



Kamal Kishore Jain

Educational Qualifications

Degree	Year	Board/University
Ph. D.	1983	Agra University <i>Topic: Training and Management Development in Public Enterprises- with special reference to Iron and Steel Industry in India.</i>
Post Grad.	1976	Agra University
Graduation	1974	Agra University

Work Experience

- Professor, Indian Institute of Management, Indore (11th November 2013- contd.)
- Associate Professor, Indian Institute of Management, Indore (5th September 2007 to 10th November 2013)
- Professor, Faculty of Business Administration, University Tun Abdul Razak, Malaysia (8th September 2005 to 4th September 2007)
- Associate Professor and Head, Department of Business Administration, St. John’s College, Agra (February 2003 to September 2005)
- Associate Professor, Faculty of Business Administration, University Tun Abdul Razak , Malaysia (January 2000 to February 2003)
- Lecturer, Department of Business Administration, St. John’s College, Agra (November 1977 to January 2000)
- Lecturer, Department of Commerce, Christ Church College, Kanpur (24th Nov. 1976 to 15th Nov. 1977)

Courses taught in academic programs

PGP	Human Resource Management
	Collective Bargaining and Negotiation

EPGP	Human Resource Management Negotiation
FPM	Pedagogy in Management Organizational Learning and Knowledge Management Managerial Leadership
CCBMDO	Performance Management and Compensation Negotiation

Research Interest

My research interest lies in knowledge sharing, knowledge leadership, Negotiation

Papers published in International Refereed Journals

1. Bishakha Majumdar, Jain Kamal K (2015). From the Dynamic to the Disruptive: Difficulty in Dealing with Creative People, *NHRD Network Journal*, Vol 8, Issue 4, October 2015, page 9-19, ISSN-0974-1739
2. Rajesh Sharma, Jain Kamal K. (2015). Determinants*Impacting Efficacy of Organizational Blogs, *Archives of Business Research*, Vol. 4, No. 1, Page 36-47
3. Payal Anand, Jain Kamal K (2014). Big Five Personality Types & Knowledge Hiding Behaviour: A Theoretical Framework, *Archives of Business Research*, Volume 2, Issue 5, Pages, 47-56
4. Jain K K; Sandhu M S; Kwong G S (2014). Organizational climate, trust and knowledge sharing: insights from Malaysia, *Journal of Asia Business Studies*, July 3, 2014, Vol 9 No 1, page 54-77
5. Jain K K (2014). Decoding Strike at Bajaj Auto's Chakan Plant: A Negotiator's Framework, *Emerald Emerging Markets Case Studies*, Vol. 4, No. 4, 2014
6. Jain Kamal K. (2013) HR Analytics – Current State in Indian Companies, *NHRDN*, November 2013
7. Kumar K K & Jain K K. and Rajeev Ranjan Tiwary (2013). Creating Knowledge in Organizations: Leadership Activities and their Outcomes, *International Journal of Leadership Studies*, Regent University, Vol 8, Issue 1, 2013.
8. Kumar K K & Jain K.K. (2012) Language Conflicts in Social Arenas: Reflections for the Business World, *Journal of Asian and African Studies*, Sage Publications, from DOI: 10.1177/0021909612438520
9. Jain K.K (2011) A Day to Remember (A case study of performance analysis). *Emerald Emerging Markets Case Studies* from DOI 10.1108/20450621211228374
10. Sandhu M.S, Jain K.K & Ir Umi K (2011) Knowledge sharing among Public Sector Employees: Evidence from Malaysia. *International Journal of Public Sector Management* Vol. 24, No. 3, 2011

