

Shubhra P. Gaur, D Phil (Psychology)

Professor, Organizational Behaviour & Human Resource Management

Registrar and Associate Dean Academics, MICA Ahmedabad.

Brief Bio note.

Dr. Shubhra P. Gaur, has a D.Phil in Psychology from the University of Allahabad, Allahabad and has three decades of research, teaching and academic leadership experience. She has been at MICA since 2001 and is currently Registrar and Associate Dean (Academics) of MICA. She is also the spokesperson of Corporate and Alumni Relations Committee and Co-Chair International Immersions at the institute. She has been Chair of MICA Immersions and Academic Innovations, Chair-MICA Orientation Programme and member of Faculty Recruitment Committee in the year 2022-23.

She is a member of the Executive Committee of Allahabad University (AU) Psychology Alumni Association. She has initiated a talk show ‘Samvaad: A Conversation with Distinguished AU Alumni’. She has invited sixteen distinguished alumni of Allahabad University Psychology Department till date.

In previous years she has held many leadership positions at the institute, including that of Programme Chair-PGP, Head: Faculty Affairs, Founder Chairperson of Gender Equality and Anti-Sexual harassment committee, Chairperson of Admissions (PGP) and General Management Area. She has earlier taught at the University of Delhi. She has been a visiting faculty at the IIM Ahmedabad, School of Petroleum Management (SPM), Pandit Deendayal Petroleum University (PDPU) Gandhinagar, Mahatma Gandhi Labour Institute, Ahmedabad. She has been on research development committees of several institutions.

Her teaching areas are leadership; personal, interpersonal, group and organizational dynamics; creativity; stress management; cross cultural and gender issues at workplace. She has published articles in Psychological Studies, International Journal of Learning, Journal of Asian Communication and Media Asia, amongst others in the areas of physical and psychological abuse amongst women, gender issues at workplace, psychosocial competence and work related stress; interpersonal and internal communication.

She has been awarded research fellowship from the University Grants Commission. She has also been honoured with the award for the *Best Teacher in Human Resources Management* in 2011, by Dewang Mehta Business School Awards in recognition of leadership, development, innovation, and industry interface.

Career Goals:

1. To drive institutional excellence.
2. To drive innovation in teaching-learning situations in management education.
3. To spearhead excellence in evaluation systems and processes in management education.
4. To facilitate the process of creating leaders for a variety of organizations.
5. To partner with organizations to create gender inclusivity in organizations and society.

Professional Synopsis:

- * A seasoned professional with over three decades of rich academic, research and administrative experience with institutions of repute.
- * Association with MICA has been for 22 years (wef Nov,2001 out of which one year was as visiting faculty. Serving MICA as Professor (wef January,2009) with several academic leadership roles. Currently Registrar and Associate Dean Academics.
- * Taught at Delhi University South Campus in the Department of Applied Psychology South Campus (1999-2000 and 2000-2001)
- * Research officer at the Institute of Educational & Psychological Measurement (IPEM) Allahabad and Freelance counselling and teaching assignments 1997-1999
- * Junior and Senior Research Fellow at UGC Centre Of Advanced Studies, University Of Allahabad- July 1991- June1996
- * Research Scholar at UGC Centre Of Advanced Studies, University Of Allahabad- July 1989- June1991

Education:

- D. Phil (Psychology) UGC Centre of Advanced Studies, Department of Psychology, Allahabad University
- MA (Psychology) UGC Centre of Advanced Studies, Department of Psychology, Allahabad University 1st Position
- Diploma in Management from Indira Gandhi National Open University, New Delhi

