resource Management  
Organizational Behavior  
Research Interest: Human Resource Management & Firm Performance  
Emotional Intelligence  
Work-life Balance  
Leadership  
Employee Engagement  
Education: Ph.D. (Management), Banasthali University, Rajasthan, 2014  
MBA, UP Technical University, Lucknow, Uttar Pradesh, 2010  
B.Sc., Chhatrapati Shahu Ji Maharaj University, formerly  
Kanpur University, Kanpur, Uttar Pradesh, 2008



### Research/Selected Publications:

1. Rai, A., Jan, N. A., & Subramani, A. K. (2024). Empowering leadership and organisational performance: the mediating role of knowledge management. *International Journal of Management and Enterprise Development*, 23(4), 307-334, (SCOPUS Indexed).
2. Kranthi, A. K., Rai, A., & Showry, M. (2024). Linking resonant leadership and learning organizations: The role of psychological empowerment as a mediator in faculty members among higher educational institutions in India. *Acta Psychologica*, 248, 104365, (ABDC-A; SCOPUS Indexed).
3. Mishra, A.K., Rai, A., Lakhera, G., Upadhyay, R.K. (2022) "Organizational commitment in higher educational institutions: role of leadership and job characteristics", *Int. J. Learning and Intellectual Capital*, 19(2), pp. 107-122, ISSN: 1479-4853. (SCOPUS Indexed)
4. Mishra, A.K., Rai, A., Gujrati, P. Tiwari, B.B (2022) "Influence of job satisfaction on organizational citizenship behavior with moderating role of emotional and career commitments among Indian nurses," *Int. J. of Business Innovation and Research*, ISSN: 1751-0252 (SCOPUS Indexed)
5. Mishra, A.K., Nayak, T.K., Upadhyay, R.K., Rai, A. (2022) Entrepreneurial Orientation of Rural Women in the Hill Districts of Uttarakhand: A Behavioral Perspective. *International Journal of Business Excellence*, 28(1), pp. 1-17 ISSN: 1756-0047, (ABDC-C; SCOPUS Indexed)
6. Rai, A. and Singh, L.B. (2023), "Artificial Intelligence-based People Analytics Transforming Human Resource Management Practices", Tyagi, P., Chilamkurti, N., Grima, S., Sood, K. and Balusamy, B. (Ed.) *The Adoption and Effect of Artificial Intelligence on Human Resources Management, Part A (Emerald Studies in Finance, Insurance, and Risk Management)*, Emerald Publishing Limited, Leeds, pp. 229-244. <https://doi.org/10.1108/978-1-80382-027-920231012> (SCOPUS Indexed)