

## Dr. Raina Chhajer

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Assistant Professor – Psychology  
Humanities and Social Sciences Area  
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### Research and Teaching Interests

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I conduct research and teach courses in the field of applied positive psychology. My research examines the roles of positive psychology interventions, yoga-based interventions, and nature-based interventions on mental health and well-being. I have designed and taught various courses to undergraduate, postgraduate, executive, and doctoral students including positive psychology and positive organizational scholarship, thriving at work, the art and science of yoga, and nature and well-being.

### Education

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Mohan Lal Sukhadia University, Department of Psychology  
PhD in Psychology, Positive Organizational Psychology, 2017

Mohan Lal Sukhadia University, Bhupal Nobles' Girls College  
Masters in Psychology, Industrial and Organizational Psychology, 2010

Mohan Lal Sukhadia University, Commerce College  
Bachelors of Business Management, 2008

### Research Paper Publications

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Chhajer, R., & McEwan, K. (2025). Examining the impact of a forest bathing intervention on well-being in urban youth: A field experiment from India. *Acta psychologica*, 261, 105961. (Q1, ABDC-A, Impact factor 2.7)

Yaqub, Y., Chhajer, R., Dutta, T., & Singh, A. K. (2025). An empirical investigation of managerial transfer design as a trigger of training transfer. *The Learning Organization*, 32 (6): 926-952. (Q2, ABDC-C)

Chhajer R, & Bapat S. R. (2025). Exploring the impact of nature connectedness on well-being and mental distress among urban youth: Evidence from 25 most populated cities in India. *PLoS One*, 20(5): e0323712. (SJR-A, Q1, Impact Factor 2.6)

Dutta, T., Bhatia, N., & Chhajer, R. (2025). Validating the Big Five Aspect Scale amongst B-school students in India. *International Journal of Business Innovation and Research*, 38(4), 426–441. (SJR-B, Q2, Impact Factor 0.32)

- Chhajer, R., Chaudhry, S. & Mishra, A. (2024). Combating the mental health challenge of loneliness among urban youth: could finding meaning in life and experiencing thriving enhance their well-being?. *BMC Public Health*, 24: 3586. (SJR-A, Q1, Impact Factor 3.5)
- Dagar, C., Chhajer, R. & Rai, H. (2024). To connect within and be agentic: A field experiment examining the impact of a Yoga-based intervention on well-being. *Mindfulness*. (SJR-A, Q1, Impact Factor 3.1)
- Poddar, A. & Chhajer, R. (2024). Detection and disclosure of workplace mental health challenges: an exploratory study from India. *BMC Public Health*, 24:1874. (SJR-A, Q1, Impact Factor 3.5)
- Chhajer, R. & Dagar, C. (2024). Examining the impact of a restorative breath-based intervention 'Sudarshan Kriya Yoga' at work: A field experiment. *Frontiers in Psychology*, 15:1327119. (SJR-A, Q2, Impact Factor 3.8)
- Chhajer, R. & Hira, N. (2024). Exploring positive psychology intervention and mindfulness-based intervention in nature: Impact on well-being of school students in India. *Frontiers in Public Health*, 12:1297610. (SJR-A, Q1, Impact Factor 5.2)
- Chhajer, R., Tandon, A., & Joseph, T. (2024). Recovering from crisis: Designing and implementing a positive change initiative. *International Journal of Business Innovation and Research*, 33(1), 101-117. (SJR-B, Q2, Impact Factor 0.32)
- Chaudhry, S. & Chhajer, R. (2023). Enhancing psychological well-being of school teachers in India: Role of energy management, thriving, and stress. *Frontiers in Psychology*, 14:1239587. (SJR-A, Q2, Impact Factor 3.8)
- Dutta, T., Chhajer, R., Nag, S. & Dhir, S. (2023). Impact of intolerance of uncertainty on well-being during COVID-19 pandemic in India: Does practicing gratitude and mindfulness help? *IIMB Management Review*. (ABDC-B/SJR-Q2, Impact Factor 0.52)
- Chhajer, R., & Shukla, S. D. (2022). Sleep quality of Covid-19 recovered patients in India. *Neuroscience Insights*, 17 (1), 1-9. (SJR-A, Q2, Impact Factor 3.6)
- Chhajer, R., Lal, V., & Tandon, A. (2022). Motivating women to travel in India: Embodying safety as an organizational purpose. *Frontiers in Psychology*, 13:883593. (SJR-A, Q2, Impact Factor 3.8)
- Chhajer, R., & Chaudhry, S. (2022). What makes Indian management students thrive? Role of decision-making discretion, broad information sharing, and climate of trust. *Frontiers in Psychology*, 13:795262. (SJR-A, Q2, Impact Factor 3.8)
- Chhajer, R., Dutta, T., & Joseph, T. (2022). Role of social connectivity and job engagement in positive change: Evidence from the Middle East. *International Journal of Business Excellence*, 28 (3), 375-396. (SJR-B, Q3, Impact factor 0.33)

Chhajer R. & Dutta T. (2021). Gratitude as a mechanism to form high-quality connections at work: Impact on job performance. *International Journal of Indian Culture and Business Management*, 22 (1), 1-18.

