



# Kanu Priya Mohan

**Assistant Professor**

*Ph.D., M.B.A., FHEA*

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## Significant Professional Experience and Achievements

- ✦ **University teacher** (since 2009): Teach courses in applied behavioral science research and applied psychology curricula. Supervise research of Master's and Ph.D. level students from diverse backgrounds and nationalities.
- ✦ **Researcher**: Lead research projects, and published research works in national and international database.
- ✦ **Editor-in-Chief, *The Journal of Behavioral Science*** (since 2012): It is an international, peer reviewed, high-quality journal which is indexed in reputed international database SCOPUS (Q3), EBSCO, ESCI, & ACI, and in TCI (tier 1), Thai national database.
- ✦ **Trainer** (since 1995): for diverse groups of participants from different countries (such as Thailand, India, Sri Lanka, Pakistan, Afghanistan, etc.); for a variety of topics related to organizational behavior, organizational development, and coaching & mentoring.
- ✦ **Certified Coaching and Mentoring Professional** (since 2011).
- ✦ **FHEA** (September 2022): Awarded *Fellow of the Higher Education Academy* (FHEA), accredited by the UK Professional Standards Framework (UKPSF), for contribution to teaching and learning in higher education.

## Educational Background

<u>Year</u>	<u>Degree</u>	<u>Institution</u>
1985-1989	Bachelor of Arts (Psychology Honors and Mathematics).	Government College for Girls, Chandigarh, India.
1989-1991	Master of Business Administration (M.B.A., Marketing).	University Business School, Punjab University, Chandigarh, India.
2002-2008	Ph.D. in Applied Behavioral Science Research.	Behavioral Science Research Institute, Srinakharinwirot University, Bangkok, Thailand.

## Academic Work Experience

<u>Year</u>	<u>Position/ Responsibility</u>	<u>Organization</u>
2009 till now	<b>Assistant Professor.</b> Teaching, research, and supervision of Master and Ph.D. level students in applied behavioral science (since 2009) and applied psychology (since 2013).	Behavioral Science Research Institute, Srinakharinwirot University (SWU), Bangkok, Thailand.
2022 till now	<b>Committee member and teaching expert</b> for the international Ph.D. program in <i>Global Education Development and Research</i>	Graduate School, Srinakharinwirot University, Bangkok, Thailand.

<u>Year</u>	<u>Position/ Responsibility</u>	<u>Organization</u>
2009-17	<b>Visiting faculty</b> for various programs-MBA, MMOD (Organization development); GSeL (Graduate school of e-learning).	Assumption University (ABAC), Bangkok, Thailand.
2011-23	<b>Visiting Faculty-</b> for teaching, and training	AIT Extension, Asian Institute of Technology, Thailand.

### **Organizational Work Experience:**

<u>Year</u>	<u>Position</u>	<u>Organization</u>
2004-08	Manager, Human Resources	Modern International School Bangkok, Thailand.
1991-98	Deputy Manager (Marketing)	Punjab Wireless Systems (PUNWIRE), Chandigarh, India.

### **Courses Currently Taught at the Behavioral Science Research Institute:**

<u>Degree/Curriculum</u>	<u>Course</u>	<u>Responsibility</u>
PhD in Applied Behavioral Science Research	RB 701: Advanced Research Methods in Behavioral Science	Course- Coordinator
PhD in Applied Behavioral Science Research	RB 703: Qualitative Research	Co-teacher
PhD in Applied Behavioral Science Research	RB 715: Research Synthesis	Co-teacher
PhD in Applied Psychology	AP 831: Psychology for Organizational Development	Co-teacher
PhD in Applied Psychology	AP 832: Psychology for Human Capital Management	Co-teacher
PhD in Applied Psychology	AP 822: Learning Experience Management Design	Co-teacher

### **Research and Publications**

#### **Current areas of research & international research network:**

Behavioral science research on Well-being and Job-related well-being; Sufficiency Living Wage and Sustainable livelihoods; Playful work design; Coaching and Mentoring in various contexts such as in education; Pro-environment behavior, mental health and well-being among young adults, especially university students.

- Member of the *Global Organizational Living Wage (GLOW)* research network.
- Cross-cultural research in Playful work design.

