

Dr. Jenifur Majid

Permanent Address:
S M Villa
8 C Jawahar Nagar
Srinagar J&K (UT) India
Pin 190008

Email: jeniferkhan61@gmail.com

Objective: *I aspire to be at a reputed position in an organization that wants enthusiastic, committed and willing learners. My ideal novice status would enable the institute to mould me to suit their requirements completely.*

Academic Qualification:

Doctor of Philosophy (Awarded in June, 2016) in Management Studies (HRM) on the topic "Manager's Perception on Performance Appraisal System Practices in the Telecommunication Sector" from The Business School, Universty of Kashmir.

*Masters in Business Administration MBA (2008) from Islamic University of Science and Technology, Awantipora Kashmir
Percentage of marks: 74.10%*

*Diploma in Computer Application (DCA) from DOEACC (2009)
Grade: 'A'*

*Bachelors in Science (2001-2003) from University of Kashmir
Subjects: General English, Zoology, Biochemistry, Chemistry
Percentage of marks: 68%*

*Higher Secondary School Examination (2000) from J&K Board of School Education, Kashmir
Subjects: English, Physics, Chemistry, Botany, Zoology
Percentage of marks: 74%*

Awards Received:

- ***2nd position*** in the college for the course of Bachelors in Science.
- Awarded for overall academic excellence during the course of MBA.
- Awarded ***Best Paper Award*** in 12th & 15th International Conferences by Research Development Foundation, Jaipur.
- Overall academic achievement and extra- curricular activities at higher secondary level.

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For model “*Measurement of Bias in Performance Appraisal*” under **Registration No. L-114756/2022 dated 25/04/2022 (Diary No. 163/2022-CO/L)** from The Registrar of Copyrights, Copyright Office, Baudhik Sampada Bhawan, Plot No.32, Sector-14 Dwarka New Delhi

SWAYAM Online Course Certifications (MOOC)

- 6 Credit Course BCOC-132: Business Organisation and Management, consolidated score 73.8%, exam date: 22.02.2022 offered by IGNOU
- 4 Credit Course on Hospitality Industry in Tourism, consolidated score 81%, date of examination: 12.02.2022 offered by University of Mysore, Mysuru
- 6 Credit Course on Service Marketing with 66.8% overall score, date of examination 22.02.2022 Indian Institute of Management Bangalore

Paper Publications:

1. Jenifur Majid, Ratna Mary, Kanninga P, Sayeda M and Khelena G (2022) “ Role of Education in the Field of Entrepreneurship, Management and Technology, *Journal of Positive School Psychology* ISSN 2717-7564 Vol 6, No. 08 pp 1985-1992 (**Scopus Indexed Journal, UGC Care Group II**)
2. Jenifur Majid, Kanninga Prashanth, Raiz Ahmad, Subhadip and Ranju Morang (2021) “ Jammu and Kashmir: The Journey of Transformation from a troubled state into a Fronr Runner of Sustainable Development, *International Journal of early Childhood Special Education (INT JECSE)* ISSN 1308 5581 Vol 13 Iss 1 (**Scopus Indexed Journal, Web of Science & UGC Care list**)
3. Bilal Bhat, Jenifur Majid, Khelena G, M Altaf and Ratna M (2022) Promoting Gender Equality for Women’s Leadership, *International Journal of Early Childhood Special Education*, ISSN 1308-5581 Vol 14, Iss 05 PP3589 to 3594 (**Web of Science and UGC Care Group II Journal**)
4. Jenifur Majid (2022) “Muteeb Electrical Industries-An Entrepreneurial Case Study” ISSN (online) 0493-2137 Tianjin DaxueXuebao (ZiranKexueyuGongchengJishu Ban)/ *Journal of Tianjin University Science & Technology* 55 (02) (**Scopus Indexed Journal**)
5. Bilal Bhat, Jenifur Majid & P. Ratna (2021) “Old Age Homes and Traditional Support System” Vol.XCII-XXXVII *The Journal of Oriental Research Madras* ISSN:) 0022-3301 (**UGC CARE LIST Group I**)
6. Mufeed & Jenifur Majid (2019) “ Indian Telecommunication Industry- An Analysis of its HR skill requirements & Growth Patterns” *International Multi disciplinary Print & Online Research Journal E* ISSN 2394-7632 VI (1) 41-55 (**UGC Journal No. 41129**).
7. Jenifur Majid (2018). “Domestic Violence in India” *International Journal of Enhanced Research in Management & Computer Applications (IJERMCA)* ISBN No. 2319-7471, 7(2) 651-659 (**UGC Serial No. 47605**).