Key Achievements

1. Invited to conduct training modules on “**Managing teams and Mentoring as a leader**” in Leadership Enhancement program for 50 senior medical/health administrators under an “innovation” initiative of a blended approach of training and mentoring by Indian Institute of Public Health Gandhinagar on 13th and 16th of June ,2023 (included in Annual Programme Implementation Plan, of Govt. of India).
2. Invited to conduct training modules on “**Leading Others**” and “**Emotional Intelligence**” to Probationers of Group A Services of UPSC at National Institute of Indian Railways, Baroda from 2nd Sept,2022 to 6th Sept,2022.
3. Invited to conduct sessions on “**Managing Oneself**”, “**Motivating Oneself and Others in the Organizations**” and, “**Managing Interpersonal Relationships**” to the Central Officer Trainees at Sardar Patel Institute of Public Administration (SPIPA), Ahmedabad under Special Foundation Course on 22nd Nov,2022
4. Invited to grace the Orientation Ceremony of the Batch 2022 of MBA and deliver the keynote address on 01 Sep 2022 at Ganpat University, Mehsana
5. As Chair of Orientation Programme -2020 -21 and 2021-22, spearheaded the complete shift to Online Programme successfully in the wake of COVID-19.
6. As Chair-MICA Immersions and Academic Innovations Secretariat 2021-22, she chaired several academic initiatives including MI-IMPACT, Entrepreneurship Immersion and Connect the Dots.
7. Book: **CHARITY to PARITY: New Dimensions of NGO Management**. Published by Blind People’s Association, Ahmedabad. ISBN No.: 978-81-929731-1-1 Number of pages: 374. Year of Publication -2015
8. Spearheaded four ISGPP-2 training programmes of Government of West Bengal funded by the World Bank in March 2018 and June 2018.
9. As the Chair of Post Graduate Programme in Management (PGP- MICA ‘s 2 year flagship management programme)
 - a. Spearheaded Curriculum changes.
 - b. Improvised and integrated student related academic /non-academic processes.
 - c. Introduced Students International Immersion Programme with Michigan State University, East Lansing, USA (2017-19 batch).
10. As Admissions Chair
 - a. Introduced Computer Based Test in the entrance exam MICAT-2015-16 and strengthened the same by partnering with TCS in 2016-17
 - b. Made score-cards accessible to candidates.
 - c. Increased the number of candidates.
11. As Head: Faculty Affairs contributed to the development of policy, systems and processes for faculty and research associates’ recruitment and development
12. As Admissions/MICAT committee Chair- 7 years
 - a. Conceptualization of MICA Admission Test (MICAT): Development and validation with research
 - b. Conceptualization of Group Exercise.

- c. Streamlining of the MICA Entrance Examination Procedure (Planning, Strategizing and Implementation)
 - d. 360 Communication plan for MICA PGPCM (Planning, Strategizing and Implementation) to brand MICAT.
13. As Founder Chair -Gender Equality and Anti-sexual harassment Committee (GEASH) spearheaded the following:
- a. GEASH policy
 - b. Awareness Programmes by organizing poster/essay/skit competition (Planning, Strategizing and Implementation)
14. As Editor JOCC wef Dec 2008 and Chief-Editor wef Jan, 2014
- a. Brought back the journal on time: Took responsibility when it had not been published for one and a half years.
 - b. Published 16 issues in first four years (2008-2012)
 - c. It has been published on time for three consecutive years 2013 ,2014 and 2015.
15. As Editor MICA Research Review Series four volumes for four years 2004-07
16. Consultancy work with IBM -India (Research, Model building and recommendation)
17. MDP on Effective Leadership Communication in Organizations in collaboration with a faculty colleague- Nov 2014
18. In-company MDP (2 days) on Enhancing professionalism Amongst women managers with Gujarat State Fertilizers and Chemicals Ltd, Vadodara- Sept,2014
19. In-company MDP (3 days) on Team building and Personal Development- July,2014
20. Have organized *MICA-WCD Case Competition on Gender Inclusivity- 2014* with WCD, Government of Gujarat.
21. PGPCM Affairs:
- a. Chair GM area (first year lone member from the primary area) introduced several visiting faculties who are continuing till date.
 - b. PGPCM/Curriculum committee member when we were revamping the curriculum.
 - c. Academic Committee Convener when there were two more programmes- PGCP-BRM and PGCP-PREM. Contributed to the formation of academic areas, process of course finalization and scheduling of classes
 - d. As PGPCM Chair-2007-2008: Implemented the decision to introduce parallel scheduling of classes.
 - e. Advanced Courses Chair: (Introductory Year) Spearheaded the identification and delivery of six advanced courses
 - f. Dissertation Committee member for several years-prepared the manual which is currently under use with inputs from the committee