#### **Research Projects:**

<u>Year</u>	<u>Research Title</u>	<u>Funded by</u>	<u>Role</u>
2024-ongoing	Climate Anxiety, Pro-environmental Behavior, and Wellbeing of University Students: Examining the Role of Agency through a Mixed Methods Research	Strategic Wisdom and Research Institute, SWU.	Principal Investigator
2024-ongoing	Mapping Trends in Behavioral Science Research: An Analysis of the Research Articles Published in The Journal of Behavioral Science from 2018-2024	Strategic Wisdom and Research Institute, SWU.	Principal Investigator
2024-ongoing	Cultural Intelligence, Social Support, and Employee Wellbeing of International Teachers in Thai Universities: A Mixed Methods Research.	SWU-IC, Srinakharinwirot University (SWU), Bangkok.	Co-researcher

Year	Research Title	Funded by	Role
2023-24	Adaptation and Psychometric Validation of the Playful Work Design Scale in Thai Context	Science Research Behavioral Institute (BSRI), SWU.	Principal Investigator
2021-22	Best Practices for Supporting Mental Health and Wellbeing of University Graduates: Exploring Pathways to Develop Resilient and Agile Workforce for the Post Pandemic Recovery.	Strategic Wisdom and Research Institute, SWU.	Principal Investigator
2021-23	Adaptation and Resilience Process of Community Based Tourism during the COVID-19 Pandemic: A case study of communities that adopted the Sufficiency Economy Philosophy (SEP-CBT).	Graduate School, SWU.	Co-researcher
2021-22	Best Practices for Supporting Mental Health and Wellbeing of University Graduates: Exploring Pathways to Develop Resilient and Agile Workforce for the Post Pandemic Recovery.	Strategic Wisdom and Research Institute, SWU.	Principal Investigator
2020-22	Behavioral Science Perspectives on Coping and Well-being during Covid-19 Lockdown: A Mixed Methods Research.	Strategic Wisdom and Research Institute, SWU.	Principal Investigator
2019-20	Development of Models for Best Instructional and Learning Practices for the Promotion of 21st Century Skills in International and Public Curriculum Programs of Basic Education in Thailand.	National Research Council of Thailand (NRCT)- the Spearhead Strategic Plan.	Co-researcher
2019	Innovation leadership in Thailand.	Slingshot Co.T hailand.	Co-researcher
2017-19	Sufficiency Living Wage: A Conceptual Framework in Thai Organizations based on the Sufficiency Economy Philosophy.	Strategic Wisdom and Research Institute, SWU.	Principal Investigator
2017-18	Research Unit in Innovation and Well-Being among Children and Adolescents.	Strategic Wisdom & Research Institute, SWU.	Co-researcher
2015-17	Coaching and Mentoring for Educators: Investigating the Cognitive-Affective-Behavioral Learning Outcomes of Training	Behavioral Science Research Institute (BSRI), SWU.	Principal Investigator
2015-16	Education Reform for Students by Coaching & Mentoring	Office of the Basic Education Commission, Thailand.	Co-researcher
2014-15	Behavioral Science Research: An Evaluation of the Historical roots, Evolution and Future Development in Thailand	Behavioral Science Research Institute (BSRI), SWU.	Principal Investigator
2014-15	Understanding Patient Safety and Developing a Research Instrument: Cross-cultural research.	Graduate School, SWU	Co-researcher
2010-12	A Cross-Cultural Research: Psychosocial correlates of Employee well-being and Quality of work life of the University teaching faculty	Srinakharinwirot University, Bangkok	Co-researcher

#### **Research Theses** (published during PhD):

- Mohan, K.P. (2008). *Enhancing the Coping Skills and the Job Well-Being of International School Teachers in Bangkok: An Action Research Approach*. (Doctoral dissertation, Srinakharinwirot University, Bangkok). Available at <http://bsris.swu.ac.th/thesis/452996006RB999.pdf>
- Mohan, K.P. (2007). *The Role of Person and Perceived Situation Variables leading to Job Well-Being of International School Teachers*. Research thesis, Srinakharinwirot University, Bangkok. Available at <http://bsris.swu.ac.th/thesis/452996006RB902.pdf>

Mohan, K.P. (2004). *Work Specific Locus of Control as a moderator of the relationship between Organizational Stressors and Job Related Well Being*. Research thesis, Srinakharinwirot University, Bangkok. Available at <http://bsris.swu.ac.th/thesis/452996006RB901.pdf>

### **Research Reports:**

Mohan, K.P. (2015). *Behavioral Science Research: An Evaluation of the Historical roots, Evolution and Future Development in Thailand*. Research Report No.170, Behavioral Science Research Institute (BSRI), Srinakharinwirot University, Bangkok, Thailand. July 2015. <http://bsris.swu.ac.th/upload/262296.pdf>

