



Dr. Meera Shanker

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Department of Education Management

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Subjects of teaching:

Organizational Behavior
Principles of Management
Research Methodology
Quantitative Models in HRM/edu. Management
Human Resource Management
Human Resource Development
Behavioral Dynamics in Organization
Organizational Development
Leadership in Organization/education

Areas of Research Interest:

Emotional Intelligence
transformational Leadership
conflict management
stress
organizational commitment
organizational culture & climate
employee engagement
organizational citizenship Behavior
recruitment and selection
competency mapping etc.

Publications:

1. **Shanker, M.** (2014). Emotional intelligence and organizational commitment in relation to intention to stay. Proceedings of the 30th International Congress of Psychology, Psychology Serving Humanity , Vol.1 , Majority world psychology (pp. 186-202) Psychology Press is an imprint of the Taylor & Francis Group .(Accepted)
2. **Shanker , M.** (2014). Organizational culture an antecedent for employees' Job Satisfaction, *BMA Review, Bombay Management Association*. E-Journal. (Accepted)
3. **Shanker Meera (2013)**. Organizational Commitment and Employees' Retention to Stay in Indian Companies: factor Analytical Approach. *Journal of Psychosocial Research* Vol. 8, No. 2 .
4. **Shanker Meera (2013)** .Assessing conflict management styles of managers' in relation to professional development :subordinates' perspective. *Management Prudence* ,Vol.5, issue 1.
5. **Shanker Meera** and Sayeed O.B. (2012). Role of Transformational Leaders as Change Agents: Leveraging Effects on Organizational Climate. *Indian Journal of Industrial Relations*. Vol. 47, No. 3.
6. **Shanker Meera** (2012). Organizational Citizenship Behaviour: Leveraging Effects on Transformational Leaders' Emotional Intelligence. *Aweshkar, research Journal*, Vol. xiii, issue 1
7. **Shanker Meera** (2012). Influence of Emotional Intelligence on Conflict Handling Styles of Leaders in Organization. *Sydenham Management Review*, Vol. 1, Issue, 2

8. **Shanker Meera** (2012). Need for Transformational and emotionally intelligent Leaders in Indian School and Colleges, *Anveshika*, Vol.9, no. 1
9. **Shanker Meera (2012)**. Persuade of Organizational and Personal Bases of Power on Conflict handling Strategies of Managers. *Manpower Journal*. Vol 2 , No. 1
10. **Shanker, Meera** (2012). Employee Engagement and Organizational Citizenship Behavior: Today's Corporate Need. *BMA Review*, Bombay Management Association. E-Journal , Vol. 1, no.1
11. **Shanker Meera**, (2010). The effect of Organizational Culture and Leadership Style on Organizational Commitment: An Overview. IES International HR Conference, Dynamics of Change –Micro and Macro Perspective. *Excel India Publishers*, ISBN: 978-93-80043-71-5.
12. Khanolkar R. and **Shanker M**, (2010).Expatriate Failure: Cross Cultural Issues and Emotional Intelligence, Dynamics of Change –Micro and Macro Perspective. *Excel India Publishers*, ISBN: 978-93-80043-71
13. Khanolkar R. and **Shanker M** (2010). Perceived Organizational Climate And its Effect On Sales Person's Organizational Commitment. A Compendium of HR Research papers 'SIES Publishers, ISBN: 978-81-907787-4-9.
14. **Shanker Meera** and Sayeed O.B. (2009). Emotionally intelligent managers and Their Transformational Leadership Styles: Some Empirical Relationship. *Indian Journal of Industrial Relations*. Vol.44, No.4.
15. **Shanker Meera** and Sayeed OB (2006), Assessing Emotional Intelligent managers: Development of an Inventory and Relationship with Managers' Professional Development. *Indian Journal of Industrial Relations*, Vol. 42, No. 2. (this research paper is listed in **JSTOR**, which is an achievement for researcher)
16. Developed a Scale to measure Emotional Scale in 2008-09. It is used by many researchers in India as well as in abroad.
17. **Shanker Meera** (2009). Effect of Organizational Downsizing and Restructuring of Employees Well Being, *JDBIMS Management Review*, Vol. 1, issue 1.
18. Khanolkar R. and **Shanker M**. (2009). Effect Of Employee Engagement in Relation with Organizational Commitment In Indian Pharmaceutical Industry: An Empirical Study. *Review of Business and Technology Research*, Vo.2,no.1
19. **Shanker Meera** (2003). Managing your Anger Effectively –Change your life. *BMA Review*, Bombay Management Association. Vol 14, No.4
20. **Shanker Meera** (1997). Conflict Management by the Leader: At work. *Grammonmukh*,
21. **Shanker Meera** (1996). Job Satisfaction of Men and Women in India: A Psychological study. *Grammonmukh*

Paper Presented International & National :

1. **Shanker Meera (2013)**. "Assessing Conflict Management Styles of Managers' in Relation to profession Development: Subordinates' Perspectives", Held at **GHENT, Belgium**. (12-13, September)
2. **Shanker Meera (2013)**. "Organizational climate as an antecedent for organizational commitment", XXIIIrd Annual Convention of NAOP, Rourkela, Odisha, India. (13-15 December).
3. **Shanker Meera (2013)**. "Emotional intelligence and stress management", 2nd International Conference by the BPA, (1-3 December).