11. Jain K.K & Kumar K K (2010) Reassessing the Curriculum-Competency Alignment in MBA Programs. *Journal of Management and Strategy* Vol. 1, No. 1 from DOI: 10.5430/jms.v1n1p68
12. Yousuf M, Sandhu M.S & Jain K.K. (2010) Entrepreneurial Inclination of Students at a Private University in Malaysia .*New England Journal of Entrepreneurship*, Spring
13. Ling C.W, Sandhu M.S & Jain. K.K. (2009) Knowledge Sharing in an American Multinational Company based in Malaysia, *Journal of Workplace Learning*, Vol. 21, No. 2 doi: 10.1108/13665620910934825
14. Yousuf M & Jain K.K (2008) Categories of University-level Entrepreneurship: a Literature Survey, *The International Entrepreneurship and Management Journal*, Springer Science + Business Media, Boston, LLC 2007, DOI: 10.1007/s11365-007-0072-x
15. Yusof M , Sandhu M.S & Jain K.K (2008) Entrepreneurial Inclination of University Students: A Case Study of Students At Tun Abdul Razak University (Unitar), *Unitar e-Journal*, Volume 4, No. 1
16. Yusof M, Sandhu M.S & Jain K.K (2007) Relationship between Psychological Characteristics and Entrepreneurial Inclination: A Case Study of Students at UNITAR. *Journal of Asia Entrepreneurship and Sustainability*, Volume 3, Issue 2, September
17. Saeed M & Jain K.K (2000) Malaysian Model of Entrepreneurship Development for its Indigenous People, *Journal of International Business and Entrepreneurship*, Vol. 8, NO. 2, December.
18. Jain K.K (2000) TQM - A Case Study of Malaysia Airlines Academy, *Journal of International Business and Entrepreneurship*, Malaysia, Vol. 8, No. 1, July

Papers Presented in Peer reviewed Conferences

1. Yusuf M & Jain K.K (2009, Jan) *Entrepreneurial Leadership and Academic Entrepreneurship in Malaysian Public Research Universities*. International Conference on Educational Leadership, held at IIM Bangalore
2. Ling C.W, Sandhu M.S & Jain. K.K (2008, July). *Knowledge Sharing in an American Multinational Company (MNC) Based in Malaysia – A Case Study*. International Conference on Global Issues in Business & Technology Organized by: National Institute of Financial Management, Ministry of Finance India. Faridabad, India in collaboration with DBMA University of Maryland Eastern Shore, USA.
3. Jain K.K (2007, December). *A Study of Corrosion Control as an Effective Tool in Reducing Non-Revenue Water in Malaysia* at 3rd UNITEN International Business Management Conference, organized by the College of Business Management & Accounting, Universiti Tenaga Nasional at Hotel Equatorial Melaka, Malaysia
4. Jain K.K (2007, Dec). *Control vs. Flexibility: A Case Study of Unitar* at International Conference on Management Cases organized by IMT, Ghaziabad.

5. Yusof M, Ravindran R & Jain K.K (2007, Nov) *An Organization-Level Assessment of Academic Entrepreneurship in Malaysian Universities: A Conceptual framework*, at Asia Pacific Marketing Conference 2007 organized by UNIMAS at Holiday Inn Resort Damai Beach, Kuching, Malaysia
6. Jain K.K., Yousuf M (2007, August) *Leadership Challenges in Developing an Entrepreneurial University* at International Conference on Leadership in a Changing Landscape organized by the Faculty of Business Administration, University Tun Abdul Razak, Malaysia at Hotel Holiday Villa
7. Jain K.K, Sandhu M S., Dewi, A. S. (2007, Aug). *Current State of Knowledge Leadership in Malaysian Universities* at International Conference on Leadership in a Changing Landscape .organized by the Faculty of Business Administration, University Tun Abdul Razak, Malaysia
8. Jain K.K. Sandhu M S, and Gurvin K (2007, Feb). *Relationship between Demographic Factors and Knowledge Sharing - A Case Study of Business Schools in Klang Valley Malaysia* at 8th International Research Conference on Quality, Innovation and Knowledge Management held at New Delhi, India
9. Yusof M, Sandhu M.S & Jain K.K (2006, Oct) *Entrepreneurial Inclination of University Students: A Case Study of Students. at UNITAR, SME-Entrepreneurship Global Conference . Malaysia*
10. Yusof M, Sandhu M.S & Jain K.K (2006, Dec) *Relationship between Psychological Characteristics and Entrepreneurial Inclination: A Case Study of Students at UNITAR . 2nd International Borneo Business Conference , Sarawak, Malaysia*
11. Jain K.K, Sandhu MS & Sidhu G.K (2006, Dec) *Knowledge Sharing Among Academic Staff - A Case Study of Business Schools in Klang Valley, Malaysia. 2nd International Borneo Business Conference, Malaysia*
12. Durga P & Jain K.K (2006, Sep) *An Overview of Middleware Technology in E-learning Application–paper , 6th Annual SEAAIR Conference held at Langkawi. Malaysia.*
13. Jain K.K & Saeed M (2006, Jun) *Reinventing Corporate Strategy – A Case Study of MAS. in 15th Annual World Business Congress held at Sarajevo, Bosnia, Herzegovina*