Mohan, K.P. (2018). *Coaching and Mentoring for Educators: Investigating the Cognitive-Affective-Behavioral Learning Outcomes of Training*. Research Report No.207, Behavioral Science Research Institute (BSRI), Srinakharinwirot University, Bangkok, Thailand. June 2018. <http://bsris.swu.ac.th/upload/258342.pdf>

Yoelao, D., Mohan, K.P., & Sombatwattana, P. (2019). Sufficiency Living Wage Scale Construction: A Conceptual Framework in Thai Organizations based on the King Rama Ninth's Sufficiency Economy Philosophy (Executive summary for research project). Research Report No.213. Behavioral Science Research Institute (BSRI), Srinakharinwirot University, Bangkok, Thailand. June 2018. [http://bsris.swu.ac.th/research\\_public.asp](http://bsris.swu.ac.th/research_public.asp)

### **Academic Book:**

Mohan, K.P. (2023). *Behavioral Science Perspectives on Wellbeing: Exploring Concepts, Theories, Research and Applications*. Rojchanaprinting Limited Partnership. ISBN: 978-616-598-782-0.

### **Research Papers:**

Mohan, V. and **Mohan, K.P.** (1985). Preventative measures for Drug addiction. *Navjivini*, 1.

Mohan, V., Bali, M. and **Mohan, K.P.** (1996). Perception of feminine worth by today's adolescents. In R.K. Upadhyay (editor), *Women in 21st Century: Problems and Challenges*.

Mohan, K.P. (2006). Work Specific Locus of Control as a moderator of the relationship between Organizational Stressors and Job Related Well Being. *The Journal of Behavioral Science*, 1(1), Behavioral Science Research Institute, Srinakharinwirot University, Bangkok, Thailand. <https://so06.tci-thaijo.org/index.php/IJBS/article/view/2131>

Mohan, K.P. (2007). The Role of Person and Perceived Situation Variables leading to Job Well-Being of International School Teachers. *The Journal of Behavioral Science*, 2(1), Behavioral Science Research Institute, Srinakharinwirot University, Bangkok, Thailand. <https://so06.tci-thaijo.org/index.php/IJBS/article/view/2151/1790>

Mohan, K.P. (2009). Enhancing Coping and Job Well-Being of International School Teachers. *The Journal of Behavioral Science*, 4 (1), Behavioral Science Research Institute, Srinakharinwirot University, Bangkok, Thailand. <https://www.tci-thaijo.org/index.php/IJBS/article/view/2172/1811>

Yoelao, D. & **Mohan, K.P.** (2011). Interpreting Themes of Spirituality, its Causes and Consequences among Health Care Workers in Thailand. *International Journal of Behavioral Science*, 6 (1), 13-24. <https://www.tci-thaijo.org/index.php/IJBS/article/view/513/pdf>

Mohan, K.P. and Suppareakchaisakul, N. (2014). The Psychosocial Correlates of Quality of Work Life of the University Teachers in Thailand and Malaysia. *International Journal of Behavioral Science*, 9 (2), 1-16. <https://www.tci-thaijo.org/index.php/IJBS/article/view/20099/pdf>

Mohan, K.P. (2015). Job satisfaction, Life Satisfaction and Quality of Work Life: An exploration of perceptions among the University Teaching Faculties of Thailand and Malaysia. *Proceedings of the 10<sup>th</sup> Biennial Conference of Asian Association of Social Psychology 2013*, Indonesia. <https://asiansocialpsych.org/proceedings+of+the+10th+asian+association+of+social+psychology+biennial+conference/>

Mohan, K.P., Peungposop, N. & Junprasert, T. (2016). State of the Art Behavioral Science Research: A Review of the Publications in the International Journal of Behavioral Science. *International*

