

Mailing Address

Dr. Zahoor Ahmad Parray
 Sr. Assistant Professor
 Department of Management Studies
 South Campus
 University Of Kashmir
 Anantnag J & K India
 E-mail: zahoorhs@gmail.com
zahoorahmad@kashmiruniversity.ac.in

Marital Status (Married)

Languages (English, Urdu, Kashmiri, and Hindi)

AREAS OF SPECIALIZATION:

Organizational Behavior/Human Resource Management

TEACHING AREA:

(I) Human Resource Management (II) Management and Organizational Behavior (III) Human Resource Development (IV) Business Economics

QUALIFICATIONS/ACADEMIC ACHIEVEMENTS

S.N.	Degree	Name of Institution	Year of passing	Grade/Class Obtained
1.	Ph.D.	Kashmir University	2018	First Class
2	NET	University Grants Commission	2009	Qualified
3	MBA	Kashmir University	2009	First Class
4	B.Sc.	Kashmir University	2005	First Class

POSITIONS HELD (Teaching and Corporate)

S.N.	Status	Period	Years
1.	Assistant Professor, South Campus University of Kashmir	Feb. 2012	Continue
2.	Contractual Lecturer, South Campus University of Kashmir	May 2011 to Jan 2012	1 year
3.	Contractual Lecturer, Higher Education Department Govt. of J & K	March 2010 to May 2012	1 year

4	Sales Manager, Reliance life Insurance	May 2008 to May 2009	1 year
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ADMINISTRATIVE POSITIONS /ADDITIONAL ASSIGNMENTS

S. N	Status	Period	Years
1.	Academic coordinator Dept. of Mgt. Studies South Campus University of Kashmir	August 2021	Continue
2.	Convener Examination South Campus University of Kashmir	November 2022	Continue
3.	Chief Warden South Campus, University of Kashmir	October 2018	June 2023
4.	Nodal Officer (DIQA) South Campus, University of Kashmir	May 2018	Continue
5.	Academic councilor for MBA Course South Campus, University of Kashmir.	March 2017	Continue
6.	In charge Admission MBA South Campus, University of Kashmir	March 2017	Continue
7.	Academic coordinator Dept. of Mgt. Studies South Campus University of Kashmir	March 2012	August 2015
8.	Convener Sports committee South Campus University of Kashmir	March 2017	June 2020
9.	Member Transport Committee South Campus University of Kashmir	March 2012	March 2017
10	Placement Officer South Campus, University of Kashmir.	March 2020	April 2022
11.	Convener internal Quality Assurance Committee South Campus University of Kashmir	June 2020	June 2023

EDITORIAL SHIP

Associate Editor for the Journal “Global Academic Journal of Economics and Business” published by Scholar Middle East Publisher UAE, ISSN 2707-2584 and 2706-9001

PAPERS PUBLISHED

1. Parray, Z. A., Islam, S.I. and Shah, T.A. (2023) “Workplace Incivility and its Effect on Work Engagement and Turnover Intention: A Study of Service Sector" International Journal Indian Culture and Business Management. (forthcoming in press)
[10.1504/IJCBM.2023.10055662](https://doi.org/10.1504/IJCBM.2023.10055662) (ISSN: 1753-0806)
2. Parray, Z. A., Islam, S.I. and Shah, T.A. (2023) “Impact of workplace incivility and emotional exhaustion on job outcomes—a study of the higher education sector" International Journal of Education Management. Vol. 37 No. 5, pp. 1024-1041 (ISSN: 2051-6614) <https://doi.org/10.1108/IJEM-07-2022-0267>
3. Shah, T.A., Parray, Z. A., and Islam, S.I. (2023) “The empirical relationship between transformational leadership and job attitudes: Mediating role of psychological capital- A