Yaqub, Y., Dutta, T., Chhajer, R., & Singh, A. K. (2020). Impact of supervisory support in training transfer: An empirical study. *Indian Journal of Industrial Relations*, 56(1), 73-88. (ABDC-C)

Chhajer R., Rose E. L. & Joseph, T. (2018). Role of self-efficacy, optimism, and job engagement in positive change: Evidence from the Middle East. *Vikalpa: The Journal of Decision Makers*, 43(4), 222-235. (SCOPUS)

### Book Publication

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Chhajer, R. (2024). *Be well: Micro Interventions for a meaningful life*. Notion press.

### Case Study Publications

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Chhajer, R., Lal, V., & Ranganathan, R. (2019). *F5 Escapes – A purpose driven organization*. (Case 4-798-982). WDI publishing, Ross School of Business, University of Michigan.

Baker, W., Joseph, T., & Chhajer, R. (2018). *UAE Exchange: The RACE for Positive Organizational change*. (W73C38-PDF-ENG). Boston: Harvard Business Publishing.

### International Conference Presentations

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Russo-Netzer, P. & Chhajer, R. (July 2025). Awakening to synchronicity: A journey through nature's wisdom. Invited to lead a pre-conference workshop at the *International Positive Psychology Conference (IPPA) held in Brisbane, Australia*.

Chhajer, R. (July 2025). Yoga as a green exercise: Examining the impact on mental health and well-being of young urban adults. Presented at the *International Positive Psychology Conference (IPPA) held in Brisbane, Australia*.

Russo-Netzer, P. & Chhajer, R. (July 2025). Sacredness in everyday life: Narratives from India and Isreal. Presented at the *International Positive Psychology Conference (IPPA) held in Brisbane, Australia*.

Chhajer, R. & Passmore, H.A. (July 2024). Reconnecting with nature for psychological well-being: An experiential workshop. Invited speaker to lead a pre-conference workshop at the *European Positive Psychology Conference (ECP), Innsbruck, Austria*.

Hira, N. & Chhajer, R. (July 2024). Enhancing well-being of urban school students in India: A comparative study of two interventions in a natural setting. Presented at *European Positive Psychology Conference (ECP), Innsbruck, Austria*.

- Chhajer, R., & Bapat, S. (June 2024). Exploring the impact of nature connectedness on well-being among urban young adults from 25 most populated cities in India. Presented at the *Nature Connections Conference, University of Derby, UK*.
- Popat, N., & Chhajer, R. (July 2023). Are Indian expatriates flourishing in the post pandemic era? An exploratory study. Presented at the *World Congress of the International Positive Psychology Association (IPPA), Vancouver, Canada*.
- Chhajer, R. (April 2023). How to enhance resilience among marginalized tribal women in Rajasthan, India? A pilot intervention. Presented at *ResilienceCon 2023, Nashville, USA*.
- Chhajer R., Lal, V., & Tandon, A. (Nov 2021). Motivating women to travel: Organizational purpose as a pull factor. Presented virtually at the *8<sup>th</sup> International Conference on Hospitality and Tourism Management*.
- Chhajer, R., Al Jenebi, N., Alzahmi, R. A., & Saleh, A. (July 2021). PERMA to enhance wellbeing of expatriates in the United Arab Emirates. Presented virtually at the *World Congress of the International Positive Psychology Association (IPPA)*.
- Chhajer R., Dutta T., & Nag, S. (Aug 2020). An online positive psychology intervention to enhance wellbeing during COVID-19 lockdown. Presented virtually at the *International Society for Quality of Life Studies Conference*.
- Chhajer, R. (July 2019). Role of task enabling to foster high-quality connections at work: A randomized wait-list control trial. Presented at the *World Congress of the International Positive Psychology Association (IPPA), Melbourne, Australia*.
- Choudhary, S., Yadav, Y., & Chhajer, R. (July 2019). Twinkle Twinkle Little Star, How I wonder what you are? Effect of awe on purchase intention. Presented at the *World Congress of the International Positive Psychology Association (IPPA), Melbourne, Australia*.
- Chhajer, R., Chhajer, N., & Baidya, M. (Mar 2019). RangSutra – Empowering Indian Artisans. Presented at *Asian Management Research and Case Conference, UAE University, Al Ain, UAE*.
- Chhajer R., Joseph, T., & Rose E. L. (Aug 2016). Linking psychological capital and performance: Mediating role of positive affect and work intensity. Presented at the *Academy of Management Annual Meeting, Anaheim, USA*.
- Joseph, T., & Chhajer R. (June 2015). Linking positive social capital and MNE performance: The mediating role of job engagement in a multi-cultural Middle East context. Presented at the *Academy of International Business Annual Meeting, Bangalore, India*.