Awards:

1. Awarded Junior and Senior Research Fellowship by UGC- 1991-1996
2. Recipient of The Dewang Mehta Business Award for Best Teacher in Human Resources Management in 2011, which recognises talent and leadership amongst the Business Schools across India.

Personal Qualities

1. Leading teams to excellence.
2. Passion and dedication for professional responsibility/work.
3. Perseverance and striving for excellence.
4. Emotional maturity.
5. Strong interpersonal skills.

Areas of Specialization at Master's level:

- Organizational Behaviour
- Child & Developmental Psychology

Research Methodology & Specialized Courses During the Doctoral Programme at the UGC Centre For Advanced Studies, Department Of Psychology, University Of Allahabad.

- a. Experimental Designs & Social Methodology.
Instructors – Dr. A.K.Dalal & Prof. Janak Pandey, Duration 4 Months.
- b. Survey Methods & Multivariate Techniques.
Instructors - Dr. A.K.Dalal & Mr. Y. Sinha. Duration 4 Months.
- c. Social Psychology & Cross-Cultural Psychology.
Instructors – Prof. Janak Pandey & Prof. J.E.Williams. Duration 4 Months.
- d. Personality Development: Some Psychosocial Perspectives & Contemporary Issues.
Instructors: Prof. F.B.Tyler, Prof. M. Varma & Prof. E.S.K.Ghosh. Duration 3 Months

Work Experience:

- Jan,2009 till date Professor Organizational Behaviour and HR at MICA
- April 2006 -Dec2008 Associate Professor Organizational Behaviour and HRM at MICA
- Dec 2002-March 2006 Assistant Professor Organizational Behaviour and HRM at MICA

- Nov 2001-Nov-2002 Associate Faculty (Visiting) at MICA
- 2000-2001 academic session Lecturer at Department of Applied Psychology, University of Delhi South Campus
- 1999-2000 academic session Lecturer at Department of Applied Psychology, University of Delhi South Campus
- 1997-1999 Freelance counseling and teaching assignments
- 1997 (3 months) Research officer Institute of Educational & Psychological Measurement (IPEM) Allahabad
- July 1991- June1996 Junior and Senior Research Fellow at UGC Centre Of Advanced Studies, University Of Allahabad

Visiting Faculty Assignments

1. Pandit Deendayal Petroleum University Institute of Petroleum Management, Gandhinagar
2. Indian Institute of Management, Ahmedabad

Member of *Internal Complaints Committee* of Gujarat Institute of Development Research, Ahmedabad for three years wef January,2014 for a period of three years.

Board of Studies member and Academic Area Committee expert in OB & HR of Faculty of Management, Nirma University wef July,2018 for a period of three years.

Invited as Expert in several Faculty Selection Panels at Nirma University, Ahmedabad and Institute of Rural Development Anand.