- study of Indian Health Services” accepted for publication in International Journal of Public Leadership. Vol. 19 No. 1, pp. 45-63 (ISSN 2056-4929) <https://doi.org/10.1108/IJPL-07-2022-0042>
4. Parray, Z. A., Islam, S.I. and Shah, T.A. (2023) Exploring the effect of Workplace Incivility on Job Outcomes: Testing the mediating effect of Emotional Exhaustion" Journal of Organizational Effectiveness: People and Performance. Vol. 10 No. 2, pp. 161-179. (ISSN: 2051-6614) <https://doi.org/10.1108/JOEPP-07-2022-0178>
 5. Parray, Z. A., Shah, T.A., and Islam, S.I. (2022) “Psychological capital and employee Job attitudes: the critical significance of work-life balance" Evidence-based HRM (ISSN: 2049-3983) Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/EBHRM-07-2022-0160>
 6. Parray, Z. A., Bhat, S, A., Rather, R, A. and Ahmad, P, S., (2022) “Investigating the Rural and Entrepreneurial Development through Microfinance” International Research Journal of Business Studies, Vol.15, no. 2 pp. 177-190 (e-SSN- 2338-4565) ISSN-2089-6271) | <https://doi.org/10.21632/irjbs>
 7. Parray, Z. A., Shah, T.A., and Islam, S.I., (2022) “Empirical Analysis of Workplace Incivility, Psychological Capital, Turnover Intention, and Organizational Commitment in The Indian Service Sector” Journal of Management and Entrepreneurship. Vol 2. Issue pp. 32- 46 (E_SSN-2 229-5348)
 8. Parray, Z. A., and Rather, R, (2022) “Examining the Rural and Entrepreneurial Development through Microfinance” Srusti Management Review Vol 15. Issue-1 pp. 34- 44
 9. Rather, R. A., Jaziri, D., Asad, A., Parrey, Z.A., & Najar, A. H. (2021). Tourism-based gamification as a platform for engagement and co-creation during COVID-19: framework and propositions, In Rather, S. (Ed.), Brand co-creation tourism research: contemporary issues and challenges, USA/Canada: Apple Academic Press, Inc.
 10. Parray, Z.A. (2020) “Impact of Organizational, Personal and Interpersonal Factors on Employee Performance in Small and Medium-size Enterprises SME’s” Small enterprise development, management and Extension. Vol 47. Issue 3 p. 229-249(ISSN0970-8464) <https://doi.org/10.1177/09708464211038693>
 11. Parray, Z.A., and Bhat, S.A. (2019) “Turnover intention’s Relationship to Organizational Culture and Job Satisfaction in the Health Care Industry” Abhigyan-quest for Excellence (Management journal from Fore Vol. XXXVII No. 2 p. 48-56 (ISSN-0970-2385) <https://doi.org/10.56401/Abhigyan/37.2.2019.48-56>
 12. Parray, Z.A., Bhat, S.A., and Khan, M.T. (2018) “Team Effectiveness- Relationship between Team empowerment and Team functioning” Research Guru-Journal of Multidisciplinary research. (ISSN-2349266X) p.1098-1103.
 13. Parray, Z.A., Bhat, S.A., and Khan, M.T. (2018) “Need Satisfaction and Role Stress in the Sales Force-An empirical study of financial service Sector Inquisitive Teacher a multidisciplinary Journal. (ISSN-2455-5827)p. 16-24.
 14. Parray, Z.A., and Bhat, S.A. (2018) “Organizational cultural and Job satisfaction - A study of health care industry” The Business Review, Vol. 22, No. 1, ISSN: 0972-8384 p. 1-17

15. Parray, Z.A., and Bhat, S.A. (2018) "The Effects of Organizational cultural Functions and Job satisfaction on turnover Intention-A Study of Indian health Care Industry" Journal of Commerce and Management studies. ISSN(0975623X) p.
16. Parray, Z.A., and Ahmad, P.S.(2016) "Personal Effectiveness: A Study of Management Students in the University of Kashmir" The International Journal of Business & Management. Vol. 4 Issue 10(ISSN 2321-8916) p. 47-51
17. Parray, Z.A., and Bhat, S.A.(2016) (2016) "Organizational Culture-A Study of Health Care Sector In The State Of Jammu And Kashmir" ACADEMICIA- An International Multidisciplinary Research Journal.Vol. 6 Issue 5(ISSN-2249-7137) p.5-18
18. Bhat, S.A., andParray, Z.A. (2016) "The Mediation role of organizational learning between team empowerment and team functioning in private colleges" Journal of Business Management and Social Science Research. Volume 5, No.5, [ISSN- 2319-5614]p.138-146
19. Parray, Z.A., and Bhat, S.A. (2016) "Impact of organizational culture on job satisfaction: A review "Journal of Exclusive Management Science. Vol 5 Issue 5 [ISSN-2277-5684] P. 1-11
20. Parray, Z.A.(2015) "The Relationship between Organizational Culture and Employee Job Satisfaction in the Banking Industry of J&K State in India" International Journal of Exclusive Management and Research-Vol 5 Issue 7 -ISSN(Online 2249-2585 Print-2249-8672) p 1-8