8. Mushtaq A. Darzi & Jenifur Majid (2018) “ Entrepreneurial Opportunities & Support Services- A Case Study of Jammu & Kashmir EDI” , *Journal of Business & Management* ISBN No. 2347-7814, 5(2) 178-192 (*Peer Reviewed Indexed Journal*).
9. Jenifur Majid (2017), “Performance Appraisal-A survey of current practices in services sector”, *Journal of Banking, Information Technology and Management*, ISSN 0972-902X. 14(2):1-26 (*UGC Approved Journal No.63360*).
10. Jenifur Majid (2017), “The Impact Model of Performance Appraisal”, *Journal of Management Outlook*, ISSN 2231-1769, 7(1):64-74 (*UGC Approved Journal No. 45093*).
11. Mufeed & Jenifur (2017), “System & practices of performance appraisal in the telecommunication sector-An empirical Assessment” *Indian Journal of Research*, ISSN 2231 6655, 7(2):28-40 (*UGC Approved Journal No. 44228*).
12. Mushtaq A. Darzi & Jenifur Majid (2017) “Sustainable Perspectives & Prognoses of 720 degree appraisal- A farther Zenith beyond 360 degree feedback”. *The Business Review* ISBN 09728384 20(1) (*UGC Approved Journal No. 62731*).
13. Mufeed & Jenifur (2017) “Performance Management System- A critical Analysis of Indian Organisations”. *The Business Review* ISBN 09728384, 20(2) (*UGC Approved Journal No. 62731*).
14. Mufeed & Jenifur (2016). “Need to Examine Human biases in PAS-An Empirical Study of the telecommunication sector” *International Journal of Research in Business Management*, ISSN 2321-886X 4(4):79-88 (*UGC Approved Journal No 44307*).
15. Jenifur Majid (2016). “Effectiveness of Performance Appraisal Methods- An Empirical Study of Telecom Sector”, *International Journal of Trends in Research and Development*. ISSN 2350-1464 3(3):1-9. (*UGC Approved Journal No.47983*)
16. S.A Bhat, Kansana, Jenifur Majid, (2016). “E Commerce” *Asian Journal of Technology Management Research*. ISSN 2249-0892, 6(1):16-21 (*Copernicus Indexed*).
17. Jenifur Majid, S Amin & K Kansana (2016). “A Study on Green Marketing towards Sustainable Economy, Environment & Society” *Journal GSD- Green & Sustainable Development*, ISSN 2350-1464, 3:10-17 (*UGC Approved Journal No. 63641*).
18. Mufeed & Jenifur (2016), “Appraisee’s Perception Towards Feedback Mechanism of Performance Appraisal System Practice in the Telecommunication Sector”, *The Business Review*, Faculty of Commerce and Management Studies, University of Kashmir, ISSN 0972-8384, 19(1):12-21 (*UGC Approved Journal No. 62731*).
19. Mufeed & Jenifur (2016), “Performance Appraisal – An instrument for Training for Trainers”, *International Journal of Trends in Research and Development*, ISSN-2394-9333. 3:646-650 (*UGC Approved Journal No. 47983*)
20. Jenifur Majid & T.R Jan. (2015), “The Legal Perspective of Performance Appraisal” *Journal of Management Outlook*, ISSN 2231-1769, 5(2):84-90 (*UGC Approved Journal No. 45093*).

21. Jenifur, Majid, Amin, Shahid & Singh Shilpi. (2015) “The Ethical Challenges of a Performance Evaluation in Services Sector” *International Research Journal of Social Sciences and Humanities*, ISSN-2320-4702, 4(11):1-13 (**UGC Approved Journal No 64811**).
22. Mufeed & Jenifur (2015) “Perceptual Barriers-A hindrance to Effective Performance Appraisal Management”, *Journal of Management Outlook*, ISSN 2231-1769, 5(1)48-64 (**UGC Approved Journal No. 45093**).
23. T.R.Jan & Jenifur Majid (2015) “Effectiveness of Feedback Source Mechanism in Performance Appraisal System- An Empirical Study of Indian Telecom Sector”, *Indian Journal of Research* , ISSN 2231-6655. 5(2):99-107 (**UGC Approved Journal No. 44228**)
24. Jenifur Majid (2014). “Performance Appraisal: A Trail to Sustainable Organisational Excellence” *Indian Journal of Management*, RDA. ISBN 22773304, 3(2):55-61 (**UGC Approved Journal No. 64702**)
25. Jenifur Majid. “Cultural Heritage Tourism-The past preserved for future opportunities” (2013). *Indian Journal of Research* , ISSN 2231-6655, 3(2):115-120, RDA Jaipur (**UGC Approved Journal No. 44228**)

