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# Dr. Rajan Gahlot

Email: [rgahlot@commerce.du.ac.in](mailto:rgahlot@commerce.du.ac.in)  
Mobile No: +91 9953237505/9958727505

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## CAREER OBJECTIVE:

I believe that the process of education should not be a one-way affair. It ought to be participation-oriented and not merely informative. I feel emphasis should be to implement theories to current real-life problems. Students must be encouraged to relate abstract theories to their practical applications.

It will be my endeavor to apply analytical approach to learning and encourage others to participate in it through free discussions and inquisitive attitude.

## SUBJECT SPECIALIZATION:

HRM, Industrial Relations, Management Accounting, Banking and Insurance, Labour and Compensation Laws, Environmental Law

## WORK EXPERIENCE:

5<sup>th</sup> June, 2023-till date

Assistant Professor,  
Department of Commerce, Shaheed Bhagat Singh (Evening) College, University of Delhi.  
(Permanent Faculty)

24<sup>th</sup> November, 2022 - 4<sup>th</sup> June, 2023 ,

Department of Commerce, Satyawati College (E), University of Delhi. (Guest Faculty)

July 2014 – September 2022,

Department of Commerce, Delhi School of Economics, University of Delhi. (M.Com./MBA)

July 2018 – December 2018,

School of Open Learning, University of Delhi. (M.Com.)

May 2017 – January 2017,

PCP classes of SOL, University of Delhi at Campus Law Centre, University of Delhi. (B.A. Programme II<sup>nd</sup> /III<sup>rd</sup> year).

October 2014 – March 2015,

PCP classes of SOL, School of Open Learning, University of Delhi at Shyama Prasad Mukerji College, University of Delhi, (B.Com. I<sup>st</sup> year)

January 2012 - 21st May 2012,

Shaheed Bhagat Singh (Evening) College, University of Delhi. (B.Com./B. Com.-H.)

## EDUCATIONAL QUALIFICATIONS:

- Ph.D - Awarded (2022)  
Thesis Topic:- Impact of HR Practices on Organizational Performance: A Study of Select IT Companies in India., Department of Commerce, Faculty of Commerce & Business, University of Delhi.
- L.L.B- Law Centre 1, University of Delhi (2016)
- UGC- NET Exam- Qualified for lecturer ship held on December 26<sup>th</sup> 2010.
- Master in Commerce (M.Com.) – 2008 (54%)  
Department of Commerce, C.C.S. University Meerut.
- Bachelor of Commerce (B.Com.)- 2004 (56.5%)  
A.S.D. College, C.C.S. University, Meerut.
- 12<sup>th</sup> - 2001 (54%)  
U.P. Board Allahabad.
- 10<sup>th</sup> – 1999 (60%)  
U.P. Board, Allahabad.

## LIST OF PUBLICATIONS:

### Research Papers (National/International):

1. Gahlot, Rajan, and Sharma, Urvashi Prof. (2020). “A study of High-Performance Work Practices and its Impact on Organizational Performance”. Published in the **International Research Journal of Management and Sociology and Humanities**, ISSN 2277-9809(0) 2348-9359 (P) Vol. 11 Issue 10, Oct. 2020,PP.168-184.
2. Gahlot, Rajan. and Tiwary, Bipin Dr., and Nayan, Rajeev Dr. (2015). “Government Policies and Role of Industry Associations”, Published in the **International Journal of Multidisciplinary Educational Research**, ISSN 2277-7881, Vol. 4 Issue 6, June 2015, PP.95-103.
3. Nayan, Rajeev Dr., and Maheshwari, Namarata. and Gahlot, Rajan. (2015), “Succession Planning” Published in the **International Research Journal, Research Directions**, ISSN 2321 – 5488, Vol. 2 Issue 12, June 2015, PP.1-14.

4. Gahlot Rajan. and Lama, Sameer. and Yadav, Chetan. (2015), “The Study of Inflation and Stock Market Returns in India”- Published in the **Tactful Management Research Journal**, ISSN: 2319 -7943, Vol. 3, Issue 5, Feb.2015.
5. Kumar, Pradeep. and Gahlot, Rajan and Yadav, Chetan. (2015), “Corporate Social Responsibility: a voluntary action is required”- **Published in International Journal of Research in Humanities and Social Sciences**”, ISSN 2320-5404, Vol. 3, Issue 1, January 2015,PP 1-4.
6. Yadav, Chetan., Lama, Sameer and Gahlot, Rajan (2013) “The impact of Creative Accounting in the Financial Reporting Framework: a study in India”- Published in the Journal **Review of Research**, ISSN 2249 – 894X, Vol. 4, Issue 3, Dec.2014, PP.1-9.
7. Gahlot, Rajan “Limited Liability Partnership: an alternative path” – Published in the Journal **Global Research Thoughts**, ISSN: 2231-5063. Vol.3, Issue 12, June, 2014, PP. 1-5.