Papers Presented:

1. (2022) Presented a paper (oral) in "7th International Management Conference AMRIT", on "Investigating the rural and entrepreneurial Development Through Microfinance-An empirical Investigation", organized by Fortune Institute of International Business, from 07-01-2022 to 08-01-2022
2. (2021) Presented a paper (oral) in "17th Doctoral Research Conference in Management ANVESH 2021", on "Psychological Capital: Valuable resource in the development of Workforce for organizational Survival and Success", organized by Institute of Management, Nirma University Hyderabad, from 07-12-2021 to 08-12-2021
3. (2021) "Impact of Psychological Capital on Job Satisfaction- An empirical study of Indian Health care sector" international conference on Balancing Globalization and local Practices- challenges and strategies organized by Nangkawi International Tourism and Hospitality University of Utara Malaysia and Srusti Academy of Management. 24 September 202.
4. (2021) Presented a paper (oral) in "17th Doctoral Research Conference in Management ANVESH 2021", on "Psychological Capital, Workplace incivility, Turnover Intention and Organizational Commitment- An Interrelationship Analysis", organized by Institute of Management, Nirma University Hyderabad, from 07-12-2021 to 08-12-2021
5. (2021) Presented a paper (oral) in "17th Doctoral Research Conference in Management ANVESH 2021", on "A Review of Workplace Incivility- An Agenda for Future Research", organized by Institute of Management, Nirma University Hyderabad, from 07-12-2021 to 08-12-2021
6. 2021 "Examining the Rural and Entrepreneurial development through Microfinance" international conference on Balancing Globalization and local Practices- challenges and

- strategies organized by Nangkawi International Tourism and Hospitality University of Utara Malaysia and Srusti Academy of Management. 24 September 202.
7. (2017) “Medical Tourism-potential and Infrastructural accessibility in India” 4thInternational Conference on Sustainable Destination Excellence: Empowering Communities for Inclusive Tourism Development held in the University of Jammu on 03 and 4thMarch 2017.
 8. (2017) “Organizational culture and its impact on job satisfaction: - A study of health care sector” 10thDoctorial Thesis conference organized by ICFAI Business School in collaboration with Indira Gandhi Institute of Development Research (IGIDR) Mumbai on 20–21 April 2017
 9. (2017) “Impact of Organizational cultural functions on job satisfaction: - A study of tourism sector” International ConferenceOn“Recovery Marketing Strategies for Tourist Destinations in Conflict Situation held at Leh Ladhak organized by Central University of Kashmir on 8th and 9th September.
 10. 2017 “Health Tourism: Challenges, Potential and future prospects in India” International ConferenceOn“Recovery Marketing Strategies for Tourist Destinations in Conflict Situation held at Leh Ladhak organized by Central University of Kashmir on 8th and 9th September
 11. (2015) “Solar Energy Technology as Source of sustainable economic development for the State of Jammu & Kashmir”AICTE sponsored International Conference on Sustainable Development and Technological Innovation organized byIslamicUniversity of Science and technology on December 23-24, 2015

Projects completed:

1. “Impact of Centrally Sponsored Micro-Finance schemes on Rural Development in Jammu and Kashmir” funded by Indian Council of Social Science Research

SEMINARS, ORIENTATION, REFRESHER COURSE & WORKSHOPS:

1. Attended a refresher Course on "Refresher Course on Gender Studies", organized by UGC HRDC University of Kashmir, from 12-11-2021 to 25-11-2021
2. Attended and successfully completed the “International Certificate Career Coach Foundation Course” organized by Mindler and Career Development Alliance (USA) on 27th and 28th August 2021.
3. Attended one day webinar on “Product Demonstration of Gradescope” conducted by Turnitin on 27 May 2021
4. Attended one day webinar on “best Practices for Effective Assessment” conducted by Turnitin on May 19 2021
5. Attended one day National Webinar on “Leadership and Talent Management in the era of Autonomation and digitization” organized by LNCTT group of Colleges and Bhopal Management Association on May 11 2021
6. Attended one day webinar on “Academic Integrity and the role of Similarity Report” conducted by Turnitin on April 23 2021