Editorial Responsibilities:

- Editor-in-Chief- Journal of Creative Communications (Sage Publication) from Jan, 2014 till Jan, 2016
- Editor- Journal of Creative Communications (Sage Publication) from 2008 till 2013
- Editor MICA Research Review Series for four years 2004-07

Academic Administration at MICA	
Name of the Committee / Activity	Nature of involvement and Year
Registrar & Associate Dean Academics	Academic Administration, of programmes, Accreditations and Student Activities 2023-24
Corporate and Alumni Relations Committee	Spokesperson 2023-24
International Immersions (Students and Faculty)	Co-Chair 2018-2019,2019-20, 2022-2023, 2023-24
Orientation Committee Chair	Chair 2020-21,2021-22, 2022-2023
MICA Immersion and Academic Innovations Secretariat Chair	Chair 2021-22, 2022-2023
Faculty Recruitment Committee	Member 2020-21, 2021-22,2022-2023
Rural Immersion Committee	Member 2020-21, 2021-22, 2022-2023
PGP- Chair	Chair 2016-17 and 2017-18
Admissions Committee	Chairperson 2015-16 and 2016-17
Head: Faculty Affairs	Head 2012-13
Admissions Committee	Chairperson 2009-10 and 2010-11
MICAT (MICA Admission Test)	Chairperson 2004-05 to2008-09 (5 years)
Gender Equality & Anti Sexual Harassment Committee (Founder Chair)	Chairperson-2009-10 to 2011-12 (3 years) Member-2022-23 and 2023-24
General Management Area	Chairperson-2009-10 and 2010-11

Management Committee	Member-2010-11
Curriculum Committee	Member-2010-11
Research Committee	Member-2010-11 Member 2001-07 (6 years)
PGPCM committee	Member-2009-10
Research Task Force	Research Task Force Member-2009-10
PGPCM	Chairperson 2007-08
Academic Committee	Convener 2005-2006 & 2006-07
MICA News (MICA's newsletter)	Member 2004
Doctoral Committee (To prepare the proposal for Doctoral programme/FPM Programme)	Member 2004 & 2005

Areas of Research Interests:

- Gender and leadership
- Impact of gender stereotypes on inter-gender communication at workplace,
- Preventive Stress Management Interventions in top business organizations,
- Psychosocial Competence
- Personal /communication effectiveness in groups,
- Managerial effectiveness,
- Culture and Values
- Learning styles and
- Creativity

Current Research Projects:

- Journey of Men and Women CEOs
- Early Career experiences of men and women managers

Dissertation guidance

- I have guided more than more than 60 dissertations at Master's level and doctoral level.

Invitation to be Research Guide/expert for doctoral programme

- Supervisor at Gujarat Technological University , Ahmedabad
- Supervisor at Jagannath University, Jaipur
- Expert in Doctoral Research Committee at PDPU, Gandhinagar.
- Expert in Research Progress Committee at Nirma University, Ahmedabad
- Expert for Open pre-synopsis seminar at Ganpat University Vidyanagar
- Supervisor of one MICA FPM scholar and on Thesis Advisory Committee of four FPM scholars currently.

Publications

Book

- **Gaur, S.P.** (2015) *CHARITY to PARITY: New Dimensions of NGO Management*.
Published by Blind People's Association, Ahmedabad. ISBN No.: 978-81-929731-1-1
Number of pages: 374. Year of publication: 2015

Chapters in edited Books

- **Gaur, S.P.** (2024). (In print) **Equity and Inclusion of Women in top Indian Organizations: Imperatives for Leadership towards a Responsible World**. In Biswas, U. N. & Biswas, S.N. *Building a Resilient and Responsible World: Psychological Perspectives from India*. Springer Nature Singapore
- Chakravarty, D., **Gaur, S. P.**, & Khanna, K. (2016). **Social Media: Past, Present and Future**. In R. Ajwani, & U. K. Rai (Eds.), *Media: Past, Present and Future* (pp. 13-33). Delhi, India: Shree Natraj Prakashan.