Papers Published in International Journals

1. Jain K.K , Fauzia J , Mishra V & Gupta N (2007) Job Satisfaction as Related to Organizational Climate and Occupational Stress: A Case Study of Indian Oil, *International Review of Business Research Papers*, Volume 3, No. 5, November 2007
2. Jain K.K, Sandhu M.S & Sidhu G.K (2007) “Knowledge Sharing among Academic Staff: A Case Study of Business Schools in Klang Valley, Malaysia”, *UCSI JASA*, Volume 2, January, from <http://www.ucsi.edu.my/jasa/2/papers/08A.pdf>
3. Jain K K, Fauzia J & Mishra V (2007) Factors related to Job Satisfaction of Employees: A Study of Public Sector Oil Unit, *Skyline Business Journal*, Sharjah, UAE, Volume II- No. 2, Spring 2007

4. Jain K.K & Sandhu M.S. Gurvinder K S (2006) Identifying and Overcoming Barriers to Sharing”, *Knowledge Management Review*, September/October , Volume 9 Issue 4
5. Jain K.K & Lee B N (2003) Motivating Factors in E-learning – A Case Study of UNITAR, *Student Affairs Online*, vol. 4 no. 1 - Winter from http://studentaffairs.com/ejournal/Winter_2003/html
6. Jain K.K (2003) Managing Virtual Teams in a Virtual University – Students’ Experiences , *Turkish Online Journal of Distance Education-TOJDE* January 2003 ISSN 1302-6488 Volume:4 Number:1 from <http://tojde.anadolu.edu.tr/index.htm>
7. Jain K.K (2002) Motivating E-Learners - A Case Study of E-Learners Seeking An Advanced Degree From UNITAR, *Student Affairs Online*, Fall 2002 • Vol. 3, No. 4 (http://studentaffairs.com/ejournal/Fall_2002/motivatingelearners.html)