7. Attended one week online short-term course on “Basics of Management Research” organized by Department of Humanities, Social Science and Management, National Institute of Technology Srinagar from 27th -31st August 2020
8. Attended online workshop “Plagiarism - An Opportunity to Learn, Teach & Excel” in organized by Department of Bio- Resource, University of Kashmir in collaboration with Turnitin on 24-June-2020
9. Attended online workshop on “Planning and Organizing Research Using Elsevier Tools: Science direct, Scopus and Mendeley” Organized by Department of Bio- Resource, University of Kashmir in collaboration with Turnitin on 26-April-2020.
10. Attend 10th Doctoral thesis conference organized by ICFAI Business School in collaboration with Indira Gandhi Institute of Development Research (IGIDR) Mumbai on 20–21 April 2017
11. Attend 4th International Conference on Sustainable Destination Excellence: Empowering Communities for Inclusive Tourism Development organized by School of Hospitality and Tourism Management University of Jammu on 03-04 March 2017
12. Attended a two-day AICTE sponsored International Conference on Sustainable Development and Technological Innovation organized by Islamic university of science and technology on December 23-24, 2015
13. Attended 10 days short term course on Research Methodology organized by the Business School, University of Kashmir, from 5th to 18th November 2015
14. Attended 10 days short term course on Research Methodology organized by school of Management Studies Baba Ghulam Shah Badshah University, Rajouri and Department of Human Resource Management Central University of Jammu in collaboration with Indian council of social science Research from 3rd June to 12th June 2013.
15. Attended four weeks General Orientation Course organized UGC- Academic Staff College, University of Kashmir Srinagar from 02nd March to 28th March 2013.
16. Attended three weeks refresher course in Commerce, Management and Economics organized by UGC- Academic Staff College, University Of Kashmir Srinagar from 23rd Feb. to 14th Mar. 2015
17. Attended on “Cultural Challenges of International Marketing and Leadership” Two day workshop on 23rd and 24th August 2011 organized by Business School University of Kashmir, Srinagar

FACULTY DEVELOPMENT PROGRAMS

1. Participated and completed successfully an AICTE Training and Learning (ATAL) Academy Online Faculty Development Program on "Leadership & Excellence" from 07-09-2020 to 11-09-2020 at PDPM Indian Institute of Information Technology, Design & Manufacturing, Jabalpur.
2. Participated and completed Successfully an AICTE Training and Learning (ATAL) Academy Online Faculty Development Program on “Organizational Behavior” from 14-09-2020 to 18-09-2020 at Department of Media Management, Makhanlal Chaturvedi National University of Journalism and Communication

OTHER ACTIVITIES AND CONTRIBUTIONS

1. Organized one day seminar on 'Opportunities in the Financial Markets and Investors' Awareness' in collaboration with Bombay Stock Exchange (BSE) in South Campus university of Kashmir on 30th march 2012.
2. Conducted an Industrial tour for the Students of MBA 1st Semester Batch (2012) in the capacity of Tour Incharge to New Delhi in various Business Organizations from 18 to 30th January 2013.
3. Conducted an Industrial tour for the Students of MBA 1st Semester Batch (2014) in the capacity of Tour Incharge to New Delhi in various Business Organizations from 18 to 30th January 2015.
4. Conducted an Industrial tour for the Students of MBA 1st Semester Batch (2017) in the capacity of Tour Incharge to New Delhi in various Business Organizations from 13 to 26th February 2018.
5. Participated in the Preparation of Course Syllabus for MBA and MBA (Financial Management) under the chairmanship of Director The Business School University of Kashmir in the Capacity of Member of Board of Post-graduate Studies for MBA and MBA (Financial Management) in the month of July 2015.
6. Conducted an Industrial tour for the Students of MBA 4th Semester Batch(2013) in the capacity of Tour Incharge to New Delhi in various Business Organizations from 18 to 30th August 2015.
7. Organized one day National Webinar in Association with Association of mutual funds in India on "Strategy for Managing Personal Finance including Mutual Funds during and After Covid 19 on 21 November 2020
8. Conducted JK Bank Online Exam for the selection of Relationship Executive as Coordinator JK Bank Online Exam in collaboration With Tata Consultancy Service which was held on 05,06 and 13 September 2015.
9. Primary Evaluator for Tycathon 2021 organized by Ministry of education Innovation Cell and All India Council of technical education.
10. Compiled Data of South campus, University of Kashmir and Submitted to Department of Higher Education, Statistical Division, Ministry of Education, New Delhi for ALL India Survey on Higher Education in February 2021.

Dated: 20/12/2022

Zahoor Ahmad Parray