Profile

Dr. Vibhash Kumar is an Associate Professor (Senior Grade) in the Faculty of Management at South Asian University (SAU), New Delhi. With over 13 years of academic and institutional leadership experience, he brings a blend of pedagogical excellence, research depth, and capacity-building impact. Prior to joining SAU, he held key academic roles at Jindal Global Business School (JGBS), including Associate Dean of the Office of Accreditation, Institution of Eminence, and Impact, Assistant Director of Teaching Learning Centre under the Ministry of Education.

His areas of expertise span Organizational Behavior, People Management, Employee Engagement, Employer Branding, Behavioral Finance, and the emerging contours of remote and hybrid work. Dr. Kumar has delivered over 30 Management Development Programs (MDPs) to premier public-sector and government organizations including the Border Security Force (BSF), Food Corporation of India (FCI), Directorate General of Quality Assurance (DGQA), Comptroller and Auditor General of India (CAG), Haryana Public Service Commission, Central Tibetan Association, and Power Grid Corporation. In parallel, he has trained more than 100 cohorts of university faculty through national-level Faculty Development Programs (FDPs) across prominent institutions such as the University of Delhi, Jamia Millia Islamia, MMAJ Academy of International Studies, Amity University, University of Calcutta, Delhi Metropolitan Education, Institute of Management—Nirma University, Manav Rachna University, School of Business and Management – Christ Deemed to be University (Noida and Bengaluru campuses), Maharaja Agrasen Institute of Management Studies (GGSIP University), JIMS Engineering Management Technical Campus (Greater Noida), MIT ADT University Pune, and several other central and state universities across India, fostering academic excellence and pedagogical innovation across India.

He has completed executive education at The Wharton School, University of Pennsylvania, further enhancing his exposure to global academic practices. Dr. Kumar is an active researcher, having published extensively with Emerald, Springer, and Sage. He frequently presents at international forums such as ANZAM and contributes to scholarly publishing as an editorial board member and journal reviewer.

Qualifications

- Executive Education-The Wharton School, University of Pennsylvania (January 2025)
- Ph.D. – University of Delhi, 2014
- UGC-NET JRF – 2010
- M.Com – University of Delhi, 2011
- B.Com. (Hons.) – University of Delhi, 2009

Research Interests

- Employee Engagement
- High Performance Work Systems
- Knowledge Hiding
- Remote and Hybrid Work
- Behavioral Finance
- Academic Ethics and Integrity

Selected Publications

1. Chaudhary, M., Munjal, V. & Kumar, V. (2025). Investigating Student Resistance and Intentions to Use E-learning Systems in Higher Education: An Integrated Application of PVT and UTAUT2 Model. Communications of the Association for Information Systems, 56(1) (Available online: https://aisel.aisnet.org/cais/vol56/iss1/12/) [ABDC A, Scopus, WoS Indexed].

2. Kumar, V. (2024). Beyond Traditional Engagement: An Empirical Assessment of the Nomological Network of the Human Spirit at Work. PURUSHARTHA-A journal of Management, Ethics and Spirituality, 17(1), 94-115. [Scopus Indexed Q2] DOI Link.

3. Shukla, K., & Kumar, V. (2024). Psychological biases and contextual factors as the determinants of financial satisfaction: an evidence-based study on individual investment decisions. *Global Business and Economics Review, 31*(1), 91-117. DoI: https://doi.org/10.1504/GBER.2024.10055094 [ABDC C 2019; Q3 SCOPUS listed; Cite score: 0.9 (2020)] ISSN: 1745-1329

4. Chakravorty, A., Kumar, V., Singh, P., & Baburaj, S. (2024). (Ahead of Print). Does Work Meaningfulness Hold the Key? Exploring the Power of Meaningful Work in Attenuating *Burnout, Global Knowledge, Memory and Communication,* DoI: https://doi.org/10. 1108/GKMC-08-2023-0274 [ABDC B 2019; SCOPUS listed; Cite score 3.8 (2023); ESCI- WoS indexed IF 1.8] ISSN 2514-9342

5. Garg, V., Kumar V., & Attree, A.K (2024). (Ahead of Print). Do Transformational Leaders facilitate Employee Engagement Assessing the Mediating Roles of Psychological Empowerment and Job Characteristics, *International Journal of Work Organisation and Emotion* [Accepted for Publication] [ABDC B 2019; SCOPUS listed; Cite score: 0.9 (2022)] ISSN 1740-8946