## National Conference Presentations

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- Chhajer, R., & Bapat, S. (2025). Beyond Pilgrimage: Spiritual Tourism as a Pathway to Mental Resilience and Sustainable Communities. Presented virtually at the *International Conference on Sustainability, Entrepreneurship, Equity & Digital Strategies (SEEDS 2025)*.
- Chhajer, R., & Bapat, S. (2025). Nature-based pathways to well-being: Rethinking urban youth lifestyles for a sustainable future. Presented at the *International Conference on Sustainability (SUSCON XII)*, IIM Shillong.
- Chhajer, R. (2025). Examining the impact of nature connectedness on well-being, posttraumatic growth, and loneliness. Invited as a keynote speaker at the *International Conference on Positive Psychology* organized by NPPA, India.
- Chhajer, R., Chowdary, S. & Chhajer, N. (2025). Impact of stress and anxiety on psychological well-being of school teachers in India: Evidence from rural schools in Rajasthan. Presented at the *Annual Conference of National Association of Psychology (NAOP)*, Christ University, New Delhi, India.
- Chhajer, R., & Rai, A. (2025). Managing workplace burnout among consultants in Indian firms: A pilot study. Presented at the *Annual Conference of National Association of Psychology (NAOP)*, Christ University, New Delhi, India.
- Chowdary, S. & Chhajer, R. (2024). Manage your energy to thrive at work: Impact on psychological well-being. Symposium presented at *Annual Conference of the National Association of Psychology (NAOP)*, GITAM, Vishakhapatnam, India.
- Poddar, A. & Chhajer, R (2024). Measures to combat workplace mental health challenges in India: An exploratory study. Presented at *Annual Conference of the National Association of Psychology (NAOP)*, GITAM, Vishakhapatnam, India.
- Chhajer, R., & Mishra, A. (2024). How do Indian urban youth combat loneliness? A pilot exploration. Presented at *Annual Conference of the National Association of Psychology (NAOP)*, GITAM, Vishakhapatnam, India.
- Chowdary, S. & Chhajer, R. (2024). Manage your energy to thrive at work: Impact on psychological well-being. Presented at *Annual Conference of the National Association of Psychology (NAOP)*, GITAM, Vishakhapatnam, India.
- Chhajer, R. (2023). Enhancing well-being of school students in India: Role of poetry. Presented virtually at the *National Positive Psychology Association Conference*.

- Gokhale, S., & Chhajer, R. (2023). How emotions experienced at home impact employee's stress at work: A study on Indian working professionals. Presented at *International Conference on Evidence Based Management 2023, BITS Pilani*.
- Chadha, A. & Chhajer, R. (2023). Does learning enhance the psychological well-being of employees at work? A pilot exploration. Presented at *International Conference on Evidence Based Management 2023, BITS Pilani*.
- Yaqub, Y., Dutta, T., Chhajer, R., & Singh, A. K. (2021). How Does Training Intervention Design Improve Training Transfer? The Mediating Mechanism of Motivation and Volition to Transfer. Presented at *Annual Conference of the National Association of Psychology (NAOP), Indian Institute of Technology, Kanpur, India*.
- Chhajer R. & Dutta T. (2020). Gratitude as a mechanism to form High-Quality Connections at work: Impact on job performance. Presented at the *Indian Academy of Management conference, Indian Institute of Management, Trichy, India*.
- Chhajer R. & Chowdary, S. (2019). Supportive class environment: An enabler for thriving students. Presented at *Annual Conference of the National Association of Psychology (NAOP), Pondicherry University, India*.
- Chhajer, R. (Feb 2019). Enabling thriving at work: Practices for organizations and individuals (Best paper award – Innovative HR practices track). Presented at *ICIOP conference, MS University, Vadodara, India*.
- Chhajer, R. (Feb 2019). Linking High-Quality Connections with performance: Evidence from an Indian Textile Firm. Presented at *ICEBM conference, BITS Pilani, India*.
- Chhajer, R. (Dec 2018). Building high-quality connections at work: A pilot experiment. Presented at the *Annual Conference of the National Association of Psychology (NAOP), University of Delhi, India*.
- Chhajer R. (Dec 2017). Fostering positive relational ties at work – A qualitative study. (NAOP best paper award) Presented at the *Annual Conference of the National Association of Psychology (NAOP), Indian Institute of Technology, Kharagpur, India*.
- Chhajer R. & Joseph, T. (Dec 2017). Role of social connectivity and job engagement in positive change: Evidence from the Middle East. Presented at the Pan-IIM world management conference, *Indian Institute of Management, Lucknow, India*.
- Chhajer R. & Joseph, T. (Dec 2017). Positive Organizational Change: Practices, Mechanisms, and Impact. Presented at the *Indian Academy of Management conference, Indian Institute of Management, Indore, India*.
- Chhajer R., Joseph, T., & Rose E. L. (Dec 2016). Role of self-efficacy, optimism and job engagement in positive change: Evidence from the Middle East. (Nominated for the