Chapters in Edited Book:

26. Parvez.M, Shagufta & Jenifur (2021) “Conflicts and Challenges faced in value based Performance Appraisal”, Peace and Value Education Book published by Charles Walter Society for Innovation & Research, Gorakhpur ISBN 978-93-92313-00-4
27. Jenifur Majid & Ishtiyag Awan. “The Jammu & Kashmir Tourism Development Corporation (JKTDC) -A Case Study” (2019) Bharti Publications, ISBN 978-93-86608-96-3.
28. Jenifur Majid. “Managing Human Resource through OCTAPACE Culture”,(2014) *Management Challenges in the New Era* (Edited Book) ,ISSN 2277 3304, 1(2):255-260.

Case Studies Published:

29. Shahid Amin Bhat, Vandana Asthana and Jenifur Majid Khan (2021) “Organizational Responsibilities-During and After Covid 19 Crisis” published by *The Case Centre, North America* www.thecasecentre.org Case 721-0021-1

Books Published:

1/ Tears and Smiles in 1996 (second edition 2016), ISBN: 978-93-80691-83-1,

Publisher: M.JEE Book Centre, New Delhi (First Edition was printed and published by Star Offset Printers, Gaw Kadal, Srinagar, Kashmir.

2/ The Ethical Perspective of Performance Appraisal in 2016, ISBN: 978-93-80691-69-5, Publisher: M.JEE Book Centre, New Delhi.

Work Experience:

- Presently working as Contractual Lecturer from June 2016 till date in The Department of Management Studies, University of Kashmir, Srinagar.
- Worked as Project Associate for the Project 'Domestic Violence in Kashmir' funded by ICSSR, undertaken by Deptt. of Social Work, University of Kashmir in 2016.
- Worked as Assistant Team Manager in Bajaj Allianz Life Insurance Company from 2008 to 2009.

Conferences and Seminars:

1. Paper Presentation at **Regional Level** Seminar on "*Understanding Motivation and Change*" in 2011 organised by The Foundation NGO based in Mumbai, and regionally located in Srinagar.
2. Paper Presentation on "*Cultural Heritage Tourism-past Preserved for future opportunities*", in 12th **International Conference** on Global Contemporary Issues, Innovations & Future Challenges in Business, IT & Management, in 2013 and Awarded Best Paper award.
3. Paper Presentation on "*Performance Appraisal: A Trail to Sustainable Organisational Excellence*" in 15th **International Conference** on Advances & Challenges in Global Business, Management, Economics, Tourism and IT in 2014 by RDA Jaipur.
4. Paper Presentation on "*Managing HR through OCTAPACE Culture*" at **National Conference** on Management Challenges in the New Era organised by Jamia Millia Islamia, New Delhi in 2014.
5. Paper Presentation on "*The Ethical Challenges of a performance evaluation in services sector*" at 2nd **International Conference** INNOSERVE organised by ITM University Gwalior in 2015.
6. Paper Presentation on "*The Empirical Study of Performance Appraisal System Practices in Telecommunication Sector*", at **National Conference** in 2015 organised by Islamic College of Science & Commerce, Kashmir on 9-10 Dec 2015.
7. Paper Presentation on "*Employee Perception towards Performance Appraisal Practices in Services Sector*", in 6th **International Conference** on Sustainable Development of the Society: current Trends and Future Outlook 2017 organized by Swami Shraddhanand College, University of Delhi on 26-28 August 2017.