- Journal of Behavioral Science*, 11 (1), 1-18. [https://www.tci-thaijo.org/index.php/IJBS/article/view/47713/pdf\\_11](https://www.tci-thaijo.org/index.php/IJBS/article/view/47713/pdf_11)
- Mohan, K.P. (2017). Training of Coaching and Mentoring for the Educational Reform: A Qualitative Evaluation of the Learning Outcomes among the Trainees. *Annual International Conference Proceedings for the 6<sup>th</sup> Cognitive and Behavioral Psychology (CBP 2017), Singapore, 6-7 March 2017*. Global Science and Technology forum (GSTF). Print ISSN: 2251-1865.
- Sirirassamee, T., Yoelao, D., **Mohan, K.P.**, Vanno, V., Thummaphan, P. & Limkhunthummo, S. (2017). Violence Related Behavior and Risk Factors for Physical Fighting among Thai Youth. *Journal of the Medical Association of Thailand*, 100 (Suppl.8, Oct 2017), S78-S86. <http://www.jmatonline.com/index.php/jmat/article/view/8724> [Indexed in SCOPUS, Q4]
- Mohan, K.P. (2018). Behavioral Sciences in Thailand: An Organizational Case Study for Knowledge Management. *NIDA Case Research Journal*, 9 (2), 2017, 55-68. <https://www.tci-thaijo.org/index.php/NCRJ/article/view/111025>
- Sirirassamee, T., Yoelao, D., **Mohan, K. P.**, & Limkhunthummo, S. (2018). The relationships between sexual risk behaviors and general health risk behaviors among unmarried youth in Thailand. *SAGE Open Medicine*, 6, 1–8. <https://doi.org/10.1177/2050312118813284> [Indexed in SCOPUS, Q4]
- Yoelao, D., **Mohan, K. P.**, & Sombatwattana, P. (2019). A qualitative construction of sufficiency living wage in Thailand based on the sufficiency economy philosophy. *International Perspectives in Psychology: Research, Practice, Consultation*, 8(4), 227–239. <https://doi.org/10.1037/ipp0000117> [Indexed in SCOPUS, Q3]
- Yoelao, D., Sombatwattana, P., & **Mohan, K.P.** (2021). Development and validation of the sufficiency living wage scale for workers in Thailand. *Thailand and The World Economy*, 39(1), 23-38. <https://so05.tci-thaijo.org/index.php/TER/article/view/242467>. [Indexed in SCOPUS, Q4]
- Mohan, K.P.**, Peungposop, N. & Kalra, P. (2023). Psychosocial Influences on Coping and Well-being during the Covid-19 Lockdown in the Early Days of the Pandemic: A Mixed Methods Research. *Applied Research in Quality of Life (ARQoI)*, 18, 163–193. <https://doi.org/10.1007/s11482-022-10115-2> [Indexed in SCOPUS- Q2].
- Mohan, K.P.**, Yoelao, D., & Sombatwattana, P. (2023). Mediating Effects of Sufficiency Living Wage between Pay Fairness and Work/ Life Capabilities among Workers in Thailand. *Kasetsart Journal of Social Sciences*, 44 (1), 51–60. <https://doi.org/10.34044/j.kjss.2023.44.1.06> [Indexed in SCOPUS- Q2].
- Mohan, K. P. (2023). Mental Health and Well-Being Support for Thai University Graduates: A Qualitative Exploration of Pathways to Develop a Resilient Workforce. *Journal of Population and Social Studies [JPSS]*, 31, 783–801. <https://so03.tci-thaijo.org/index.php/jpss/article/view/265992> [Indexed in SCOPUS- Q2].
- Mohan, K.P.**, Peungposop, N. & Kalra, P. (2024). Coping and Resilience among Youth during Extended COVID-19 Restrictions: Exploring Lessons Learned from Coaching-Based Interventions. *Humanities, Arts and Social Sciences Studies (HASSS)*, 24 (2), 313–325. <https://doi.org/10.69598/hasss.24.2.265997> [SCOPUS- Q3].

### **Chapters in International Books**

- Mohan, K.P.** & Peungposop, N. (2014). Building Resilience: A Behavioral Science Perspective for Effective Management during Global Disasters and Public Health Crises. In G.J. Kost & C.M. Curtis (Eds), *Global Point-of-Care Strategies for Disasters, Complex Emergencies, and Public Health Crises: Enhancing Standards of Care at the Site of Need*. AACC Press, Washington, DC. ISBN: 9781594251733.
- Yoelao, D. & **Mohan, K.P.** (2015). Social Construction of Spirituality among Teachers and Healthcare Workers in Thailand. In Brij Mohan (Ed), *Construction of Social Psychology*, Advances in Psychology and Psychological Trends Series (pp. 80-90). Portugal: inScience Press.
- Mohan, K.P. (2016). Behavioral Science Perspectives on the Significance of Coaching and Mentoring in the Educational Reform Process. In Thai book *รวมบทความวิธีวิทยาและทฤษฎีเพื่อการวิจัยทางพฤติกรรมศาสตร์ในชุมชนและโรงเรียน* [Academic publication of methodology and theories for



behavioral science research in schools and communities], published on the occasion of 60<sup>th</sup> Anniversary of the Behavioral Science Research Institute. Behavioral Science Research Institute, Srinakharinwirot University: Bangkok (Thailand). Available online at <https://sites.google.com/a/g.swu.ac.th/bookarticle/home/article>