conference best paper award) Presented at the *Pan-IIM world management conference, Indian Institute of Management, Ahmadabad, India.*

## Research Grants

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- Seed money grant of Rs. 100000 by IIM Indore to conduct research on felt experiences of sacredness with Prof. Pninit Russo-Netzer, 2025
- Research grant of £2335 by Manchester Metropolitan University to conduct a study on nature connectedness, meaning in life, and post-traumatic growth with Prof. Matt Brooks and Prof. Danielle Labhardt, 2024
- Seed money grant of Rs. 100000 by IIM Indore to conduct research on purpose driven organizations with Vedika Lal, 2019

## Teaching Experience

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### Doctoral programs

- Positive Psychology and Positive Organizational Scholarship (Elective course for DPM and EDPM students at IIM Indore)
- Introduction to Psychology (Core course for EDPM students at IIM Indore)

### Executive programs

- Positive Organizational Practices (Elective course for EPGP students at IIM Indore)

### Post graduate programs

- Thriving at Work (Elective course for PGP students at IIM Indore)
- Art and Science of Yoga (Elective course for PGP students at IIM Indore)
- Nature and Well-being (Elective course for PGP students at IIM Indore)

### Undergraduate programs

- Introduction to Positive Psychology (Core course for IPM students at IIM Indore)
- Psychology II (Core course for IPM students at IIM Indore)
- HSS II (Core course for IPM students at IIM Indore)
- Art and Science of Yoga (Elective course for IPM students at IIM Indore)
- Crafting your Inner World (Elective course for IPM students at IIM Indore)
- Positive Organizational Psychology (Elective course for IPM students at IIM Indore)
- Industrial Psychology (Core course for BBA students at FLAME University)
- Positive Psychology (Core course for BA psychology students at FLAME University)

## Executive Education

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### Open Management Development Programs

- Leading for Excellence at Work (Coordinated and lead multiple batches at IIM Indore)
- Mindfulness-based Leadership Program (Coordinated and lead multiple batches at IIM Indore)
- Leading with Purpose (Coordinated and lead multiple batches at IIM Indore)

## Administrative Responsibilities

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- Coordinator, Centre of Wellness and Inclusion at IIM Indore, April 2023-25
- Member, Research and Publication Committee at IIM Indore, April 2022-24
- Member, AOL Committee for PGP and PGP-HRM programs at IIM Indore, April 2022-24

## Honors and Awards

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- Keynote speaker at the National Positive Psychology Conference (NPPA), 2025.
- Invited to lead a pre-conference workshop at the International Positive Psychology Association (IPPA) World Congress held in Brisbane, 2025
- Invited speaker at the European Positive Psychology Conference (ECP), Innsbruck, 2024.
- Invited to present a research seminar at the Manchester Metropolitan University, 2024
- NAOP Conference Best Paper Award, 2017
- Positive business project award, 2014 at the Positive Business Conference, UoM
- Best paper presentation award by Indian Association of Clinical Psychologists, 2011
- UGC-Junior Research Fellowship, 2010
- University Gold Medal for Master's in Psychology, 2010

## Work Experience

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### **Indian Institute of Management, Indore**

*May 2018 – Present*

#### *Assistant Professor - Psychology*

- Teaching various innovative elective and core courses to students enrolled in programs including DPM, EDPM, EPGP, PGP, and IPM.
- Conducting impactful research for publication in leading journals on topics including well-being, mental health, nature connectedness, positive psychology intervention, mindfulness-based intervention, and yoga-based intervention.
- As a coordinator for the Centre of Wellness and Inclusion, engaged with the PwD candidates on campus.
- Designing and facilitating multiple management development programs for industry executives working across sectors.