Papers Published in Indian Journals

1. Jain K. K. (2015) Why Threats are not your best bet in Negotiation, *The Hindu Business Line*, February 4, 2015
2. Jain K. K. (2014) The Importance of asking ‘Why’ during Negotiations, *The Hindu Business Line*, September 3, 2014
3. Jain K. K. (2013) The Yes that may Lead You to a Mess, *Financial Express*, September 16, 2013
4. Jain K.K (2010) Leadership Behavior that Inspires others to Conspire. *Indore Management Journal*, Vol 1, Issue 4, January-March
5. Jain K.K (2009) Leading by No *CPJ Global Journal*, July
6. Jain K.K (2009) Leadership in a Knowledge Economy. *Indore Management Journal*, IIM, April-June
7. Jain K.K (2007) Leadership Challenges in Developing an Entrepreneurial University. *Indian Journal of Training and Development*. New Delhi, Vol. XXXVII No. 4, October-December
8. Jain K.K & Saeed M (2007) Reinventing Corporate Strategy – A Case Study of Malaysia Airlines, *Gyan Management*, Mohali, India, Vol. 1, Issue 2, July-December
9. Jain K.K (2007) A Fictional Case on Motivating E-Learners. *Vanijya*, Dibrugarh University, Assam, India, Vol. 17,
10. Jain K.K, Sandhu M S & Gurvin K (2007) Relationship between Demographic Factors and Knowledge Sharing - A Case Study of Business Schools in Klang Valley, Malaysia , *Journal of Contemporary Management Research*, Tiruchirapalli, India, Vol 1, Issue 2, September
11. Jain K.K & Shipra A (2006) Higher Education in Future, *Paradigm*, The Journal of IMT, Ghaziabad, July-December , Volume X, No.2
12. Jain K.K (2005) Knowledge Sharing – Role of Human Resource Management, *Indian Journal of Training and Development*, New Delhi, Oct-Dec 2005, Vol. XXXV No. 4

13. Jain K.K (2005) Academic Staff's Perception about an Employer of Choice – A Case Study of INTI College, Malaysia, *Indian Journal of Training and Development*, New Delhi, January-March , Vol. XXXV No. 1
14. Jain K.K and Saeed M (2004) Reflections of Entrepreneurs on Entrepreneurship in Malaysia, *Business Perspective*, BIMTEC, New Delhi, Vol. 6, No.2, July-Dec
15. Jain K K, Nor Khalidah Abu, Amirul A and Dewi A. Sapuan (2004) Retaining E-learners – A Case Study of University Tun Abdul Razak, *Pranjana*, Ghaziabad, Vol. 7 No. 2, July-Dec
16. Jain K.K & Sherry A M (2004) E-mail Surveillance at Workplace, *Paradigm*, The Journal of IMT, Ghaziabad, January-June , Volume VIII, No.1
17. Jain K.K & Saeed M (2003) Beating the Odds of Political Controls – A Case Study of Citibank Malaysia”, *Pranjana*, Vol. 6, No. 1, Jan-July
18. Jain K.K (2002) Bringing Change – An Experiment with Stakeholder and Force Field Analysis, *Management and Change*, IILM, New Delhi, Volume 6, number 2 (Winter)
19. Jain K.K (September 2002) "Unethical Business Practices and Employee Retention Can't go Together, Spark - Online Refereed Journal, September 2002 (http://www.indiabschools.com/hr_006.htm)
20. Jain K.K (2001) Pizza Hut Malaysia - A Case Study of the Operations of a Multinational Enterprise in a Multi-Cultural Market, *Delhi Business Review*, Delhi, Vol. 2, No. 1, January-June .
21. Saeed M & Jain K.K (2000) Proton-A Malaysian Pride", *Business perspectives*, Research Journal of BIMTECH, New Delhi, July-Dec.
22. Saeed M & Jain K.K (2000).Emerging Corporate HR Practices in a Fast Developing Economy-Malaysia as a case in Point, *Business Perspectives*, Research Journal of BIMTECH, New Delhi, Jan-June
23. Jain K.K (1987) Emerging Dimensions in Marketing”, Research Journal published by St. John's College, Agra.
24. Jain K.K (1987) Organisation and Management of Stock Exchanges, *Chartered Accountant Journal*, New Delhi, October.
25. Jain K.K (1987) Management in the 21st Century, *Chartered Accountant Journal*, New Delhi , January,
26. Jain K.K (1985) Performance Appraisal of Executives in the Public Sector Iron and Steel Industry”, *Lok Udyog*, Bureau of Public Enterprises, New Delhi, June,
27. Jain K.K (1985) Training and Management Development in Public Enterprises - A Case Study of Indian Iron and Steel Industry, *Lok Udyog*, BPE, New Delhi, February.
28. Jain K.K (1984) Management Development - A Key to Organisational Success”, *P. G. Commerce Study Circle*, Aligarh, January 31.
29. Jain K.K (1983) Organisation Structure of the Public Sector Iron and Steel Industry - Changes and Impact. *Lok Udyog*, BPE, New Delhi.