6. Jain, S., Devi, S., & Kumar, V. (2023). Remote working and its Facilitative Nuances: Visualizing the Intellectual Structure and Setting Future Research Agenda, Management Research Review, 47(5), pp. 689–707 DoI: https://doi.org/10.1108/MRR-01-2022-0057 (Q1 Scopus-indexed, WoS-ESCI, Citescore 5.4, ABDC). ISSN: 2040-8269

7. Kumar, V., Verma, A., & Kumar, A. (2023). What are the Best Practices for End-of-Life Vehicle Management? A Practical Assessment of Estimates, Perceptions, and Policies, *Management of Environmental Quality*, 34(6), pp. 1626–1646, DoI: https://doi.org/10.1108/MEQ-02-2023-0055 (Q1, Scopus-indexed, Citescore 8.6; ABDC). ISSN: 1477-7835

8. Kumar, V., & Dudani, R. (2023). The big five personality traits and psychological biases: an exploratory study. *Current Psychology*, *42*(8), pp. 6587-6597. https://doi.org/10.1007/s12144-021-01999-8 [SSCI WoS listed; Q2 SCOPUS listed; Impact factor- 4.297 (2020)] ISSN: 1046-1310

9. Kumar, V. (2022). Reviewing Academic Integrity: Assessing the Influence of Corrective Measures on Adverse Attitudes and Plagiaristic Behavior, Journal of Academic Ethics, 21, 497-518. https://doi.org/10.1007/s10805-022-09467-z [Q1 Scopus, Impact Factor 1.8] ISSN: 1572-8544

10. Kumar, V. (2022). Spirituality at work and job performance: An empirical assessment of the serial mediation modelling of attitudinal outcomes. *Purushartha, 15*(1), 94-109. https://doi.org/10.21844/16202115107 [SCOPUS Indexed] ISSN: 0975-024X

11. Kumar, V. (2022). The Mediating Role of Psychological Empowerment on the Transformational Leadership- Innovative Work Behaviour relationship: A Study of Indian Banking Sector, *South Asian Journal of Human Resource Management, 10*(1), pp. 130-151 DOI: https://doi.org/10.1177/23220937221084436 [ABDC: C 2019, SCOPUS Indexed, WoS ESCI Indexed; Impact Factor 1.8; UGC Care listed] ISSN: 2349-5790

12. Kumar, V. (2021). An exploratory assessment of the educational practices during COVID-19, *Quality Assurance in Education, 29*(4), 373-392, DOI: https://doi.org/10.1108/QAE-12-2020-0170 [SCOPUS Indexed, WoS ESCI Indexed; Cite score: 2.5 (2020)] ISSN: 0968-4883

13. Kumar, V. (2021). A Nomological Network Study of Employer Branding with CSR, Motivation, and Intention to Stay, *Asia-Pacific Journal of Business Administration*, *13*(4), 553-573, DOI: https://doi.org/10.1108/APJBA-12-2020-0450 [ABDC: C 2019, SCOPUS Indexed, WoS ESCI Indexed; Cite score: 2.6 (2020)]; ISSN: 1757-4323

14. Kumar, V. (2021). An evidence-based study on competency adoption framework and assessing its impact on organisational performance, *Global Business and Economics Review*, *24*(2), 166-192 DOI: 10.1504/GBER.2021.113123 [ABDC C 2019; SCOPUS listed; Cite score: 0.9 (2020)] ISSN: 1745-1329

15. Kumar, V. (2020). Developing and validating the individual and organisational consciousness scale, *International Journal of Work Organisation and Emotion*, *11*(2), 154-177, DOI: 10.1504/IJWOE.2020.110627 [ABDC B 2019; SCOPUS listed; Cite score: 1.1 (2020)] ISSN 1740-8946

16. Kumar, V. (2018). Indian individual investor behaviour: A model-based study to meet sustainable and inclusive growth. *World Review of Entrepreneurship, Management, and Sustainable Development*, *14*(6),

Awards and Honors

- Recognized as a leading trainer and facilitator for top public service institutions including BSF, FCI, DGQA, CAG.
- Provided consultancy to NTPC and Tata Steel for talent assessment and development under the aegis of Thomas Assessments Pvt. Ltd.
- Keynote and guest speaker at national conferences organized by Shri Ram College of Commerce, Hansraj College, and Shaheed Bhagat Singh College, University of Delhi.
- Contributor to national faculty policy and pedagogy through the PMMMNMTT, MMTC scheme, and NEP sensitization programs.
- Recognized for designing and leading academic leadership programs and accreditation initiatives at JGBS.
- Successfully led a University of Delhi Innovation Project on the theme: *"How Decommissioning of Old Carts Can Help Industry and Society Benefit"*