- **Gaur, S.P.**, Pant, S. & Sinha, A. (2014). **Communication & women empowerment: Issues and challenges.** (pp. 259-285) In A. Mohapatra (Ed.), *Development Issues in India: Policies and Perspectives*. Delhi: Mangalam Publishers and Distributors, 2014.
- **Gaur, S. P.** & Jain, S.S (2013) **Gender Issues in Work & Stress (pps 179-207).** In Pestonjee, D.M. and Pandey, S.C.(Eds) *Stress and Work: Perspectives on Understanding and Managing Stress*. Sage Publications- Response Books. 2013.
- Pandey, S.C. & **Gaur, S. P.** & Pestonjee, D.M.(2013) **Methodological Issues in Stress Research: Challenges, Concerns and Directions (pps 323-347).** In Pestonjee, D.M. and Pandey, S.C.(Eds) *Stress and Work: Perspectives on Understanding and Managing Stress*. Sage Publications- Response Books. 2013.
- **Gaur, S. P.** (2007). **Value-identity model for communication effectiveness in organizations.** In A. Kaul & S. K Gupta (Eds.), *Management Communication: Trends & Strategies* (634-647). New Delhi: Tata McGraw Hill
- **Gaur, S. P.** (2005). **Internal Marketing Model for Strategic HRM.** In Harishmita Trivedi (ed) *Achieving Competitive advantage through people*. Excel Books
- **Gaur, S. P.** (2005). **Contemporary Women Managers: Get the best out of them** In 'Effective Executive', October, 2005 Vol VII No 09- Special issue : Women In Management

Articles/ Papers in Academic Journals

- Modi, A.K., **Gaur, S. P.** & Sharma, V. (2019) **Key to empowerment of Indian women: is position in Self Help Group effective?** International Journal of Scientific Research and Review **Volume 07, Issue 04, April 2019** UGC Journal No.: 64650
- Modi, A.K., **Gaur, S. P.** & Sharma, V. (2019) **A study on demographic profile, motivation to join Self-Help-Group and socio-economic status of SHG members.** International Journal of Scientific Research and Review **Volume 07, Issue 05, May 2019** UGC Journal No.: 64650

- Shukla, K., Purohit, M. & **Gaur, S. P.** (2017). **Studying make in India from the lens of labour reforms.** *Management and Labour Studies*, 42(1), 1-19.
- **Gaur, S. P.** (2016). **Kindling the creative potential.** *Vision: The Journal of Business Perspective*, 20(4). 290-299.
- **Gaur, S. P.**(2014) **Relationship of Learning Stage and Follow-up plan based on Feedback(FPF) on Academic Performance using Kolb's ELT"**Accepted for publication by *DEStech Publications*. It will be indexed in ISI (Institute of Scientific Information) and Google Book Search.
- Gadekar, R., Krishnatray, P., & **Gaur, S. P.** (2012). **A descriptive study of Facebook uses among Indian students.** *Media Asia*, 39(3), 140-147
- Bhattacharjee, A., **Gaur, S. P.** & Pande, R. (2011). **Perceptions of practicing and prospective women executives from India about Indian business newspapers.** *Asian Journal of Communication*,21(6), 613-631.
- **Gaur, S. P.**, Bhattacharjee, A. & Pandey, R. (2010). **Gender comparison of consumption of business information in India: the consumer's perspective.** *Media Asia*, 37(3), 123-135.
- **Gaur, S. P.**, Lakhtakia, A. & Kohli, G. (2009). **Winning strategy in turbulent times: total supply chain solutions for IT and ITes industry.** *PES Business Review*, 4(1), 43-52.
- **Gaur, S. P.**, Kohli, G. & Khanna, Kriti, K. (2009). **Learning Centered innovation in management education: Kolb's ELT.** *The International Journal of Learning*, 15.
- **Gaur, S. P.** (2006). **Achieving inter-gender communication effectiveness in organizations.** *VISION*, 10(2), 11-19.
- **Gaur, S. P.** (2004). **Nucor Corp's Organizational Culture.** *Case Folio*, April, 2004, 37-38.
- **Gaur,S.P.** & Dhawan, N. (2000) **Work Related Stress & Adaptation Pattern Among Women Professionals.** *Psychological Studies 2000 Vol 45, Nos. (1&2)* 58-64.
- Dhawan, N., Punetha, D., Sinha, Y., **Gaur, S.P.**, Tyler, S.L. & Tyler, F.B.(1999) **Family Conflict / Violence Patterns In India.** *Psychology & Developing Societies* 11,2, 195-216 (1999)