4. **Shanker Meera (2012).** "Impact of Emotional intelligence and organizational commitment In relation to turnover intention", held at the **Cape Town International Convention Centre, South Africa.** (22-27 July, 2012).
5. Invited Presenter in 30th International Congress of Psychology held at the **Cape Town International Convention Centre, South Africa.** (22-27 July, 2012).
6. **Shanker Meera, (2011) .** An exploratory study of Mentoring in B –School" at International conference , BHAVISHYA 2011, conducted by Thakur college of science and commerce, Mumbai, India.
7. **Shanker Meera (2011)** presented paper titled "Influence of leaders' Emotional Intelligence On Developing Organizational Citizenship Behavior of Employees" at XXI Annual Convention of NAOP and International Conference, at IRMA, Gujarat, India.
8. **Shanker Meera (2011) ,** " Advanced Research Training on Structural Equation Modeling" , attende workshop ,organized at IRMA, Gujarat, India
9. **Shanker Meera (2011, " E –Business : Risk and Responses in Banking Industry in India " at National Conference on Contemporary Issues in Business management organized by Dept. of Mgmt. studies & research TC SW, Nagpur.**
10. **Shanker Meera, (2011)** Review the Book Titled "Koontz: Essential of Management" published by Tata McGraw Hill Private Limited. Written notes for Distance Learning Program, SNDT Women's University, Mumbai.
11. **Shanker Meera (2010),** Role of Transformational Leaders as Change Agents: Leveraging Effects on Organizational Climate. 5th workshop on organizational change and development: core competencies in a changing world. Held at **WU Vienna University of Economics and Business, Vienna, Austria,**
12. **Shanker Meera (2010)** The Effect of Organizational Culture and Leadership Style on Organizational Commitment: An Overview, presented in an International Conference held at IES, India
13. **Shanker Meera (2010),** "Indian Ethos for Management". International conference held at HK Institute of Management.
14. Chaired the technical session on the Subtheme: Organizational Development in an International Conference organized by IES Management College & Research Centre.
15. **Shanker Meera (2010)** Presented Paper titled " Impact of Organizational Climate and Organizational Commitment" at **International Conference AEDGE**
16. Khandolkar Rupali S and **Shanker Meera (2010),** Expatriate Failure: Cross Cultural Issues and Emotional Intelligence, presented in International HR conference, IES, India.
17. **Shanker Meera** and Rupali Khandolkar (2009), Effect of Employee Engagement in Relation With Organizational Commitment in Indian Pharmaceutical Industry: An Empirical Study. **Presented international conference on Global issues in Business & Technology, Indore, India**
18. **Shanker Meera** And Rupali Khandolkar (2009), Perceived Organizational Climate and its effect on Salesperson Organizational Commitment presented in **SIES, India**
19. **Shanker Meera (2008).** "The influence of Organizational and Personal power on Conflict Handling Strategies". **XVIII Annual Conference of National Academy of Psychology,** held at IIT ,Guwahati, India.

20. **Shanker Meera** (2009). "A critical evaluation of dimensions of personal characteristics and managerial effectiveness in organization" at **International conference**; global: strategies: capitalistic or socialistic and case studies , held at HK Institute of management studies and research.
21. **Shanker Meera** (2009) chaired session in the International conference held by HK Institute of management studies and research.
22. **Shanker Meera (2008)** " Effect of basis of Power in Conflict Management Situation " XVIII Annual Conference of National Academy of psychology, Guwahati, India (2008).

Links (if you have your own Blog/ wikipage/Online profile and wish to publish the link):

Wish to publish the links , link din profile is there of Dr. Meera Shanker

Whether Guide at PhD/MPhil Universities for which registered as guide:

Registered as Research Guide in Management (OB & HR) for SNTD Women's University
Ph.D awarded

1. Study of Emotional Intelligence of Leaders in relation with Employee Engagement to Determine Organizational Commitment. (2012)
2. Recruitment and Retention practices of commercial pilots in Indian Aviation Industry.(2013)
3. Working on A Study of Employee Engagement Practices across Organizations and Their Impact on Organizational Citizenship Behavior