## PARTICIPATION IN CONFERENCES/SEMINARS/WORKSHOPS

1. Participated in the National Conference organized by the Department of Commerce, Shaheed Bhagat Singh College, University of Delhi on “Mergers and Acquisitions-Issues, Opportunities and Challenges” on 20-21st January, 2012.
2. Participated in an International seminar organized by Ramanujan college University of Delhi on “Journalism in Education under Skills Academy Programme “on 10<sup>th</sup> January, 2014.
3. Participated in the “**Erudition-2014** “program organized by the MBA IB/HRD, Department of Commerce, Delhi School of Economics, University of Delhi.
4. Participated in the “**Erudition-2015** “program organized by the MBA IB/HRD, Department of Commerce, Delhi School of Economics, University of Delhi.
5. Participated in the 5<sup>th</sup> Annual International Commerce Conference -2016 organized by Department of Commerce, Delhi School of Economics, University of Delhi on “Startup to Sustainability: Initiatives and Challenges” 4-5 November, 2016.
6. Participated in the UGC-Sponsored National Seminar organized by the Department of Commerce, Shaheed Bhagat Singh Evening College, University of Delhi on “Global Trade in Services: A WTO Perspective” on 30<sup>th</sup>-31<sup>st</sup> March, 2016.
7. Participated in the National Seminar organized by Department of Commerce, Hansraj College and Department of Commerce, Delhi School of Economics, University of Delhi on “Goods and Services Tax” on 15<sup>th</sup> February, 2017.
8. Participated in the 6<sup>th</sup> Annual International Commerce Conference -2018 organized by Department of Commerce, Delhi School of Economics, University of Delhi and Academy of

- Indian Marketing on “Digital Outreach & Future of Marketing Practices” on January 11-12, 2018.
9. Participated in the National Seminar organized by the Department of Commerce, Delhi School of Economics, University of Delhi on “Goods and Services Tax: The Road Ahead” on February 28, 2018.
  10. Participated in the 4<sup>th</sup> Biennial Convention, organized by Department of Commerce, Delhi School of Economics, University of Delhi and PHD Chamber of Commerce on “Transforming India’s Business Landscape, Role of Disruptive, Innovation & Entrepreneurship” on 26<sup>th</sup> February, 2019.
  11. Participated in International Webinar on ‘Minding the Corporate Governing Gap: The Institutional Construction of Corporate Governance in Latin America: Lessons for India?’ organized by Global Research Foundation for Corporate Governance (GRFCG) on August 7, 2020, through Google Meet.
  12. Participated in "*E-Faculty Development Programme on Changing research landscape in Uncertainties*" Organized by Rukmini Devi Institute of Advanced Studies Delhi during 25/05/2020 - 30/05/2020.
  13. Participated in International Leadership Conference on “*Towards reunification of Korean Peninsula: Prospects of Economic Development and Peace*” organized by Universal Peace Federation, Asia-Pacific on August 19-20, 2021, through Google Meet.

## PAPER PRESENTED IN CONFERENCES/SEMINARS/WORKSHOPS

1. Presented a paper titled “*The Role of Human Resources Practices in CSR Activities: Evidence from Indian IT Sector*” in the International Conference organized by **Institute of Management Studies, Ghaziabad** on “Corporate Governance: Retrospect’s and Prospects” on 12<sup>th</sup> and 13<sup>th</sup> February, 2017.
2. Presented a paper titled “*Examining the Social and Economic impact of Demonetization in India*” in the National Conference organized by **Delhi Technical Campus, School of Management, Ghaziabad** on “Demonetization: Demystified” on 9<sup>th</sup> February, 2018.
3. Presented a paper titled “*A study of High-Performance Work Practices and Sustainable Competitive Advantage*” in the 6<sup>th</sup> Annual International Commerce Conference -2018 organized by **Department of Commerce, Delhi School of Economics, University of Delhi** and Academy of Indian Marketing on “Digital Outreach & Future of Marketing Practices” on January 11-12, 2018.
4. Presented a paper titled “*Innovative work Practices and Organisational Performnce India*” in the International Conference organized by **Global Research Foundation for Corporate Governnace, at Indian Law Institute, Delhi** on 10<sup>th</sup> September, 2022.

## COMPUTER PROFICIENCY

- Excellent knowledge of Tally and well conversant in MS-Office.
- Post Graduate Diploma in Computer Science from NICE Computer Center, Meerut, U.P.

## PERSONAL INFORMATION

Date of Birth : 14<sup>th</sup> March, 1985

Personal Interests : Reading Books, Playing Chess, Cricket, and Badminton, Visiting and exploring the different cultures, traditions and value-system of different society.

Languages : English, Hindi

Present : 284 A, Pocket J & K, Dilshad Garden, Delhi --110095

Permanent : 394/1, Mohalla Hiralal, P.O. Mawana (Meerut), U.P.- 250401

## DECLARATION:

I do hereby declare that the particulars of the information and facts stated herein above are true, correct and complete to the best of my knowledge and belief.

**Date: August 30, 2023**

**Place: Delhi**

**Dr. Rajan Gahlot**