Articles/stories in Magazines

- **Gaur, S. P.** (2013) **My Mother** in Woman's Era (January 2013-First)
- **Gaur, S. P.** (2011) **Nurture your creativity** Advanc'edge MBA (May' 2011)
- **Gaur, S. P.**(2011) **Communication careers in the 21st century.** Advanc'edge MBA (April 2011)
- Dhawan, N., Punetha, D. & **Gaur, S.P.** (1993) **Abuse & the Indian Women.** In Northern India Patrika – February 20, 1993.

CONFERENCE PAPERS (REFEREED -Accepted/Presented) INVITED LECTURES

- **Gaur, S.P. (2023) Chutes and Ladders in Young Leaders' Corporate Journey.**Accepted for presentation at the ILA's 25th Global Conference on Cultivating Leadership for a Thriving Future, 12-15 October in Vancouver, Canada
- **Gaur, S.P. (2022) Facilitators and Obstacles at the Lowest Rung in Leadership Journey** Accepted for presentation at the 2022 APS Annual Convention, May 26-29, 2022, in Chicago, IL, USA.
- **Gaur, S.P. and Jain. K (2020) Journey of Men and Women CEOs: How Similar? How Different?** Presented at the 7th *International HR Conference: Leadership In Changing Times* held at the K.J. Somaiya Institute of Management Studies and Research from 30th to 31st Jan,2020
- **Gaur, S.P.(2019) Innovation: A great idea implemented brilliantly and communicated intuitively.** Key note speaker and Chief Guest at Anveshan at Parul University, Baroda on 12th October,2019
- **Gaur, S.P.(2018) Leadership Journey of Mars and Venus: How similar? How different?** Accepted at the 29th *International Congress of Applied Psychology* held at Montreal from 26th to 30th June,2018
- **Gaur, S. P.(2015) Bosses who foster creativity in ad agencies in India: Personality traits and Behavioural Attributes.** Presented at the *International Conference for Business and Economics* held at the University of London from 3rd to 6th Nov,2015

- **Gaur, S. P.**(2014) **Assessing the Creativity Potential.** Presented at the 28th International Congress of Applied Psychology held at Paris, France from 8th July,2014 to 13th July,2014
- **Gaur, S. P.**(2014) **Relationship of Learning Stage and Follow-up plan based on Feedback(FPF) on Academic Performance using Kolb's ELT** Presented at the International Conference on Social Science and Management (ICSSM2014) held in Chicago on 15th and 16th March,2014
- **Gaur, S. P.,** Pant, S and Sinha, A.(2013)**Communication & Women Empowerment: Issues and Challenges.** Paper presented at the National Conference on Panchayati Raj & Rural Development held by Panchayat, Rural Housing and Rural Development Department, Government of Gujarat in Gandhinagar on August 17, 2013
- **Gaur, S. P.**(2012) **Professional Education and Kolb's ELT: Learner Centred Innovative Insights for Enhancing Learning Effectiveness** Accepted for presentation at the 5th Annual International Symposium for Emerging Technologies for Online Learning to be held at Las Vegas, NV on July 25-27,2012
- Pai, N. & **Gaur, S. P.**(2011) **Online Gaming Amongst Women in India: Some Insights.** Presented at the 20th AMIC Annual Conference held at Taj Krishna Hotel ,Hyderabad, India from 24th to 27th June 2011
- **Gaur, S. P.,** Bhattacharjee, A. & Pandey, R. (2010). **Perception, Satisfaction and Consumption of Business Information: A Gender Gap** Presented at the International Conference on Communication and Media 2010 (i-COME2010) held at Melaka, MALAYSIA from 18th to 20th June,2010.
- Bhattacharya, A , **Gaur, S. P** and Pandey,R.S. (2009) **How pink are the pink newspapers?** Presented at the AMIC 2009 Conference New Delhi
- **Gaur, S. P** (2009)Invited Session titled **Partnering and leading for High Performing Teams in the programme** Becoming Effective Team-Player and Team-Leader at AHRD 6th January, 2009
- **Gaur, S. P** (2009) Invited to chair the session titled **Talent Acquisition & Management** at the 12th NIRMA International Conference on Management 9th & 10th January,2009