8. Paper Presentation on “*Multi Perspective Measurement of Performance Appraisal in the Service Sector*”, in **International Conference** on Tourism 2017 organized by Department of Tourism Studies, Central University of Kashmir, Srinagar J&K on 8th -9th Sept 2017 at Ladakh.
9. Paper Presentation on “*Concept of Self*”, during a **National Seminar** organised by Iqbal Institute of Culture & Philosophy, University of Kashmir on 9-11-2015.
10. Paper Presentation on “*The Jammu & Kashmir Tourism Development Corporation (JKTDC)- A case study*”, during a **International conference** on “New Tourism Paradigms in a Changing World: Innovations, Dynamics and Future Perspectives” organised by Aligarh Muslim University on 27-29 November 2017.
11. Presented a paper on “*Faiz Ahmad Faiz*” on two day **National Seminar** & Faiz celebrations organised by University of Jammu on 30th & 31st May, 2011.
12. Paper Presentations on “*Exploring Kashmir Tourism Potential-An Opportunistic Approach*” in 19th **International Conference** on Sustainable Growth, Innovation and Revolution in the new Millennium organised by Research Development Research Foundation, Jaipur on 7-8 Nov 2016.
13. Paper Presentation on “*Human Resource Development-A Competitive Advantage in the Present Global Era*”, on 13th **International Conference** on Emerging Trends & Challenges in Global Business, Management, Tourism & Information Technology, 2013.
14. Paper Presentation on “*A Review Paper on E Commerce*” on the 6th **International Conference** on Technology, Innovation and Management for Sustainable development TiMS on Feb 11-13, 2016 organised by ITM University Gwalior.
15. Paper Presentation on “*Green Marketing: Sustainable Economy, Environment & Society*” on the 6th **International Conference** on Technology, Innovation and Management for Sustainable development TiMS on Feb 11-13, 2016 organised by ITM University Gwalior.
16. Paper Presentation on, “*Entrepreneurial Opportunities & Support Services-A Case Study of Jammu & Kashmir Entrepreneurship Development Institute*” on 8th **International Conference** on Innovation, Entrepreneurship and Economy for Sustainable Development, 10th -11th October 2018 by Sri Sai Ram Institute of Management Studies, Sri Sai Ram Engineering College and Deptt. of Management Studies, Sri Sai Ram Institute of Technology Chennai-44, Tamil Nadu, India
17. Paper Presentation on, “*Online Education- Problems & Prospects*” on 19th June, 2020 during **National Seminar (Webinar)** on Online Education verses conventional education during Covid 19 organised Kesarwani Mahavidyalaya, Jabalpur MP India in Association with Indo Global Institutes of Management, Training and Research, New Delhi, India.
18. Participation in 9th **E conference** on Technology, Innovation and Management for Sustainable Development 18th-20th Feb 2021 ITM Gwalior

19. Participation in International open data day 2021 organised by Cluster University Srinagar and Central Library Abdul Ahad Azad Memorial Degree College Bemina Sgr on 8th March 2021
20. As key note speaker on “The Role of Peace Education in Conflict Management” (*Webinar*) during National level seminar on Peace and Value Education held on 25.07.2021 organised by Charles Walter’s Society for Innovation & Research, Gorakhpur, Uttar Pradesh
21. Paper presented on Disruptive Technologies-Impact on Various Industries in Post Covid Era during 9th *International Conference* on impact of Zoonotic Pandemic on all aspects of sustainable development 18-20 Feb 2021 virtual mode

Faculty Development Program:

1. Participated and completed *two week* FDP on “ Higher Education in the *Post Covid 19 Era: Challenges, Strategies and Innovations*” from 14th – 27th Feb 2022 organised Centre for Hospitality and Tourism, School of Management Studies, Baba Ghulam Shah Badshah University, Rajouri, J&K, India.
2. Participated and completed *one week* Faculty Development Programme entitled “*Research Methodology and Publication Ethics*” on 07-11 Feb 2022 organised by Department of Computer Science and Engineering by Islamic University of Science and Technology, Awantipora
3. Participated and completed *one week* online Faculty Development Program (FDP) on *Moodle-Learning Management System* organised by the KLS Vishwanathrao Deshpande Institute of Technology, Haliyal, Uttara Kannada, Karnataka in association spoken tutorial (*An initiative of National Mission on Education through ICT, MHRD, Govt. of India*) from 4th May 2020 to 8th May, 2020.

Workshops:

1. Attended online National level Workshop on Motivational Story of Entrepreneur organised by Institution’s Innovation Council & Department of Commerce, Smt. Radhadevi Goenka College for Women, Akola on 24th November 2021
2. Completed Five Day Online Workshop on “Entrepreneurship and Regional Development” organised by Institute Innovation Council and Start up Cell and Sponsored by TEQIP-III during 22-26 Feb, 2021
3. Completed Applied Course Work and Training in Compassionate Integrity organised by Life University, Centre for Compassion, Integrity and secular Ethics on April 14, 2021.
4. National Workshop on Research Methodology from 11th to 30th June 2021 organised by School of Business Studies in collaboration Faculty Induction Development Cell, Central University of Jammu

