

# Vartika Dutta

Assistant Professor

Indian Institute of Management Amritsar

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## TEACHING

### Core Courses taught:

Individual Behaviour in Organizations, Interpersonal and Group Processes in Organizations, Organization Structure and Design, Human Resource Management, Principles and Practices of Management, Managing People in Organizations

### Elective courses developed and taught:

Talent Management, Leadership and Decision Making for Managers, Leadership for Healthcare Organisations, The Science of Happiness, Effective Negotiations, International HRM

## EDUCATION

Ph.D. Business Management 2010 - 2015  
Indian Institute of Technology Kharagpur

## EXPERIENCE

Assistant Professor 2019 - Present  
Indian Institute of Management, Amritsar

Assistant Professor 2015 - 2019  
Goa Institute of Management, Goa

Head, Training and Content Development 2014 - 2015  
All India Asian Educational Foundation, New Delhi

Executive, Business Services 2009 - 2010  
CitiFinancial Consumer Finance India Ltd, New Delhi

Executive, HR 2006 - 2007  
Uniline Energy System (P) Ltd, New Delhi

## RESEARCH INTEREST

Organizational behavior, Behavioral psychology, Emotional intelligence and well-being, Educational leadership and management, Inclusive education, Consumer behavior, Talent management, Digital workforce and workplaces, MOOC'S digital ecologies and affordances, Social data analysis.

## PUBLICATIONS

Dutta, V. and Sahney, S.(2016), School leadership and its impact on student achievement: The mediating role of school climate and teacher job satisfaction, *International Journal of Educational Management*, Vol. 30, No.6, pp. 941-958. (B- ABDC Ranking)

Dutta, V. and Sahney, S.(2015), School leadership and its impact on student achievement: The role of mediators, in Harish Chaudhry (Ed.) *Excellence in School Education VI: High achieving schools*, Scholastic India Pvt. Ltd, Delhi, ISBN 13:978-81-8477-756-7.

Dutta, V. and Sahney, S.(2014), School leadership in Indian secondary schools, in Harish Chaudhry (Ed.) *Excellence in School Education V: Leadership and Values*, New Delhi: Scholastic India Pvt. Ltd, ISBN 978-93-5103-661-6, pp. 161-177.

Dutta, V. and Datta, B. (2011), Leadership in Organisations by Gary Yukl - A Book Review, *Indore Management Journal*, Vol. 2, No. 4, pp. 70-73.

Dutta, V. (2010), HR Outsourcing theory and practice, in Saritprava Das and Bharati Deshpande (Eds.) *Human resource management in the new economy*, Navi Mumbai : Institute for Technology and Management, New Delhi : Excel Books, ISBN 978-81-7446826-0, pp. 288-299.

## CONFERENCES

Dutta, V. and Bhatt, R.R. (2020), Student's Perception and Preference for Online Learning in B-School Education, *Proceedings of the 3rd ICDE & 14th ISDSI Annual Conference 2020: Building New Digital Ecosystem*, Dec 27-29, 2020, IIM Raipur.

Dutta, V.(2019), Failed Leadership in Education: Evidence from Select Indian Secondary School, *Proceedings of the International Interdisciplinary Conference: Failed Leadership*, held at SWPS University, University of Warsaw, Collegium Civitas, Institute of Political Studies PAN, Polish Political Science Association, held at SWPS University, Warsaw, Poland, June 21-22, 2019.

Dutta, V. and Sahney, S. (2016), School leadership and its effect on student achievement: The mediating role of job performance of teachers and school climate, *Proceedings of the 29th International Congress for School Effectiveness and Improvement (ICSEI 2016)*, Glasgow, Scotland, UK.

Dutta, V. and Sahney, S. (2015), Principal Leadership and Student Achievement in Indian Secondary Schools: A Mediated-Effects Model, *Proceedings of the 28th International Congress for School Effectiveness and Improvement (ICSEI 2015)*, Cincinnati, Ohio, USA.

Dutta, V. and Sahney, S. (2014), School leadership and its impact on student achievement: The role of mediators, *Proceedings of the 6th International Conference on Excellence in School Education*, Dec 28-30, 2014, IIT Delhi.

Dutta, V. and Sahney, S. (2013), School leadership in Indian secondary schools, *Proceedings of the 5th International Conference on Excellence in School Education*, Nov 16-17, 2013, IIT Delhi.