- **Gaur, S. P.** (2008) Invited as Distinguished Speaker on the topic **Employee Surveys: Selection & Development of Instruments** at the HR Conclave on 'Changing Paradigm in HR Management-emergence of Human Resource Marketing' IIPM Ahmedabad on 9th August, 2008.
- **Gaur, S. P.,**Kohli,G & Khanna,K (2008) **Learning Centered Innovation In Management Education:Kolb's ELT Paper** presented at the 15th international Conference of Learning held at the University of Illinois, Chicago, USA from 3rd June to 6th June, 2008
- **Gaur, S. P.** (2006.) **Comprehensive Stress Management for Strategic HR** National Seminar on HRM (27th-28th Jan,2006) Mahatma Gandhi Labour Institute, Ahmedabad
- **Gaur, S. P.** (2005). **A Model of Inter-Gender Communication Competence.** Presented at the First International Conference on Intercultural Communication Competence: Implications for Business, Education and Politics Supported by EU-ASEAN University Network in Singapore on 6-7 October 2005
- Pandey, S.C. & **Gaur, S. P.** (2005)**A Positive Mental Health Model for Stress Management Interventions in Organizations: Insights from Positive Psychology-** Presented at 92nd Indian Science Congress,at Nirma University,Ahmedabad, jan3-7, 2005
- **Gaur, S. P.** & Anish(2004). **Internal Marketing : Backbone of effective IMC** Background Paper at the AIMA-MICA IMC conference, Mumbai, **Jan 14-15,2005**
- **Gaur, S. P.** (2004) **Mother-child Conflict over TV viewing** *Accepted for presentation at the 28th International Congress of Psychology ICP2004 August 8-13 2004 Beijing, China
- **Gaur, S. P.** (2004). **Cultural Themes of Masculinity and Femininity** Presented (in absentia) at National Seminar on Identity and Youth: Socio -Cultural perspectives organized by UGC Centre of Advanced Studies, University of Allahabad'Februray 16-17, 2004

- **Gaur, S. P.** (2003). *Gender Stereotypes: Barrier to Effective Inter-gender Communication In organizations*. Presented at the First AIMS International Conference on Management (AIMSCOM) held at the Indian Institute of Management, Bangalore. Dec 28-31,2003.
- **Gaur, S. P.** (2003). Invited to chair the session titled : *Organizational Behaviour* at the First AIMS International Conference on Management (AIMSCOM) held at the Indian Institute of Management, Bangalore. Dec 28-31,2003.
- **Gaur, S. P.** (2003) **Development of a Work-Related Stress Scale** Presented at the Research Workshop on HRM LJ Institute of Management Sciences & IDEA Foundation, May 24,2003.
- **Gaur, S. P** **Communication Skills for Personal Effectiveness** Invited Speaker at UGC National Workshop on Stress Management organized by MS University of Baroda.
- **Gaur, S. P** & Ghosh,E.S.K. (1994). *Stereotypes In Gender Perception In India*. At the XII Congress Of Cross Cultural Psychology 1994.
- **Gaur, S. P.** & Dhawan,N (1993). *Work Related Stressors And Psychosocial Competence Patterns Of Women Professionals In India*. At the 4th Annual NAOP Convention 1993, New Delhi.
- Dhawan,N & **Gaur, S. P.** (1992). *Psychological Abuse Among Indian Women*. At the XII IACCP Conference, Liege, Belgium 1992.

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