### **Nature Connectedness Research Group, University of Derby, UK**

*June 2024 – July 2024*

#### *Visiting researcher*

- Initiated a research project 'Under one sky' with Prof. Christopher Barnes.
- Initiated a research project 'Forest bathing for management students' with Prof. Kirsten McEwen.

### **Emirates Centre for Happiness Research, UAE University, Al Ain**

*Sept 2019 – Nov 2019*

#### *Visiting researcher*

- Initiated a research project 'PERMA to enhance the wellbeing of expatriate workers in UAE'
- Designed and facilitated a workshop on wellbeing for expatriates.



**FLAME University, Pune***Dec 2017 – May 2018**Assistant Professor of Psychology*

- Taught 'Industrial Psychology' and 'Positive Psychology' to undergraduate students.
- Initiated research projects with Prof. Smita Chaudary and Prof. Ankita Tandon.

**Center for Positive Organizations, University of Michigan, USA***Jan 2017 – April 2017**Visiting Doctoral Student*

- Developed a multimedia case study with Prof. Wayne Baker.
- Attended Prof. Jane Dutton's 'Foundations in Positive organizations scholarship' course.
- Led weekly sessions on mindfulness and gratitude practices.

**Indian Institute of Management, Bangalore***September 2015 – May 2016**Visiting Doctoral Student*

- Attended Ramya Ranganathan's doctoral seminar on 'Positive psychology and positive organizational scholarship' and 'Personal values, goals, and career options' MBA course.
- Audited Ramadhar Singh's doctoral course 'Research methods in organizational behavior' and 'Psychological perspective in public policy' MBA course.

**Indian Institute of Management, Udaipur***June 2012 – Dec 2012**Research Assistant*

- Conducted research on a positive organizational initiative with Thomas Joseph and Elizabeth L. Rose.
- Multiple conference presentations.

**Professional Service**

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**Professional Associations**

- Association of Nature and Forest Therapy, 2022 – Present
- International Positive Psychology Association, 2019 – Present

**Other Professional Services**

- Certified Forest Therapy Guide, ANFT, 2023
- Certified Yoga Instructor, 200 hours TTP, Sri Sri School of Yoga, 2021
- Consultant for a M.P. Government School Education Development Project, 2020
- Executive workshop 'Building Positive Relationships at work' at Sangam Group, 2017
- Facilitated 'Reciprocity ring' for Humax Networks, 2017
- Led a huddle for MBA students at Center for Positive Organizations, 2017
- Talk with Deepa Srikantaiah at IIM, Bangalore, 2016
- Conference organizing committee, AIB India-MENA Conference, 2014
- Research Assistance, State Planning Board Report, Government of Rajasthan, 2013

**Community Service**

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**Embrace Nature Foundation***2023 – Present**Volunteer*

- Leading forest therapy walks in urban parks.
- Conducting tree plantation drives.

### **The Art of Living Foundation, Bengaluru, India**

*2009 – Present*

#### *Teacher & Volunteer Representative*

- Weekly meditation and breathwork sessions for students, 2024 – Present
- State school committee member for free schools in Rajasthan, 2018 – Present
- Organize and teach the Art of Living Happiness Program, 2015 – Present
- Start-up of a tribal school for girl child education at Parola village, Rajasthan, 2014
- Fund raising for ‘Gift a Smile’ project, 2014 – Present

### **Personal Interest**

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Yoga, Meditation, Nature, Wellness

### **References**

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#### **Holli-Anne Passmore**

Associate Professor  
Department Chair, Psychology  
Concordia University of Edmonton  
Alberta, Canada  
Email: [Holli-Anne.Passmore@concordia.ab.ca](mailto:Holli-Anne.Passmore@concordia.ab.ca)

#### **Wayne Baker**

Robert P. Thome Professor Emeritus  
Department of Management & Organizations  
Ross School of Business  
University of Michigan, Ann Arbor, USA  
Email: [wayneb@umich.edu](mailto:wayneb@umich.edu)

#### **Tanusree Dutta**

Associate Professor  
Organizational Behaviour Area  
Indian Institute of Management, Ranchi  
Email: [tanusree@iimranchi.ac.in](mailto:tanusree@iimranchi.ac.in)

#### **Elizabeth L. Rose**

Research Chair Professor  
Business Policy and Strategy  
Indian Institute of Management, Udaipur  
Email: [Elizabeth.rose@iimu.ac.in](mailto:Elizabeth.rose@iimu.ac.in)