Mohan, K.P. (2016). The Development of Behavioral Sciences, and its Research and Contributions: Glimpses from the BSRI, Thailand. In Thai book, พฤติกรรมศาสตร์มุมมองในศาสตร์ที่แตกต่าง [Behavioral science in different perspectives]. Bangkok (Thailand): Behavioral Science Research Institute, Srinakharinwirot University, Thailand.

Intraprasert, D. Y., **Mohan, K. P.**, & Sombatwattana, P. (2023). Sufficiency living wage in Thailand. In Stuart C. Carr, Veronica Hopner, Darrin J. Hodgetts, & Megan Young (Eds.), *Tackling precarious work: Toward sustainable livelihoods*, (pp. 200-220). Routledge. ISBN 1000988287, 9781000988284.

### **Academic Articles**

Mohan, K.P. (2012). Psychology in Thailand: An Etic perspective. Published in the *Newsletter of Asian Association of Social Psychology*, 10, July 2012, p.12. Available at <http://www.victoria.ac.nz/cacr/aasp/documents/AASP-Newsletter-July-2012.pdf>

Yoelao, D., **Mohan, K.P.** & Abd Hamid, H.S. (2014). A Review of Patient safety in Thailand and Malaysia. *International Journal of Behavioral Science*, 9 (2), 53-70. Behavioral Science Research Institute, Srinakharinwirot University: Bangkok (Thailand). <https://so06.tci-thaijo.org/index.php/IJBS/article/view/20104>

### **Papers Presented at International Conferences**

Mohan, K.P. (2023, August 26). A Qualitative Study Exploring Linkages between Mental Health and Wellbeing Support of Thai University Students and Competencies of Future Workforce.

Presentation of paper at the International Conference “Psychology and Education in the context of social changes” by Vietnam Psychology Association (VAP), Hanoi, Vietnam, Aug 26-28.

Mohan, K.P. (2023, July 15). A Qualitative Study of Mental Health and Wellbeing of University Graduates during the Pandemic: Emerging Pathways. Presentation of paper at the International Conference-Asian Association of Social Psychology (AASP-2023), Hong Kong, July 13-15.

Mohan, K.P. & Kalra, P. (2021, August 25-28). *Applied Behavioral Science Interventions to enhance Psycho-Social Well-being of the Youth during the Covid-19: Examining Future Directions* [Oral presentation]. Presented at 2021 ISQOLS Virtual Conference, session COVID-19 and Well-Being (V), 26 August 2021. <https://isqols.org/2021Conference/>

Mohan, K.P. (2020, December 23). *Coaching and Mentoring for Educational Innovation: Sharing Behavioral Science Perspectives on Training from Thailand*. **Plenary Speaker** at the 1st Cambodia International Conference on Mentoring Educators (CICME-2020), December 21-23, 2020, at NGPRC in Cambodia. <https://cicme.ngprc.edu.kh/>

Mohan, K.P. (2020, November 16-20). *Psychological Impact of Covid-19 on The Wellbeing of Young Adults: Applied Behavioral Science Perspectives*. **Invited Speaker** at the International KPIN e-Conference, Indonesia (16 November 2020). <https://ecns.k-pin.org/keynote-speakers/>

Mohan, K.P. & Kalra, P. (2020, August 25-28). *A Mixed Method Investigation of Psychological Capital, Coping and Well-being during the Covid-19 Lockdown* [Oral presentation]. Presented at the Virtual ISQOLS 2020 Conference, session on COVID-19 and Well-Being, 26 August 2020. <https://isqols.org/Rotterdam2020>

Mohan, K.P. (2019, June 5). *Behavioral Science Perspectives about Developing the Sufficiency Living Wage Construct in Thailand*. Presented at the EAWOP Small Group Meeting on The Living Wage (3-5 June 2019), Glasgow University, Glasgow, U.K.

Mohan, K.P. (2017, September 8). *Teaching Academic English to Doctoral Degree Students in Thailand: Reflections from Classroom Action Research*. Presented at International Conference for Case Studies on Development Administration 2017 (NIDA-ICCS 2017), National Institute of Development Administration (NIDA), Serithai Road, Bangkok, Thailand.