Papers Published in Magazines and Newspapers

1. Jain K K (2013) The Yes that may lead you to a mess, *Financial Express*, September 16, 2013
2. Jain K.K (2009) Leadership Behavior that inspires others to Conspire, *Financial Express*, December 25.
3. Jain K.K(2008) A New Legacy – Case Study , *Human Capital*, Vol. 12, No. 2, July
4. Jain K.K (2007) Features of Leadership, *The Hindu Business Line*, 19th November
5. Yousuf M & Jain K.K (2007) Enabling Academic Entrepreneurship in Malaysian Universities: An Organizational Perspective, *Bulletin of Higher Education Research*, IPPTN, Malaysia, December
6. Jain K.K (2007) New Breed of Leaders, *New Strait Times*, Malaysia, 18th July
7. Jain K.K (2007) The Emergence of Entrepreneurial Universities, *The Business Wallpaper*, FBA Newsletter, Vol. 2 Issue 3, 2
8. Jain K.K (2007) Knowledge Sharing in an American MNC Based in Malaysia – A Case Study, *FBA Newsletter*, Vol. 2 Issue 3
9. Jain K K (2007) Taking Charge of New Era – Leadership in a Changing Landscape, *The Star*, Malaysia, 20-06
10. Jain K.K (2007-08) Success in Business Leadership, *Postgrad Asia*
11. Manshur M & Jain K.K (2007) Performance Appraisal at General Hospital, *FBA Newsletter*, Vol. 2 Issue 1, January
12. Edward Hock N S & Jain K.K (2006) A Study of Market Potential for Private Nursing Homes in Kota Kinabalu, Sabah, *FBA Newsletter*, Vol. 1 Issue 2, October
13. Jain K.K (2006) Corporate Practices to Encourage Knowledge Sharing, *Human Capital*, New Delhi, Vol. 9 No. 9, February
14. Jain K.K (2002) Providing Feedback Properly, *The Edge Malaysia*, 10th June
15. Jain K.K (2001) Caring Companies Alluring Companies, *Human Capital*, December
16. Jain K.K(2001) Suicidal Promotion, *Human Capital*, New Delhi, August
17. Jain K.K (2001) Quality of Work Life - The Four Seasons of Contentment, *Human Capital*, New Delhi, May
18. Jain K.K (2000) Strategic Alliance - A Successful Marriage or Painful Divorce, *Business Times*, Malaysia, 4th December
19. Jain K.K (1988) Foreign Tourists in India - A Survey, *Yozna*, New Delhi, January 1-15,
20. Jain K.K (1986) Tourism Vast Untapped Potential, *Business India*, Bombay, Feb.24-March 9
21. Jain K.K (1986) Matrimonial of a Sales Representative , *Economic Times*, Bombay , February 12,
22. Jain K K (1985) Management of Technology, *Economic Times*, Bombay , 28 August
23. Jain K.K (1985) A Tenacious Customer , *Economic Times*, Bombay , July 10
24. Jain K.K (1985) Job Rotation - a tool for Training, *Economic Times*, Bombay, March 2.

Book (edited)

Jain K.K, Sandhu M S., Dewi, A. S. (2008) Leadership in a Changing Landscape, Malaysia, CERT Publications

