

Name : Nikita Parashar
Designation : Research Scholar
Institution : Birla Institute of Management Technology, Greater Noida

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EDUCATION

1. **Doctoral Degree (Executive Fellow Programme in Management - EFPM)**
Birla Institute of Management Technology (BIMTECH), Greater Noida
Pursuing since 2023
Area: Human Resource Management
2. **Master of Business Management (HR and Marketing)**
Amity University, Noida (2005–2007)
CGPA: 8.58 (Top 5 in batch)
3. **Bachelor of Arts (Geography Hons.)**
Miranda House, University of Delhi (2001–2004)
4. **UGC NET Qualified (2022)**
Labour Welfare, Organizational Behaviour, and Human Resource Management

AREA OF INTEREST AND RESEARCH

- DEI
- Inclusion
- Allyship
- Transallyship

EXPERIENCE

- HR Manager / HR Head, *Dubaibulls Ltd.* (2021–Present)
Leading HR operations, policy design, performance management, and recruitment.
- Asst. Manager – HR, *Isha Infra and Networking Pvt. Ltd.*, Varanasi (2009–2011)
Recruitment, onboarding, CRM supervision, and employee relations.
- Training Coordinator, *TNS - Telecom Network Solutions*, Varanasi (2008–2009)
Campus recruitment, training coordination, and performance evaluation.

ACADEMIC POSITIONS AND ASSIGNMENTS

Research Scholar (EFPM) at Birla Institute of Management Technology (BIMTECH)
Focus on Strategic Workforce Development, Behavioural Insights, and Inclusive HR Practices.

RECOGNITIONS AND AWARD

- Class XII School Topper and Scholar Award recipient.
- Ranked in Top 5 in MBA (Amity University).
- Best Employee award

RESEARCH PAPERS AND WORKING PAPERS

- INTEGRATIVE REVIEW
- PAPER ON TYPOLOGIES

RESEARCH IN PROGRESS

- Becoming an Ally: Exploring the Lived Experiences of Allies in Enhancing Transallyship

CONFERENCE, SEMINAR PAPER AND PRESENTATIONS

- FDP-Qualitative Techniques for Management and Social Science Research, BHU Varanasi, 2024
- Qualitative Data Analysis Using NVivo, Online
- Mulyaprabha 2.0: Shaping Leaders with Conviction faculty development program. International Seminar, Greater Noida
- Online Workshop on Quantitative and Qualitative Data Analysis.