Dutta, V. and Sahney, S. (2013), Work behaviour of teachers and student learning outcomes: Impact of antecedents, moderators and mediators, in *Proceedings of 6th IIMA Doctoral Colloquium*, Jan 7-9, 2013, IIM Ahmedabad.

Dutta, V. (2008), HR Outsourcing - Issues & Challenges, *5th National HR Conference*, Dec, 2008, ITM Business School, Navi Mumbai.

## INVITED TALKS

Invited as a panelist at the “*Young Leaders Series*” of The Indian Society for Training & Development (ISTD) Delhi Chapter. The virtual panel discussion was conducted on Saturday, 20th February 2021 on the theme “*Future Of Workplace: Role Of Learning & Development.*” The other panelists included Ms. Annu Sethi, Head Talent Management at UNO MINDA Group, and Ms. Alka Rai, Deputy Director - TM, L&D & OD at PepsiCo. Over 600 participants attended the panel discussion.

Delivered a Session as an expert in the FDP organized by GNDU on 9th Jan 2021 on the topic “*Teacher Leader in Me*” in Online short term course on Leadership Development Program of GNDU affiliated college and university faculty (6-12 Jan, 2021). Over 200 participants were a part of this program.

Moderated a Panel Discussion on “*Life Beyond COVID-19- Institutionalizing the New Normal in Health and Well Being*” at IIM Amritsar with eminent guests like Dr. Krishna M Ela, Dr. Rakesh K Chaddha, Dr. William Bhati and Dr. Santosh Kumar Chaturvedi on 29th August, 2020. The webinar was telecasted virtually and had more than 600 registered participants.

Delivered a talk as a presenter and moderator of a business debate on “*Is Diversity disruptive?*” under the business theme of “Era of Disruption-Redefining the future of HR”, 58th HR Summit of Oil & Gas PSUs, hosted by Indian Oil Corporation Ltd., 18-20 Feb, 2020, Hotel Raddison Blue, Amritsar.

Delivered two expert sessions on “*Discover the Leadership DNA: Self Management for Excellence*” for online FDP on Academic Leadership enhancement in Technical institutions for around 800 faculty of AICTE recognized technical institutions, NITTR , 4-8 May, 2020, Chandigarh.

## ACADEMIC SERVICE

**Referee:** International Journal of Educational Management (Emerald), ISSN: 0951-354X; Educational Administration Quarterly (Sage), ISSN: 15523519, 0013161X; International Journal of Leadership in Education (Taylor & Francis), Online ISSN: 1464-5092; Journal of Educational Administration (Emerald), ISSN: 0957-8234; Journal of Advances in Management Research (Emerald), ISSN: 0972-7981.

**MDP Offered:**

Programme Director for 6-Day MDP on “Leading in the Next Normal” for IOCL Senior Officers. 14-19 Dec 2020

Programme Director for 4-Day MDP on “School Leadership in Changing Times” for CBSE School Principals. 15-18 Jan 2020

Junior scale Officers training for Goa Institute of Public and Rural Administration (GIPARD). Conducted a session on persuasion skills. 6-7 Dec 2018

Patient-centric healthcare supply chain program for supply chain heads of National hospitals in association with Johnson and Johnson. Conducted a session on leadership. 5-6 Oct 2018

Junior scale Officers training for Goa Institute of Public and Rural Administration (GIPARD). Conducted a session on effective presentation skills. 7-8 May 2018

Colorcon-SPEEDZ program for budding managers at Colorcon, Goa. Conducted ten sessions on interpersonal group processes and leadership. 5 May - 6 June 2017

Successfully completed two sessions on Effective communication for Accelerated Business Management Program (ABMP) at GIM. 8-16 Dec 2016

Conducted four sessions on varied topics of HR for Role Band Training program at Goa Shipyard Limited. 6-8 Jan 2016

Successfully conducted one session on Effective managerial skills at Jawahar Navodaya Vidyalaya, Valpoi. 10 April 2016

Successfully conducted two sessions on Attitude Change for Civil servants of Goa Cadre at GIPARD, Goa. 2 March 2016

Interacted and guided students on exchange program from Kansas University in an open question answer session. 29 Dec 2015

**Consultancy Assignments:** Completed a consultancy assignment on Competency Mapping for the various roles of employees to be deployed for the digital transformation project for Hindustan Petroleum Corporation Limited. Feb 2020

**Professional Membership:**

Member, International Congress for School Effectiveness and Improvement (ICSEI)

Member, National Academy of Psychology (NAOP, India)

Indian Society for Training & Development (ISTD, India)