Chapter in book

1. Jain K.K, Sandhu M S., Dewi, A. S. (2008) Current State of Knowledge Leadership in Malaysian Universities *Leadership in a Changing Landscape*, Malaysia: CERT Publications
2. Jain K.K (2007) Control vs. Flexibility – A Case Study of Unistar , in *Select Cases in Management*, New Delhi : Allied Publishers Pvt Ltd.
3. Jain K.K (2005) Managing Virtual Teams in a Virtual University – Students’ Experiences in Sumati Reddy(Ed.). *Virtual Teams – Concepts and Cases*, Hyderabad: ICFAI University Press
4. Jain K.K (2003) Motivating Factors in E-learning”, PVL Raju (Ed.) in the book “*E-Learning – Concepts and Cases* .Hyderabad: ICFAI University Press.
5. Jain K.K & Agarwal R (2002) Role of Key Players in Risk Management- Enron as a Case in Point, Dhamija, S. C., & Singh, V.(eds.) in the book *Vedic Values and Corporate Excellence*

Ph D Supervision

Several students have been awarded Ph. D degree under my supervision. Currently member of thesis advisory committee of 3 students.

Consulting

- Organizational Climate Survey and Competency Mapping for Mettler Toledo, Mumbai, Consulting fee Rs. 250,000
- Turnkey recruitment and selection of assistant engineers/junior engineers for State owned MPPKVV (jointly with Prof D L Sunder and Prof A Kanagaraj) Consulting fee Rs. 6500000
- HR and Communication Audit for the Department of Health, govt. of Madhya Pradesh (jointly with Prof. Ashraf Rizvi) Consulting fee Rs1750000 lakhs

Institution Building

(A) Administrative Work at IIM Indore

- i. Chair, Placement and Alumni Committee since April 2014
- ii. Member, FDEC
- iii. Member, FRC in Communication and Strategy
- iv. Area Chair from 17th December 2007 to 31st March 2011
- v. Chair, Fellow Program in Management from January 19, 2009 to 31st March 2011. As Chair, the number of students admitted was scaled up from usual 3 to 4 every year to around 15 every year. A new course titled FPM (Industry) was introduced.
- vi. Organized Excellence in Education and Research Conference in 2009, 2010, and 2011

- vii. Organized International Conference and Colloquium in collaboration with Unirazak in 2009 and 2010
- viii. In charge, Faculty Academic Activity in 2009-10 and 2010-11. Under this activity talks/seminars/book review presentations by Faculty and FPM participants were organized every week on Wednesdays. More than 60 such talks were organized during this period.
- ix. Appellate Authority, RTI in 2010-11
- x. Session Chair in International Conference on Globalization and Emerging Economies held at IIM Indore between August 11-13, 2008
- xi. Member CAT Interview Panel
- xii. I have been a member of PGP Executive Committee, Library Committee, Research Committee, EPGP Executive Committee in 2009-10 and 2010-11

(B) Contribution to Professional Community

- Visiting Faculty, Helsinki Business School, Finland
- Guest Faculty, IIM Ranchi
- External Examiner, Faculty of Business and Law, MMU, Malaysia
- Chair of Bureau of Indian Standards' Committee for Standards related to HRM

Professional Honors :

Bio-data included in:

- Who is Who - Indian Personage, Vol. I, Crystal Pub; New Delhi, 1986
- Trainers and Training Institutions - Directory 1986. Published by Indian Society for Training and Development, New Delhi.
- Reference Asia - Asia's Who is Who of Men and Women of Achievement, Vol. IV, 1989, Published by Rifacimento International, Delhi.

Outstanding Paper Award

Research paper entitled "Relationship between Psychological Characteristics and Entrepreneurial Inclination: A Case Study of Students at UNITAR" was given outstanding paper award by 2nd International Borneo Business Conference (IBBC 2006) held on December 6-8th 2006, at Hilton Hotel, Kuching, Sarawak, Malaysia

Unitar President's Special Mention Award (Malaysia)

President's special mention award given in 2006 in recognition of meritorious contribution to the university (Unitar)

Best Professor Award

1. World Education Congress – Asia Awards gave the Best Professor in Human Resource Management award in a function held at Dubai in 2011
2. IIM Indore Best teacher award in 2015.

Agra University Gaurav Shree Award

Global Alumni Association of Agra University awarded me Agra University Gaurav Shree Award on March 8, 2014