5. Training Course on “Teaching Pedagogy” 15 hours programme in 2021 organized by Charles Walter’s Society for Innovation and Research
6. TEQIP III sponsored one week online short term course on Entrepreneurship: A way of Thinking from 28th Sept to 2nd Oct 2021 organised by Govt College of Engineering and Technology Jammu and Shri Mata Vaishno Devi University Katra
7. SPSS Master workshop organised by Commacad 26th to 28th March 2021
8. International workshop on Peer Reviewed Free Journal Publication and Scientific, Qualitative and Quantitative Research Methodology 2021 organised by Eudoxia Research Centre, India 25th Jan to 24th Feb 2021
9. Workshop organised by MGIEP UNESCO Mahatma Gandhi Institute of Education for Peace and Sustainable Development on Social and Emotional Learning October – November 2020
10. Online workshop on “ Plagiarism-An opportunity to Learn, Teach & Excel” organised by Department of Bioresources, University of Kashmir in collaboration with Turnitin 2020.
11. Online Workshop on “ Planning and Organizing Research using Elsevier Tools: ScienceDirect, Scopus and Mendeley organised by Department of Bioresources, University of Kashmir in collaboration with Elsevier on April 26, 2020.
12. Online Workshop on “Journal Indexing & Journal Hosting” on April 29, 2020 organised by Elsevier and Bright Talk on April 29, 2020.
13. One Day Research Scholar’s Seminar, organized by University of Jammu, 5th November 2015.
14. One Week Workshop on Research Methodology for Social Sciences by UGC HR Development Centre, University of Kashmir in 2015.
15. Three Week Workshop on Research Methodology organized by The Business School, University of Kashmir, 2015.
16. Three Day workshop on Journalism organized by NCPUL, New Delhi, 2014.
17. One Week Workshop National Level on Research Methodology in The Business School, University of Kashmir, Srinagar, 2012.
18. One Week Workshop on Research Methodology by Department of Management Studies, Central University of Kashmir in 2012.
19. Two day Faiz Celebrations, University of Jammu, 2011.

Participation in Webinars:

1. Webinar on basic Roadmap for Writing a research Proposal (synopsis) on 7 Feb 2021 organised by Charles Walter Society of Innovation and Research
2. Webinar on “*Accelerate Research Planning*” using Elsevier, ScienceDirect and Mendeley on 4th May, 2020 conducted by Elsevier and Islamic University of Science & technology, Awantipora, Pulwama.

3. Webinar on “*Exploring Web of Science, End Note X9, Journal Citation Report & Incites for Promoting Excellence in Research*” conducted by IUST, Awantipora, TEQIP-3 & Clavariate Analytics on 5th June, 2020.
4. Qualified online quiz on the topic of “*COVID 19 Community Awareness & safety*” organised by D Y Patil University School of Pharmacy & Indian Pharmaceutical association Community Pharmacy Division held during 25th April to 3rd May, 2020.
5. Attended Webinar on “*Impact of Covid 19 on Hospitality and Tourism Industry in India*” 16.04.2021 organised by Baba Ghulam Shah Badshah University, Rajouri
6. Attended 9th International Conference on “*Impact of Zoonotic Pandemic Outbreak on all aspects of sustainable development*” 18-20 Feb 2021 organised by ITM University Gwalior

Examinations & Course Review:

- UG Courses: Paper Setting ITM University Gwalior
- PG Courses: Paper Setting ITM University Gwalior
- Supervision & Invigilance UG/PG Exams &
- Course Review of Master’s programme.

Life Memberships:

1. Certificate of Life Membership from Research Centre in Commerce, Management and Economics, Nahata College Campus, Bhuswal (Maharashtra) 2016 (*Registration No. 00205*).
2. Member of environmental Organization, Green Kashmir since 1996.this is an association working for environmental conservation and concern. Major part of my participation included forest saving projects, seminars, presentations and environmental parade and awareness programmes.
3. Member of All India Poets Conference, New Delhi.
4. Life Member of Jabalpur Management Association, Jabalpur MP, since 14.09.2017 (*Membership ID: JMA/2017/103/32*).
5. Life Member of South Asia management Association, India since 26.08.2017 (*Membership ID. SAMA/2017/108/289*).
6. Member of National Advisory Committee, Research Development Association Jaipur, 2019 onwards.
7. Member of Education Research and Development Association since July 01, 2020 (ID ERDA-INDM/405/2020)

References:

- *Prof. Mushtaq Ahmad Darzi*, Professor, Department of Management Studies & Director UGC-Human Resource Development Centre, University of Kashmir Mobile No. 9419089086
- *Dr. Parvez Ahmad Mir*, Associate Professor, School of Business Studies & Director Centre for Innovation & Entrepreneurship Development (CIED) Islamic University of Science & Technology, Awantipora Pulwama Mobile No. 9419753547.