Mohan, K.P. (2017, 6-7 March). *Training of Coaching and Mentoring for the Educational Reform: A Qualitative Evaluation of the Learning Outcomes among the Trainees*. Presented at the 6<sup>th</sup> Annual International Conference “CBP 2017”- Cognitive and Behavioral Psychology, Singapore.

Mohan, K.P. (2016, September 23). *Coaching the Teachers to Support the Thai Educational Reform Process- A Behavioral Science Research Investigation*. Presented at the 13<sup>th</sup> International

- Postgraduate Research Colloquium (IPRC 2016), International Islamic University Malaysia, Kuala Lumpur, Malaysia.
- Mohan, K.P. (2016, September 2). *The Growth and Impact of Behavioral Sciences in Thailand: A Case Study for Human Resources Development*. Presented at International Conference for Case Studies on Development Administration 2016 (NIDA-ICCS 2016), National Institute of Development Administration (NIDA), Serithai Road, Bangkok, Thailand
- Mohan, K.P. (2015, August 19-22). *Psychological Resources, Coping, and Job Well-being of International School Teachers in Thailand: A Mixed Method Investigation*. Presentation of paper in the 11<sup>th</sup> Biennial Conference of Asian Association of Social Psychology 2015, Philippines.
- Mohan, K.P. (2015, August 27). *A look at the past, current, and future Integration of academic knowledge and research at the Behavioral Science Research Institute*. **Keynote address** presented at the 12<sup>th</sup> International Postgraduate Research Colloquium (IPRC 2015). Behavioral Science Research Institute, Srinakharinwirot University, Bangkok, Thailand.
- Mohan, K.P. (2013, August 21-24). *Job satisfaction, Life Satisfaction and Quality of Work Life: An exploration of perceptions among the University Teaching Faculties of Thailand and Malaysia*. Research presentation at the 10<sup>th</sup> Biennial Conference of Asian Association of Social Psychology 2013, Indonesia.
- Yoelao, D. & **Mohan, K.P.** (2013, August 26-27). *A Cross-Cultural Comparison of the Psychosocial Correlates of Quality of Work Life of the University Teaching Faculty in Thailand and Malaysia*. Paper presented at the 10<sup>th</sup> International Postgraduate Research Colloquium (IPRC 2013), "Psycho-Behavioral Science for Harmonizing Cultures of ASEAN" at Behavioral Science Research Institute, Srinakharinwirot University, Bangkok, Thailand.
- Mohan, K.P. (2012, October 4-5). *An Etic Perspective about Development of Psychology in Thailand*. Paper presented at the 9<sup>th</sup> International Postgraduate Research Colloquium at Department of Psychology, International Islamic University Malaysia, Kuala Lumpur, Malaysia.

## **Training and Development Experience**

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**Areas:** Conducted workshops and training programs on an array of themes

- Various aspects of interpersonal behavior (such as leadership, motivation, communication, conflict resolution, and teamwork)
- Coaching and mentoring for organizational effectiveness
- Personnel development and enhancing job wellbeing
- Organizational needs analysis and Training needs assessment
- Change management
- Developing leadership competencies

**Participants:** University teachers, Management Professionals, Doctors, Government officials and International School Teachers from various countries like Thailand, India, Sri Lanka, and Pakistan.

## **Relevant Accomplishments & Awards**

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- Scholarship for Research work conducted during the Ph.D. curriculum at Srinakharinwirot University, Bangkok, Thailand- Year 2004.
- Gold Medal and Scholarship from Punjab University, Chandigarh, India, for securing 1<sup>st</sup> Position in the University in Pre-University – Year 1986
- Gold Medal and Scholarship from Punjab University, Chandigarh, India, for securing 1<sup>st</sup> Position in the University in B.A – Year 1989
- Gold Medal and Scholarship from Punjab University, Chandigarh, India, for securing 1<sup>st</sup> Position in the University in B.A (Honors) – Year 1989
- Gold Medal and Scholarship from Punjab University, Chandigarh, India, for securing 1<sup>st</sup> Position in the University in M.B.A (1st year) – Year 1990.

## **Special Skills**

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- Competence to work with diverse groups of people with different backgrounds
  - Able to work in a multicultural environment
  - Skilled trainer, facilitator, coach, and mentor.
  - Invited peer reviewer for international journals indexed in Scopus and Web of Science.
-